District PBIS Implementation

Bob Burgess
Gwinnett County Public Schools, bob_burgess@gwinnett.k12.ga.us

Follow this and additional works at: https://digitalcommons.georgiasouthern.edu/gapbs

Recommended Citation
https://digitalcommons.georgiasouthern.edu/gapbs/2016/2016/26
Learning Objectives

1. I can describe the PBIS framework.
2. I can discuss the historical growth and context of PBIS in the United States, Georgia, and GCPS.
3. I understand the functions of the District Leadership Team.
4. I can describe the training and support that a District Coordinator provides to schools.
5. I can discuss the different communication and visibility options that a District Coordinator can employ to support PBIS implementation.
6. I understand the evaluation of district PBIS implementation.

WHAT IS PBIS?
What is PBIS?

PBIS is an evidence-based, data-driven framework proven to reduce disciplinary incidents, increase a school’s sense of safety, improve school climate, and support improved academic outcomes for all students.

• PBIS or a tiered support system is about arranging effective environments, not “fixing” students.
• The goal for school staff is to arrange environments so that additional supports are built into the way of life at a school.
• The goal for students is to work towards self-management, adaptive global functioning.
MTSS  (aka PBIS, SWPBS, RtI)

Framework for enhancing adoption and implementation of a

Continuum of evidence-based interventions to achieve

Academically and behaviorally important outcomes for

All students!

---

What is PBIS?

Continuum of Preventative Health Care
- Intensive Individual Strategies
  - Diagnosis of a critical life threatening condition
- Selective Prevention Strategies
  - Counter risk factors with interventions such as medication, physical therapy, etc.
- Universal Prevention Strategies
  - Preventative, proactive strategies for everyone
  - Reduce risk of later problems
  - Promote positive, healthy lifestyle

Healthy Lifestyle: Exercise, Eat Well, Reduce Stress, Drink More Water

---

What is PBIS?

Changing the triangle: Think of the lava as children moving across the continuum
As students get “hot” they move up the lamp. As they cool down, they go back down again into the universal level.
Effective Behavioral Supports/Interventions
+ Continuous & Efficient Data Driven Decisions
+ Systems for Durable & Accurate Implementation

POSITIVE, EFFECTIVE SCHOOL CLIMATE (PBIS)

What is PBIS?

Implementation Matters!

PBIS IN THE UNITED STATES,
GEORGIA, & GWINNETT
PBIS IN THE UNITED STATES

Number of Schools Implementing PBIS (Tier I) by State
August 2015

21 states with more than 500 schools

Georgia: 866 (2016-17)
13 States with at least 40% of all schools using PBIS

Georgia: ~36%

PBIS IN GEORGIA

Policy & Systems Alignment

Increase the number of schools with a safe, healthy, and positive learning climate
- Increase the percentage of schools implementing PBIS with fidelity
- Increase the number of schools receiving a climate rating of 4 or 5
Regional Structure:
Climate Specialists

- District Readiness
- School Readiness
- Tier 1 Team Training
- Tier 1 Classroom Training

PBIS Collaboration

GaDOE PBIS TA
School Climate Specialist
District Coordinator
PBIS School Coach
PBIS School Teams
PBIS Tier 1 Update: Training

School PBIS Teams Trained 2009-2016

The 285 trained schools in 2015-16 represents a 185% increase from the prior school year.

PBIS Tier 1 Update: Fidelity

Tier 1 Fidelity: 2013-2016

Since 2013-14, there has been a 80% increase in the schools implementing Tier 1 with fidelity.

PBIS Schools & Climate Rating

- PBIS schools earning 5 stars = 126 schools (44%)
- PBIS schools earning 4 stars = 113 schools (40%)
- PBIS schools earning 3 stars = 31 schools (11%)
- PBIS schools earning 2 stars = 8 schools (2.8%)
- PBIS schools earning 1 star = 6 schools (2%)

84% of PBIS schools received a 4 or 5 Star School Climate Rating compared to 56% of other schools.
Georgia: In-School Suspension

25% Decrease in ISS

Georgia: Out-of-School Suspension

25% Decrease in OSS

Georgia: Expulsion

53% Decrease in Expulsions
“WHEN CHILDREN DON’T HAVE LANGUAGE THEIR BEHAVIOR BECOMES THEIR LANGUAGE.”

