

CUSD PBIS



# Newsletter

## Hello There

It is my pleasure to introduce the *first* issue of the **CUSD PBIS Newsletter!** It is my hope that you will look forward to receiving this publication each month! We will feature PBIS schools and the amazing things that they are doing, interviews with real-life implementers to highlight their achievements and lessons learned, the latest PBIS research and tips, as well as upcoming events! We also hope to showcase our PBIS School Leaderboard, where you can compete against yourself and fellow schools to earn access to prizes and recognition for the PBIS program at your site! As always, our district leadership team wants to make sure we are getting relevant information to you in a timely manner as well as offering support and recognizing you for all the amazing things you are doing! Thank you so much for your dedication to creating positive school environments for *all* students to succeed!

## Rewards Done Right

The **Teach by Design** page of PBISApps.org just released an article about rewarding students the right way. The author talked about a recent study that concluded that the way we reward our kids is more important than the actual rewards themselves. Included in the article were these 5 points about rewarding kids for their behavior:

1. **DON'T bribe students | DO celebrate achievements:** We should focus on rewarding students for behaviors *they* find challenging rather than using rewards as a "carrot" to perform an action they are already proficient in.

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## Mark your Calendar

**Feb-April 2018:** Walkthrough with District PBIS Coach

**Jan 17, 2018:** First Webinar/PBIS Tip

**April 18, 2018:** Becoming a Tier 2/3 School Training

**May 4, 2018:** Spring TFI due

**May 31, 2018:** 17-18 Recognition Application due

## Meet the PBIS District Leadership Team



*Jade Edwards*

PBIS Coordinator



*Cy Hiyane*

West | North



*Trish Orr*

Clovis | East | Alt Ed



*Tiffany Masten*

Buchanan

Please contact us if you need support, advice, resources, recommendations, or training for your staff!

Fill out the [Request for Assistance](#) form so we can help!

# Rewards Done Right

*Continued from page 1*

2. **DON'T make it all about getting the "Thing" | DO Let the token be your reminder:** Tangible rewards are a great reminder for teachers as much as they are for students. Tickets should be paired with behaviorally *specific* feedback and can remind you, on busy days or with students we struggle to connect with, to focus on the good things occurring in your room.
3. **DON'T make students guess what they did | DO use your words:** Rewards don't work if a student doesn't know why they are receiving them. Verbal rewards are powerful, especially when they are positive, non-judgmental, specific, sincere, and immediate.
4. **DON'T turn a group rewards into an individual punishment | DO let students earn a group reward:** If students lose access to a group reward (e.g., no referral party) their exclusion from the group can have a detrimental effect. Rather, think of a way that students can *earn* access to group rewards, such as earning a certain number of tickets to participate.
5. **DON'T be a one-trick pony | DO mix it up:** Not all students are impacted by the rewards you may be offering, so we need to have a few tricks in our bag! Focus on making your school a place where achievements are celebrated, students are self-motivated, and everyone is engaged by evaluating the way you are acknowledging students. Make sure you address whether it is school-wide, if anyone may be excluded, how do we change things for individual students, are we acknowledging colleagues, are we including subs?

Reinforcement, whether it be verbal or in the form of tangible rewards, is a powerful tool used to maintain positive behaviors and change inappropriate behaviors. Let's make sure to do it right! For more information, click here: [Rewarding Students the Right Way](#)



# In the Spotlight

## - Jefferson Elementary

If we were to determine who the founding fathers of PBIS in Clovis Unified are, Jefferson would definitely be included. Jefferson was the second school to say, "We want in!" and started the SOAR (Safety First, Outstanding Character, Act Responsibly, Respect for All) program in January 2014. In an interview with GIS Sara McAvoy, she had this to say about their journey...

### Why did you first decide to implement PBIS?

We were aware that our students had social-emotional and behavioral needs that weren't currently being addressed. There was research behind PBIS and it allowed us to systematically address behavior through tiered supports. We wanted to empower our staff and students to successfully manage behavior.

### What advice do you have for other schools about implementing PBIS?

Take your time to plan it well. This helps with buy-in, initial success, and sustainability.

### What benefits have you seen from PBIS?

At the Tier 1 Level, once our staff started using a common language in regards to teaching and enforcing behavior expectations, we noticed a significant decrease in office referrals and suspensions. We had a better way of supporting kids at the Tier 1 level, so we were better able to identify our Tier 2 kids. Once we had a better Tier 2 system, it allowed us to better serve our Tier 3 kids, so it was a positive ripple effect.

### What challenges have you faced with PBIS?

Any time we tried to do a class competition where the opportunity to acknowledge individual behavior was lost, it did not yield the behavioral gains we wanted. We realized that we had to be flexible to meet our student population's needs.

### Has anything surprised you along your PBIS journey?

How much the parents love PBIS! The students talk about it at home and it's become one of our top 3 comments on SART surveys. The parents even participate in "How to Take PBIS Home" workshops and have loved bringing the framework into parenting.

### What's the latest thing you're doing with PBIS?

Keeping our store fresh by listening to upper grade students about what they want. They want events more than things, so we allow them to "buy" access to events such as concerts, hot chocolate with Santa, luau, sports day, tech room, etc. We even started doing rentals, where students can rent access to things like hula hoops during recess!



