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District PBIS Implementation

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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) 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?

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)

Exploration/Adoption
Development Commitment
Should we do it?

Installation
Establish Leadership Teams, Set Up Data Systems

Initial Implementation
Provide Significant Support to Implementers

Full Implementation
Embedding within Standard Practice

Innovation and Sustainability
Improvements
Increase Efficiency and Effectiveness

What is PBIS?

Implementation Matters!

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

SCHOOLS IMPLEMENTING PBIS IN US
AUGUST 2015

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

21 states with more than 500 schools

Georgia: 866 (2016-17)
Proportion of Schools Implementing PBIS by State
August 2015

13 States with at least 40% of all schools using PBIS

Georgia: ~36%

PBIS IN GEORGIA

Positive Behavioral Interventions and Supports
Gwinnett County Public Schools

PBIS 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
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 an 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
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

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%

- 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

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.

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
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

District Leadership Team

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

Goal Setting

"Wherever the mind can conceive and believe it can achieve" - Napoleon Hill

District Leadership Team

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?

District Leadership Team

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?

District Leadership Team

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

PBIS TRAINING IN GCPS

**Tier I Training**

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<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Time</th>
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<tbody>
<tr>
<td>September 23, 2016</td>
<td>Gwinnett Online Campus</td>
<td>8:30-4:00</td>
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<tr>
<td>October 13, 2016</td>
<td>Gwinnett Online Campus</td>
<td>8:30-4:00</td>
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<tr>
<td>November 4, 2016</td>
<td>Gwinnett Online Campus</td>
<td>8:30-4:00</td>
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<tr>
<td>January 12, 2017</td>
<td>Gwinnett Online Campus</td>
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PBIS Tier I Training for Readiness Schools

**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 13, 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

Tier 1 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 Meetings

- PBIS Coaches Meeting
  Location: Gwinnett Online Campus
  August 30, 2016  8:30-4:00

- PBIS Coaches Meeting
  Location: Gwinnett Online Campus
  February 18, 2016  8:00-4:00

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

School-Wide Information System
- SWIS Suite
- SWIS
- CICO
- PBIS Assessment
- PBIS Evaluation
**PBIS Training in GCPS**

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<thead>
<tr>
<th>Booster Training</th>
<th>Date</th>
<th>Time</th>
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<tr>
<td>PBIS Booster Training</td>
<td>September 8, 2016</td>
<td>8:00-4:00</td>
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<tr>
<td>Location: Gwinnett Online Campus</td>
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<tr>
<td>PBIS Booster Training</td>
<td>June 13, 2017</td>
<td>8:00-4:00</td>
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<tr>
<td>Location: UGA Gwinnett Campus</td>
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**PBIS 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 Problem Solving Training**
- PBIS Problem Solving Training | March 18, 2016 | 8:00-4:00 |
- Location: Gwinnett Online Campus
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 T
RAINING IN GCPS

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

Timeline

• 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
• Conferences
  • Georgia PBS
  • PBS Leadership Forum
  • International APBS

COMMUNICATION

- Facebook
- Twitter
- Instagram
- Snapchat
PBIS Posters

Branding

PBIS Video

PBIS
POSITIVE BEHAVIORAL INTERVENTIONS AND SUPPORTS
http://www.pbis.org/media/video
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 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: 87% (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%)
Positive Outcomes

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
Implications for Practice

• District Level Staffing (cont’d)
  • Behavioral Specialists to work with:
    • Administrators
    • Teachers
    • Students

• Scaling-Up
  • Tier 2 and Tier 3

“Yelling silences your message. Speak quietly so your children can hear your words instead of just your voice.”
— L. B. Knott

Questions