BIBB PBIS IN ACTION: POSITIVELY ENGAGING THE COMMUNITY

Curlandra L. Smith, Bibb County School District PBIS Coordinator
“Working together by, Planting the Best seeds In our Students.”
BIBB PBIS IN ACTION
LEARNING TARGETS

• I WILL learn strategies for integrating PBIS into the home.

• I WILL learn ways to positively engage community partners with PBIS. (Sponsorships, Volunteering, positive messaging, etc.)

• I WILL learn practical ways to positively connect the school, home and community
WE ARE:

P REPARED
O N TIME
P OSITIVELY PARTICIPATE

BIBB PBIS
WE P.O.P...
**BCSD VISION, MISSION, CORE VALUES, NON-NEGOTIABLES**

**VISION:** Each student demonstrates strength of character and is college or career ready.

**MISSION:** The Bibb County School District will develop a highly trained staff and an engaged community dedicated to educating each student for a 21st century global society.

**BIBB PBIS MISSION:** The mission of Bibb PBIS is to increase the positive climate and culture not only in Bibb County School’s, but also in community settings.

**Core Values:** CoMpetency
- LoyAlty
- Open Communication
- Define AutOnomy
- HoNor

**Strategic Goal 4 - Be a Reliable Organization**
- Objective 4: Maintain a Safe Learning Environment
  - Action Step 3: PBIS Coaches meet once a month.
- Action Step 4: PBIS Coaches will meet with the PBIS team to look at data.
- Action Step 5: Principal will share data with staff at least once a month.

**Strategic Goal 2 - Increase Student & Stakeholder Engagement**
- Action Step 1: Implement PBIS with Fidelity

**Bibb County School District Non-Negotiables:**
- Positive Behavioral Interventions & Supports-PBIS
- Response to Intervention-RtI
- Teacher/Leader Keys-TKES LKES
- Formative Instructional Practices-FIP
Evidence-based, data-driven framework proven to reduce disciplinary incidents, increase a school’s sense of safety and support improved academic outcomes.

The premise of PBIS is that continual teaching, combined with acknowledgement or feedback of positive student behavior will reduce unnecessary discipline and promote a climate of greater productivity, safety and learning.

PBIS schools apply a multi-tiered approach to prevention, using disciplinary data and principles of behavior analysis to develop school-wide, targeted and individualized interventions and supports to improve school climate for all students.

Adapted from GA DOE & OSEP Technical Assistance Center on Positive Behavior Interventions & Supports
DEMOGRAPHICS OF MACON-BIBB COUNTY

Macon-Bibb County Population: approximately 153,000
- 55% African American
- 41% White
- 2% Asian
- 3.2 % Hispanic
- 26.7% of the population considered to live in poverty

Bibb County School District: Approximately 24,000
- 36 Schools, GNETS, Northwood Academy (Pre K-K)
- 100% Free & Reduced Lunch

Retrieved from www.census.gov
BIBB PBIS IMPLEMENTATION CALENDAR

• 2014-2015 6 Middle and 6 High Schools Trained and Implementing
• 2015-2016 12 Elementary Schools Trained and Implementing
• 2016-2017 12 Remaining Elementary Schools, Alternative School and College and Career Academy Trained and Implementing
10 CRITICAL ELEMENTS OF PBIS

• I- PBIS TEAM
• II - FACULTY COMMITMENT
• III - EFFECTIVE PROCEDURES FOR DEALING WITH DISCIPLINE
• IV - DATA ENTRY & ANALYSIS PLAN ESTABLISHED
• V - CLEAR EXPECTATIONS & RULES DEVELOPED
• VI - REWARD/RECOGNITION PROGRAM ESTABLISHED
• VII - LESSON PLANS FOR TEACHING EXPECTATIONS/RULES
• VIII - IMPLEMENTATION PLAN
• IX - CLASSROOM SYSTEMS
• X – EVALUATION
PBIS IN THE HOME
“BIG BANG STYLE”
WHAT PBIS ELEMENTS DID YOU SEE?

- Effective Discipline procedures
- Recognition
- Clear Expectations
- Teaching Behaviors
- Commitment
- Data Analysis
Teaching Behaviors:
Establish routines in the Home (Morning routines, homework, dinner, etc.)