"STUDENTS WHO DON’T READ PROFICIENTLY BY THE END OF THIRD GRADE ARE 4 TO 6 TIMES MORE LIKELY TO DROP OUT OF HIGH SCHOOL COMPARED TO PROFICIENT READERS."

3RD GRADE READING EXCEEDS BY SCHOOL CLIMATE STAR RATING

21% 34% 43% 58% 53%
1 2 3 4 5
SCHOOL CLIMATE STAR RATING

GEORGIA RESEARCH
Create a Positive Climate

- Positive and proactive school climate
- Reductions in referrals & suspensions
- Improved perception of safety
- Improvements in social emotional wellness
- Improvements in classroom practices
- Improvements in academic achievement
- Reductions in bullying
- Implementation with fidelity

CCRPI

GEORGIA
RESEARCH

58.2 64.3 72.1 77.5 79.7
SCHOOL CLIMATE STAR RATING

PBIS IN THE GCPS
Metro Atlanta

Gwinnett County Public Schools • Enrollment: 178,200
  • Black: 31%
  • Hispanic: 29%
  • White: 26%
  • Asian: 10%
  • Multiracial: 4%
    • Free/Reduced Lunch: 57%

Gwinnett County Public Schools
• 80 Elementary Schools (K-5)
• 29 Middle Schools (6-8)
• 21 High Schools
  • 19 Traditional High Schools
  • Gwinnett School of Mathematics, Science, and Technology (charter school)
  • Phoenix High School (open campus)
Gwinnett County Public Schools

- Other Educational Facilities/Schools:
  - Gwinnett Online Campus (4-12)
  - GIVE Center East (alternative 6-12)
  - GIVE Center West (alternative 6-12)
  - International Transition Center
  - Maxwell High School of Technology
  - New Life Academy of Excellence
  - North Metro Academy of Performing Arts
  - Northbrook Center
  - Oakland Meadow School

Gwinnett County Public Schools

- About Our Staff
  - GCPS is the largest employer in Gwinnett County, employing more than 23,000 staff members
  - In 2016-2017, the average teacher will hold a master’s degree or higher advanced degree and have 14 years of teaching experience.

Gwinnett County Public Schools

- Transportation
  - Operates over 1,900 School Buses
  - Runs more than 7,900 routes per day
  - Has more than 52,000 bus stops
  - Transports more than 129,700 students twice a day
  - Drives more than 132,000 miles per day
  - Drives more than 23.5 million miles per year
Gwinnett County Public Schools

District Leadership Team

Positive Behavioral Interventions and Supports

District Leadership Team

District Leadership Team

LEADERSHIP TEAM

Funding
Visibility & Dissemination
Political Support
Policy & Systems Alignment
Personal Readiness

Professional Development
Coaching & Technical Assistance
Evaluation & Performance Feedback
Content Expertise

Local Implementation Demonstrations
District Leadership Team

- DLT Members include
  - Assistant Superintendent
  - PBIS Principals from ES, MS, and HS
  - Communication and Media Relations
  - Research and Evaluation
  - Lead School Psychologist
  - Counselor, View Point Health
  - Community Member/Business Partner
  - Local PBIS Coach
  - Local School Technology Coordinator
  - Student Discipline and Behavioral Interventions

One-Year Implementation Goals (2016-17)
- Three-Year Implementation Goals (through 2018-19)
- Five-Year Implementation Goals (through 2020-21)

Area of Focus: Leadership

- Does the district have all key stakeholders on the DL Team?
- Is school-wide discipline identified as a top district goal? If so, is it included in the LEA Implementation Plan?
- How often will the DL Team meet to review data and district implementation plan?
- If needed, does the DL Team have the authority to commit specific resources to school teams?
- Have all DL Team members received PBIS Training?
District Leadership Team

Area of Focus: District Coordination

- How will the District Coordinator be provided with sufficient support (time, resources, etc.) to make the PBIS process work at the selected schools and expand efforts across the district?
- How will the District Coordinator be allocated time to have coaches meetings?
- Does there need to be a co-coordinator and/or external coaches to assist with implementation?

Area of Focus: Training

- Has the DLT developed in-district trainers to build and sustain PBIS practices?
- Has the DLT developed a training plan for continuous training capacity (i.e. Tier 1 Training, SWIS Training)?
- Do schools need Tier 2 and/or Tier 3 Training?