“ We had a better way of supporting kids at the Tier 1 level, so we were better able to identify our Tier 2 kids. Once we had a better Tier 2 system, it allowed us to better serve our Tier 3 kids, so it was a positive ripple effect ”



## From Skeptic to Believer



*"I am thrilled to see the results of the climate and behavior among the students"*

-Gary Kliwer  
Maple Creek Music Teacher

It's not uncommon to be skeptical about a new program being introduced on your campus or to be hesitant about the concept of rewarding kids for doing the things they should be intrinsically motivated to do. According to Gary Kliwer, music teacher at Maple Creek, he was originally a PBIS skeptic, but, after seeing the program in action over two years, he is now an advocate of PBIS.

See what he has to say about PBIS, in his own words....

So, any of us whom are teachers, it is easy for us to be skeptical of the 'newest, latest, and best' method of anything. Because as we all know, there are so many programs and methods that come and go. Many of them being recycled and renamed from just a decade ago. We are always just hoping that our next training will be useful and worthy of our classroom, as well as the time taken out of our classroom for the training itself.

So when I was asked at first to be on the leadership team for PBIS, I asked a lot of questions of what it was all about. Initially I was skeptical about the rewarding of students for positive behavior with toys and trinkets bought from the school budget. I've always been okay with giving small rewards *occasionally*, such as a Jolly Rancher or a small piece of candy, to a student for a job well done. But the managing of tickets, the student store, the expense, seemed a little over the top. I always want students to do what they are expected to do without the promise of a reward.

Having gone through two years of PBIS on our school campus, I am thrilled to see the results of the climate and behavior among the students. First, and probably my favorite thing about PBIS is the fact that **it establishes a 'common language' and expectation for all students on campus**. No more different rules, signals, and expectations from class to class which is the norm. But I have found that PBIS sets the foundation for ALL students in ALL circumstances. No matter if they are in music class, the library, in the bathroom, on the field, or in the cafeteria. All expectations have been clearly taught and even displayed by professional looking signs all over the campus. This has been a great addition to the already strong discipline standards set at Maple Creek.

Second, is the fact that **it gives students something to look forward to in earning their tickets** for positive behavior. They learn to manage their tickets and the value of saving verses spending.

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# In your Own Words

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Third and last, I have appreciated hearing from administration that **discipline issues have been reduced**. When there is an actual measuring tool which clearly defines the discipline issue, it allows the school to collectively work together to reduce the number of incidences in that area by coming up with strategies to better help the students achieve success. The **data and feedback** allow the staff to have a starting point of discussion on how to better support students in that particular area of discipline and behavior.

PBIS has seen success at Maple Creek and I'm so proud of their hard work and POSITIVE attitude toward the program. I think it's pretty important for the staff to have buy in and understanding. I've seen that at Maple Creek and believe that is one of the single most contributing factors to its success here at Husky Land!!!

## School Points Are Here

School Points are a fun and easy way to brag about all the great things your team is doing to implement PBIS to the fullest! Here are the ways you can earn points! Leaderboards will be posted in each newsletter beginning in January! Prizes will be given to our champs!  
**You don't want to miss out!**

Complete the TFI.....	5 point
Complete the TFI <i>on time</i> .....	10 points
Submit your school reward menu for your PBIS store (multiple revisions possible).....	5 points
Submit a copy of your discipline flow chart.....	5 points
Submit a picture of your PBIS team.....	1 point
Submit a copy of your PBIS meeting notes.....	5 points per
Attend a PBIS training.....	1 point per team member
Complete a PBIS survey when it's available.....	1 point per team member
Apply for recognition in May.....	15 points
Score 70% on your walkthrough.....	5 points
Submit your PBIS video.....	5 points
Submit a picture of a student being rewarded for positive behavior.....	1 point per
Submit a positive comment from a parent about PBIS.....	15 points per
Submit a positive comment from a staff member about PBIS.....	5 points per
Submit a copy of your schools PBIS newsletter.....	20 points per
Submit a document about PBIS being in your school's annual goals.....	10 points
Submit a document indicating that you shared your data with staff.....	5 points per
Submit results from a student/staff climate survey.....	10 points per
Submit a picture of your campus PBIS signs.....	1 point per area
Submit your monthly behavior data.....	5 points per month
Submit a copy of staff meeting notes with PBIS on the agenda.....	5 points per
Submit a photo of a group of students participating in a PBIS reward.....	1 point per
Leave feedback about one of our PBIS videos/webinars (starting January).....	1 point per staff member
Bcc your coach on an email to your area superintendent about PBIS.....	30 points
Submit a copy of your behavior lessons (Tier 2 and/or Tier 2) connecting with PBIS... ..	5 points per lesson
Show how Campus Club or other co-curricular group is implementing PBIS.....	10 points per
Submit a cheer or song that reinforces your site's PBIS expectations.....	10 points
Submit PBIS team meeting notes showing how data was used to inform decisions.....	10 points per

Click here to see the list in the PBIS Google Drive: [School Points - How To Earn Them!](#)