Teach the expected behaviors

All children to practice…(SEVERAL TIMES)

Model the expected behaviors
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<th>Getting up in the morning</th>
<th>Getting to school</th>
<th>Clean-up time</th>
<th>Time to relax</th>
<th>Homework time</th>
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Retrieved from PBIS.org
Effective Discipline Procedures:
Establish consistent discipline procedures in the home for minor and major behaviors.

Teach children home expectations and allow them to practice.

Teach children consequences. (Re-teach, model, practice, acknowledge when misbehavior occurs)

Get input from your children.
POSSIBLE RESOURCES:

In school/District Resources: School Counselors, School Social Workers, School Psychologists, Behavioral Specialists, PBIS DC

Community Resources: Mental Health/Counseling providers, Parenting Class Educators, Community Social Workers

Web Resources:
- [http://www.pbs.org/parents/talkingwithkids/positive_discipline_tips.html](http://www.pbs.org/parents/talkingwithkids/positive_discipline_tips.html)

OTHER RESOURCES IN YOUR COMMUNITY?
Acknowledgements:
Establish a consistent method for acknowledging/rewarding your children when they follow home expectations. (Set and meet goals/then reward, weekly reward, Menu of rewards, etc.)

Get input from your children.
PBIS & HOME IN BIBB COUNTY SCHOOLS

- Community Outreach events (2 per year)
- School Parent nights
- Back to School Bash
- Provide flyers to community
- Parental Involvement Department
- District PBIS Parent Page
BCSD PBIS WEBPAGE TOUR

1. Go to www.bcsdk12.net

2. click on Departments or Parents

3. Click on Positive Behavioral Interventions & Supports

Check out the PBIS & Parents

Like & Share @ BibbPBIS
What are some ways that you can integrate PBIS into homes in your School District, Organization, Agency?
Over 1,300 students and parents were served! 2,000 school supplies provided, over 30 community and District vendors participated, several families received transportation services, 49 people received McKinney-Vento Services, 170 people received Family Engagement information and over 150 school uniforms provided to our students.
COMMUNITY SPONSORS
DISTRICT LEADERSHIP SUPPORT:

- PBIS is a non-negotiable in Bibb County School District, along with RtI, TKES/LKES and FIP.
- District Administrators serve on the Bibb PBIS District Leadership Team.
- Our Superintendent allows ALL PBIS Teams to attend Annual Booster sessions.
- District Administrators attend ALL Booster sessions.
- District Administrator attends monthly Coaches meetings.
BIBB PBIS DISTRICT LEADERSHIP TEAM SUPPORT:

Purpose: Identifying a District PBIS Coordinator to manage and facilitate • Creating a multi-year action plan • Establishing regularly scheduled meetings (at least 2-4 times per year) • Securing stable funding for efforts • Developing a dissemination strategy to establish visibility (website, newsletter, conferences, TV) • Ensuring student social behavior is the top priority of the district • Developing coaching supports (each school identifies a school coach to facilitate) • Evaluating school-wide PBIS efforts. (GADOE.org)

Consists of: District & School Leaders, Teachers, Parents, Community Partners, Faith-based community, Campus Police Chief & MORE....
The School Climate Specialist based at each RESA will provide technical assistance and support to district level personnel in working toward improving school climate and implementing Positive Behavioral Interventions & Supports (PBIS).

Both provide strong support and technical assistance for BCSD.

School Climate Specialists

GA DOE PBIS Technical Assistant
HOW?
Just ask!

“You're not asking for too much; you're just asking the wrong person to give it to you.”

Sonya Parker
MOVING FROM: HOW? TO WHO?
# MOVING FROM: HOW? TO WHO?

<table>
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<tr>
<th>HOW?</th>
<th>WHO?</th>
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<tr>
<td>&quot;Gaining Momentum&quot;</td>
<td>&quot;Full Speed ahead&quot;</td>
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<td>1. District Support</td>
<td>1. Internal Allies</td>
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<td>2. District Leadership Team Support</td>
<td>2. Organizations with strong Community/Education Support or shared mission</td>
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<td>3. Climate Specialist &amp; TA Support</td>
<td>3. Community Partners/Businesses</td>
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District Departments, Special Programs, Grants & Partnerships

- Cafeteria Staff
- School Resource Officers
- Physical Education Grant (PEP)
- School Social Workers
WHO?