Area of Focus: Evaluation

- Which data collection systems (SWIS, etc.) will the district use?
- How will the District Coordinator ensure that Coaches are monitoring school teams’ action plan and progress on completing stated goals and completing other requested reports?
- How and when will data be shared with the District Leadership Team?
District Leadership Team

Area of Focus: Funding
- Are funds available for a DC or external coaches?
- Are funds available for SWIS or an alternative data software system?
- Are funds or grants available to assist with needed materials?

Area of Focus: Visibility, Political Support, and Policy
- How will capacity be built to sustain interest in PBIS throughout the district and community and with parents?
- Is there information available on the district website for parents related to PBIS?
- Has the school board been informed of the initiative?
- Is school-wide discipline identified as a top district goal? If so, is it included in the LEA implementation plan?
- Has your team reviewed the district student code of conduct? Is that policy aligned with PBIS?

Area of Focus: Coaching
- Have coaching needs been identified and established for coaching supports?
- Is coaching support available at least monthly with each emerging school team and at least quarterly with established teams?
- How will the team ensure that coaches will attend the district and state professional development opportunities?
PBIS DISTRICT TRAINING IN GCPS

Tier I Training:
Critical Elements of School-Wide PBIS
Measured by the Benchmarks of Quality (BoQ) and Team Implementation Checklist (TIC)

- PBIS Team, Administrative Support
- Faculty Commitment, Participation
- Effective Discipline
- Data Entry & Analysis
- Expectations & Rules
- Reward/Recognition Program
- Lesson Plans for Teaching Behavior
- Implementation Planning
- Classroom PBIS Systems
- Evaluation

PBIS Coaches Orientation
Location: Gwinnett Online Campus
September 23, 2016 8:30-4:00

PBIS Tier I Training for Readiness Schools
Location: Gwinnett Online Campus
October 15, 2016 8:30-4:00

PBIS Tier I Training for Readiness Schools
Location: Gwinnett Online Campus
November 4, 2016 8:30-4:00

PBIS Tier I Training for Readiness Schools
Location: Gwinnett Online Campus
January 12, 2017 8:30-4:00
PBIS COACHES MEETINGS

<table>
<thead>
<tr>
<th>Meeting Date</th>
<th>Location</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>August 30, 2016</td>
<td>Gwinnett Online Campus</td>
<td>8:30-4:00</td>
</tr>
<tr>
<td>February 18, 2016</td>
<td>Gwinnett Online Campus</td>
<td>8:00-4:00</td>
</tr>
</tbody>
</table>

PBIS Coaches Meetings
- Time to Build Relationships with your local school coaches and with each other
- Communicate necessary information from GaDOE and District
- Provide technical PBIS expertise
- Communication, respect, and trust are the most important aspects of all relationships as well as teams.
PBIS Training in GCPS

PBIS Coaches Meetings

- Build excitement by offering different formats for the coaches
- Give the coaches an opportunity to share what’s happening at their schools.

PBIS TRAINING IN GCPS

SWIS (SCHOOL-WIDE INFORMATION SYSTEM)

<table>
<thead>
<tr>
<th>SWIS Location: Bay Creek Middle School</th>
<th>August 16, 2016</th>
<th>8:30-11:30</th>
</tr>
</thead>
<tbody>
<tr>
<td>SWIS Location: Summerour Middle School</td>
<td>October 6, 2016</td>
<td>8:30-11:30</td>
</tr>
<tr>
<td>SWIS Location: Gwinnett Online Campus</td>
<td>November 14, 2016</td>
<td>8:30-11:30</td>
</tr>
<tr>
<td>SWIS Location: Gwinnett Online Campus</td>
<td>January 4, 2017</td>
<td>8:30-11:30</td>
</tr>
<tr>
<td>SWIS Location: Gwinnett Online Campus</td>
<td>February 17, 2017</td>
<td>8:30-11:30</td>
</tr>
<tr>
<td>SWIS Location: Gwinnett Online Campus</td>
<td>March 16, 2017</td>
<td>8:30-11:30</td>
</tr>
<tr>
<td>SWIS Location: Gwinnett Online Campus</td>
<td>June 1, 2017</td>
<td>8:30-11:30</td>
</tr>
</tbody>
</table>

PBIS TRAINING IN GCPS

School-Wide Information System

- SWIS Suite
- SWIS
- CICO
- PBIS Assessment
- PBIS Evaluation
PBIS Training in GCPS

