Positive Behavior Support (PBS)

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Goals of all PBS Schools:

- Create a more invitational school climate.
- Implement school-wide expectations for student behavior.
- Improve safety and civility in the school's common areas and classrooms.
- Create positive procedures to meet the needs of all students.

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Guilford County Schools

What New PBS Schools Can Expect:
One PBS Principal's Point of View

Many principals and staff members of schools who plan to begin implementing PBS during the 2008-2009 school year are unsure of what to expect from the PBS process. In a recent interview with one of our PBS Coaches, Dr. Sara Roberts, principal from Oak Hill Elementary School, shared her experiences as she and her staff members began implementing PBS this year:

Paul Wirth: How has PBS made a difference in your school?

Dr. Roberts: Major positive changes in the climate of the school. Students and staff are much more positive with each other. The Hallway policy has made it safe to be in the school during arrival and dismissal. Classroom transitions are smooth and quieter.

The overall discipline is more consistent, and discipline problems have reduced from the beginning of the year.

Paul Wirth: How have you used SWIS data in the PBS process?

Dr. Roberts: The SWIS data has been crucial in implementing the expectations for office referrals. We share the data with the team and then the staff. From the data we have been able to adjust the referral process as well as distinguish major and minor problems behaviors.

PaulWirth: What is the best advice you can give for schools implementing PBS?

ENJOY and have fun. It should not be a burden but something to make going to work even better. We want our students to enjoy coming to school and not feel like they are just going to a sterile environment that does not care about them. Thus, we as a school embraced PBS as a way of life at Oak Hill. WE ARE THE BEST IN THE NEST EVERYDAY!!!

PBS Schools in the Spotlight

PBS Trainers and Coaches would like to recognize:

Western High School for new parental involvement (through volunteers) and increased community involvement (through donations) with their school wide encouragement "Stinger Bucks" store.

Montlieu Math and Science Academy for working hard to revamp their school-wide encouragement plan to fit their students.

Welborn Academy of Science and Technology for working in conjunction with their Character Education Grant to identify and recognize staff and students who have consistently exceeded School-Wide Expectations for behavior and outstanding character. They held an awards ceremony on April 17 and recognized Stephen Ingram and Linda McCallum.

Northeast Middle School for developing a PBS Bus Common Area Policy and lesson plans. Their coach said, "This team is extremely effective and never fails to take the initiative when given a recommendation! They have really made this priority one and the program is something the entire school community is proud of!"

Keep up the great work!

PBS Update

New PBS Schools: Reedy Fork Elementary, Murphey Traditional Academy, McLeansville Elementary, Falkener Elementary, Alamance Elementary, Southwest Middle, Vandalia Elementary, Eastern High, General Greene Elementary, Oak View Elementary, and Parkview Elementary will begin the PBS process during the 2008-2009 school year. Teams from these schools will attend training during the week of June 23-27.

New Coaches: As more schools begin implementing PBS, more coaches are needed to support them. Three new coaches will be joining the PBS team in the fall of 2008.

SET Results are In: At a recent booster session, PBS schools received feedback from the annually administered School-wide Evaluation Tool (SET). The SET is an instrument which highlights components of PBS that schools are already implementing and helps PBS teams determine which components need attention for future implementation. Because PBS is a **process** that takes time—unlike many educational programs which are simply put in place at one time— the SET provided PBS teams valuable information to use in planning for continued implementation during the 2008-2009 school year.

Targeted Training: When schools begin implementing PBS, their first step is to implement school-wide practices designed to affect the school environment and structure the school common areas to promote student success. This "first step" is known as the universal level. After schools are fully implementing PBS at this universal level, their second step is to identify the students who continue to be at risk for behavior problems even after school-wide practices have been put into place and to provide behavioral interventions for these students. This phase of implementation is called the targeted level. This spring several schools have met the criteria for fully implementing the universal level PBS practices, and they are invited to attend training in the fall of 2008 to begin implementing interventions at the targeted level. These schools are: Fairveiw Elementary, Welborn Academy of Science and Technology, Gibsonville Elementary, Jackson Middle, Oak Hill Elementary, Johnson Street Global Studies, Northeast Middle, and Northwest Middle.

PBS and Behavior on the Bus

As schools review their SWIS data (their office discipline referral data), many are finding that a high percentage of their office discipline referrals come from the bus. The school bus is a common area for students just like the cafeteria or the hallway, so some PBS teams are writing common area policies for the bus—as well as lesson plans for teaching their students these policies. Of course, implementing school bus policies may be more difficult than implementing cafeteria or hallway policies because the bus drivers who monitor students on the bus—unlike teachers who monitor them in the cafeteria or hallway—may be supervising students from multiple schools at the same time, and they must supervise students while driving. Also, bus drivers are rarely able to attend schools' staff meetings, and they may not be familiar with PBS concepts. In order for school bus policies to be implemented effectively, open communication between PBS teams and bus drivers is crucial. Bus drivers may already be using county-set bus rules that can be incorporated into a school's behavior matrix, and PBS teams may be able to incorporate a bus acknowledgement system into the existing school-wide encouragement procedures. Bus drivers must have input into the acknowledgement system that is chosen to ensure that they can use it efficiently without compromising students' safety. If your PBS team is interested in addressing school bus behavior, please see your coach for assistance.

Success is the sum of small efforts, repeated day in and day out.
~Robert Collier

Benefits of Full PBS Implementation

Nationally, research has indicated the following benefits to implementing PBS with fidelity: decreases in office referrals, decreases in OSS and ISS, increases in instructional time, increases in student achievement, decreases in staff turnover, decreases in student and staff absences, and improvements in climate and culture.

Don't Forget!

Although the end of the year is extremely busy, now is the time to make plans for PBS implementation for next fall! The PBS Goal Plans for Cohorts A, B, and C are due to your PBS Coach by September 26, 2008.