Health Insurance Providers

Wellcare

Amerigroup

Peach State
WHO?
Community Partners & Businesses

DFCS
Ballard-Hudson
Class of 1966

Local Professional Athletics:
GA Doom Indoor Football

DFCS
Radio

Macon Mayhem Hockey

M Mercer University & Cherry Blossom

Community Unity with PBIS Coaches

AND MORE!
WHO?
Just ask!

“\textit{You’re not asking for too much you’re just asking the wrong person to give it to you.}”

Sonya Parker
What are some ideas that can help you move from “HOW? to WHO?” in relation to community partnerships/sponsorships for PBIS in your county?
GAINING
District, School and Community Buy-In & Support

• District-Wide & Community PBIS Events (Back to School Bash)

• District-Wide & Community PBIS Contest (“PBIS in Pink” Poster Contest)
TIERED PBIS BOOSTER SESSIONS

- Training on PBIS 10 Critical Elements & GA DOE Updates
- Provides District Administrative Support to schools
- Trainings conducted by Bibb PBIS District Coordinator and MGRESA Climate Specialists
- Includes entire PBIS Team & School Administrator
- Highlights PBIS successes & sharing of PBIS experiences
- Provides tiered support to schools with lower fidelity assessment scores
- Allows schools with much needed “Team Time” planning.
ACKNOWLEDGEMENTS
MONTHLY TARGETED FOCUS AREAS OF 10 CRITICAL ELEMENTS

• I- PBIS TEAM August 2017
• II - FACULTY COMMITMENT August 2017
• III - EFFECTIVE PROCEDURES FOR DEALING WITH DISCIPLINE October 2017
• IV - DATA ENTRY & ANALYSIS PLAN ESTABLISHED
• V - CLEAR EXPECTATIONS & RULES DEVELOPED August 2017 & September 2017
• VI - REWARD/RECOGNITION PROGRAM ESTABLISHED
• VII - LESSON PLANS FOR TEACHING EXPECTATIONS/RULES November/December 2017
• VIII - IMPLEMENTATION PLAN November/December 2017
• IX - CLASSROOM SYSTEMS October/November 2017
• X - EVALUATION October/November 2017
CELEBRATE PUBLICLY!

• Share the data with staff, students, parents and community.
• Don’t be afraid to use social media and press to celebrate school and district success!
• Include parents and community partners in PBIS activities.
• Celebrate with ALL staff.
2016 CLIMATE SCORES

- 30 of 35 schools in the District improved or their climate star rating.
- Four schools in the Bibb County School District received the highest School Climate Star Rating of 5 stars.
- Nine schools received a high rating of 4 stars.
2016 CCRPI SCORES

✓ 24 schools in the District experienced an increase in their CCRPI from the previous year.
✓ Four of those schools each saw double-digit increases in CCRPI scores from the previous year.
*Increase by 5.45 percentage points in 2017 compared to 2016 for a graduation rate of 77.094 percent. Howard and Northeast High Schools earned the highest graduation rates at 83.117 percent and 80.319 percent, respectively, and no high school scored below 74 percent.
Comparison of Total Referrals

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The graph shows the comparison of total referrals from August to November for the years 2014-2018.
TAKEAWAYS

• PBIS can be integrated into homes by: Teaching Expectations, Establish Effective Discipline Procedures & Acknowledging positive behaviors and for Negative behaviors, Re-teach/Model/Practice/Acknowledge

• Discuss/Know how to move from HOW? To WHO?

• Gain District Support and Buy-In

• CELEBRATE SUCCESSES PUBLICLY!
STAY THE COURSE
IT’S WORTH IT!

PBIS
Interventions & Supports

PBIS ??
WE GOT THIS !!

JEANS PASSES!
"YOU GET A JEANS PASS, AND YOU GET A JEANS PASS, AND YOU"

HEY STAFF
I LIKE THE WAY YOU WORK THOSE PBIS EXPECTATIONS

FIRST DAY OF SCHOOL & NO REFERRALS
PBIS TOTALLY WORKING

PBIS ??
I'M NOT WORTHY!!
QUESTIONS?

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