**Booster Training**

<table>
<thead>
<tr>
<th>Training Type</th>
<th>Date</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>PBIS Booster Training</td>
<td>September 8, 2016</td>
<td>8:00-4:00</td>
</tr>
<tr>
<td>Location: Gwinnett Online Campus</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PBIS Booster Training</td>
<td>June 13, 2017</td>
<td>8:00-4:00</td>
</tr>
<tr>
<td>Location: UGA Gwinnett Campus</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**PBIS Training in GCPS**

Booster Training

- A **ONE** Day Training Session for PBIS team members who did not attend Tier 1 Training.
- Covers the BoQ:
  - PBIS Team, Administrative Support
  - Faculty Commitment, Participation
  - Effective Discipline
  - Data Entry & Analysis
  - Expectations & Rules
  - Reward/Recognition Program
  - Lesson Plans for Teaching Behavior
  - Implementation Planning
  - Classroom Practices

**PBIS Training in GCPS**

Problem Solving Training

<table>
<thead>
<tr>
<th>Training Type</th>
<th>Date</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>PBIS Problem Solving Training</td>
<td>March 18, 2016</td>
<td>8:00-4:00</td>
</tr>
<tr>
<td>Location: Gwinnett Online Campus</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
PBIS TRAINING IN GCPS

Step 1: Problem Identification
What’s the problem?

Step 2: Problem Analysis
Why is it occurring?

Step 3: Intervention Design
What are we going to do about it?

Step 4: Response to Intervention
Is it working?

PBIS TRAINING IN GCPS

Identify the Problem
Design Intervention
Implement Intervention
Monitor Progress
Evaluate Intervention Effectiveness

Timeline

SCHOOL WALK-THROUGHS

• Schools implementing for Year 1
  • Two Walk-Throughs per year

• Schools implementing in Year 2+
  • One Walk-Through per year

• 2015-16
  • 22 Year 1 Schools = 44 school visits
  • 36 Year 2+ Schools = 36 school visits
  • Total: 80 visits
COMMUNICATION: eClass

Email: gcps_pbis@gwinnett.k12.ga.us

COMMUNICATION: Email

• Email
  • gcps_pbis@gwinnett.k12.ga.us

IBM Notes 9
Social Edition

Positive Behavioral Interventions and Supports
GWINNETT COUNTY PUBLIC SCHOOLS

VISIBILITY
More than 85 GCPS Schools are actively implementing PBIS!
Change in Discipline Outcomes
School Years 2011-12 and 2012-13. Elementary (N = 9)
Change in Discipline Outcomes
School Years 2011-12 and 2012-13:
Middle (N = 15)

Change in Discipline Outcomes
School Years 2011-12 and 2012-13:
High (N = 3)

Change in Discipline Outcomes
School Years 2013-14 and 2014-15:
Elementary (N = 12)
Change in Discipline Outcomes School Years 2013-14 and 2014-15: Middle (N = 17)

Change in Discipline Outcomes School Years 2013-14 and 2014-15: High (N = 3)

END-OF-YEAR REPORTS

- Georgia DOE
- End-of-Year Reports
Positive Outcomes

- GaDOE: Implementing with fidelity
  - 2011-12: 85% (27 schools implementing)
  - 2012-13: 83% (30 schools implementing)
  - 2013-14: 93% (30 schools implementing)
  - 2014-15: 88% (36 schools implementing)
  - 2015-16: 76% (58 schools implementing)

- 27 of 31 Installing Schools have implemented one year or less
- Schools implementing more than two years were implementing at a higher rate (88%)
Implications for Practice

• District Level Staffing
  • External Coaches who are assigned to support specific schools to:
    • Support Year 1 Implementation
    • Conduct Walk-Throughs
    • Attend Monthly Team Meetings
    • Support Problem Solving at:
      • School Level
      • Grade Level
      • Classroom Level

Positive Outcomes

<table>
<thead>
<tr>
<th>Tier 1 (0-1 CDRs) 49,645 Students</th>
<th>91.1%</th>
</tr>
</thead>
</table>

Positive Behavioral Interventions and Supports

Swannett County Public Schools

Implications for Practice
Implications for Practice

• District Level Staffing (cont'd)
  • Behavioral Specialists to work with:
    • Administrators
    • Teachers
    • Students
• Scaling-Up
  • Tier 2 and Tier 3

Questions