

---

$$R^2 + C = \text{Success}$$



# PBSIS Staff Update

Ready, Respectful & Caring

---

Since our orientation meeting we have been hard at work laying the foundation of the program to be implemented in the Fall of '08. We are really excited about the progress we are making and the prospects for success within the Watchung Community. Being that the development of this program relies on the collaborative efforts of staff, students and families, we wanted to take this opportunity to provide a quick refresher on Watchung's PBSIS Mission, the PBSIS Framework, respond to the feedback you provided at the Orientation, provide you all with an update on the teams progress so far and layout some immediate next steps.

## **Watchung's PBSIS Mission**

The Watchung Elementary School Community is dedicated to educational excellence for each and every child. In cooperation with families, students and staff, we will maximize the values of academic and personal achievement by fostering a community of caring, confident and respectful citizens through a safe, positive and consistent approach to teaching and learning.

## **PBSIS Framework**

PBSIS (Positive Behavior Support in Schools) is a research based, multi-tiered prevention & intervention model created to provide the following continuum of positive behavioral support to our students. While each of the three tiers build upon one another, each tier has a specific intervention focus and process for implementation.

- Tier I - Universal Level - Developing consistent positive behavior support across all staff, settings and students
- Tier II - Small Group Level - Catch some students developing patterns of behavior problems
- Tier III - Individualized Level - Provide individual support to fewer classified students who have intensive behavioral needs

These Tiers are to be implemented over a two-year period, with Tier I being kicked off upon return to school in September. The program will enable us to communicate consistent school wide expectations, recognitions and procedures to be followed. It will also foster a positive school environment so that all students can be successfully included within the general education programs.

## **Staff Feedback**

The team compiled all the feedback (see attachment I) you provided us at the orientation and categorized your responses in an effort to reply to your concerns and keep them top-of-mind in developing the details of the program. You may notice that some of your concerns are areas of the program that are still being developed therefore the response is yet to be determined.

# PBSIS Staff Update



Ready, Respectful & Caring

---

## Progress Update

Our overall efforts thus far have focused on developing Tier I of the program. This has involved the following steps:

- Conduct a building self-assessment and school wide climate assessment among staff, students and parents
- Analyze the assessments to summarize the building's strengths, needs or concerns and distribute the results to staff and parents
- Create our overarching school motto and logo for the program to appear on all communications and recognition documents (which you can see in the masthead of this update)
- Define school community expectations as they relate to the needs assessment areas (in our case being arrival/departure, bathroom, cafeteria, hallway, stairway, playground, auditorium/assembly etiquette)
- Design the school wide recognition system which includes, displaying of community expectations, tiered student incentive structure, staff incentives, monitoring success
- Recruit PTA to help implement and manage program

## Next Steps

- Please take some time to review attachments I & II and submit feedback for attachment II by 5/12 to Judy Towery's e-mail or mailbox.
- If you'd like more detailed information about PBSIS, please access the programs website @ <http://www.njpbs.org>
- Any further questions or feedback you may have can be discussed at the 5/19 staff meeting.

The PBSIS Team

# ATTACHMENT I

Yesterday at the PBSIS meeting we were asked to develop and define behavioral expectations.

Our team took the comments/concerns and suggestions from our staff development day and came up with the following categories.

## **Parent workshops**

- I am concerned about parent involvement-There should be plenty of communication with parents-workshops/bulletins/handbook
- More frequent parenting workshops
- We need a lot of parent support
- Workshops for parents summer, fall-spring would be a good idea
- How are parents going to really get involved and buy in and help reinforce the behavior?

The team suggested-information home in the newsletter, and plan a May 13<sup>th</sup> workshop and Parent Welcome Kit to enhance the home-school connection.

## **Rewards-management**

- Will you still be able to use other reward programs in your classroom?
- Monetary rewards?-prizes for good behavior- some may appreciate it some may not.
- How and when are “rewards” given out?
- How will you “change” adults’ behaviors toward rewards and behaviors?
- Coins as reward? Use coins to shop at student store. Kids need no \$\$ to shop at the store-just coins
- Do not like coupon distribution.
- Are student being verbally praised and not just receiving tangible for good doing?

The team is working on creating a way to manage the program, both in the classroom and school wide, we tabled the type of “rewards and how” for now, as we develop the what the other will fall into place.

## **Communication**

- Will there be a lesson plan for this plan?-Yes
- Use Broadcast studio to model/role play goal (positive) behavior- yes, this will become a part
- Please try to disseminate information to the office staff. - All minutes will be shared with the office via emails or mailboxes
- When a class has a sub what happens to the rules?- Subs will get a sub sheet
- Will there be a “script” for Back-to-School night?-Yes, it will be developed

## **Positive Reinforcement**

- How do you handle repeat offenders vs. the occasional misbehavior in regards to consequences?- Tier three will address this concern
- Most teachers try to do positive reinforcement. However, are there consistent consequences for those students who do not respond to the positive rewards? -Tier three will address this concern

## **Data**

- I think you should track and study next year’s K class from K-5. It will be the 1<sup>st</sup> class going through.
- Should there be different consequences for older children who are not responding?

These two items will be addressed in the next year’s training-The team is working on learning this.

# ATTACHMENT I

## Other

- This program should help all students have respect for all adults regardless of whether or not the adult is his/her teacher.
- What will happen when a child is consistently late because of a parent's lack of organization or inability to get child to school on time?– This will be added to parent workshop and b-t-s night.

## Suggestions

- Code of Conduct- NOT RULES
- Bully Person- Paper person every time a mean comment was made- a piece of the person is taken off, Positives bring it back.
- Repetition and reinforcement of rules throughout the school year.

## IEP

How do IEP/504 kids “fit in” to the rules? i.e. survey results and kids noticing different treatment– Learning

We need to keep in mind the role of academics influencing negative behavior- Working

## Positive Comments

I would like to see this work, it would show somebody cares.

Love it can't wait until Sept.

Great program for teaching everyone involved in the education process-consistent behavioral expectations.

We did come up with a slogan/idea-

Watchung's Formula for Success

R2 + C = Success

Ready, Respectful + Caring = Success

ATTACHMENT II

# Student Incentive Survey

Next year we are going to thank students for making good behavior choices. This will be done school wide everyday by all staff in the form of a reward ticket called "Beaker Bucks". As each classroom accumulates "Beaker Bucks" they will be pooled at the end of the week and bi-weekly by grade to select random honorees that will be recognized on a Broadcast and with prizes. We want to know different ways you think they would like to be recognized. We have come up with some ideas but we need your help!

Please place a check next to each incentive you are interested in and below, record any additional incentives you can come up with.

*Keep in mind...Some prizes will be awarded weekly and others bi-weekly. When adding additional ideas to the list they should not be costly or unreasonable.*

- | <u>Weekly</u>                            | <u>Bi-Weekly</u>  |
|--|---|
| <input type="checkbox"/> Pencils or Pens | <input type="checkbox"/> Cash in for student store            |
| <input type="checkbox"/> Bookmarks       | <input type="checkbox"/> Lunch w/staff                        |
| <input type="checkbox"/> Stickers        | <input type="checkbox"/> Breakfast w/Principal                |
| <input type="checkbox"/> Rulers          | <input type="checkbox"/> Guest appearance on Wake-Up Watchung |
| <input type="checkbox"/> Rubber balls    | <input type="checkbox"/> Run morning meeting                  |
|  | <input type="checkbox"/> Teacher's Helper                     |

Additional student incentives ideas:

- \* \_\_\_\_\_
- \* \_\_\_\_\_
- \* \_\_\_\_\_
- \* \_\_\_\_\_

