Ignite: Seven Key Ingredients to Create A Thriving School Culture & Climate (Group 1)

Creseda Hawk
Fulton County Schools, hawkc@fultonschools.org

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Renaissance PBIS

The Secret's In the Sauce
By the end of this session, participants will be able to:

- Identify the 7 key ingredients to a build purpose-driven culture that aligns and supports the school's vision, mission, and strategic goals.
- To discuss how we as leaders can guide our staff in the implementation of the PBIS Framework.
- To reflect upon our current reality with regards to the culture & climate of their schools.
- To identify, prioritize, and plan next steps, utilizing a key ingredient, to improve the effectiveness of culture and climate.
Session Norms

Give ME 5!

Assume Good Will

On-Task Tech

Be Present: Mind, Body, and Spirit

Begin & End On Time

When You Hear Sigh... Get Back to the WHY!
The Secret Ingredients In the Sauce

Renaissance Middle School
School Profile Highlights

RMS Quick Facts:
Renaissance Middle School is known as the heart of the Wildcats! Our staff and students have unwavering school pride, and are making academic strides toward becoming the best kept secret in Fairburn, Georgia!
- Grade Level: 6th – 8th
- Enrollment: 1307
- School Hours: 8:25 am – 4:05 pm
- Bell Schedule: 5-period + A/B Block Schedule
- Learning Community: South
- Special School Funding: Title I
- 1:1 Device School: Windows Surface Pro Devices for each student and teacher

RMS Data Snapshot

RMS Academic Highlights:
- CCRPI State of a 64.1, an increase of 7 points from the 2016-2017 school year.
- State recognized Positive Behavioral Interventions and Supports (PBIS) program and No. 1 Place for State School and a 5 STAR Climate School as measured by the Georgia Department of Education
- 2018-2019 National Beta School of Distinction
- Offers the largest number of Career and Technical Education (CTE) programs: Business Education, Healthcare Science, Family and Consumer Science and Engineering
- Advancement Via Individual Determination (AVID) offered to 6-8 grade students to increase opportunities for College and Career Readiness
- Opportunities for 8th grade students to receive HS credits in 8 content areas:
  - Algebra I
  - Physical Science
  - Intro to Business
  - Healthcare Science
  - 9th Grade Literature & Composition
  - World Languages (French & Spanish)
  - Graphic Design
  - Engineering

Renaissance Middle School
School Performance Report

Performance Snapshot:
- Renaissance Middle School’s CCRPI score is higher than 20% of schools in the state and in own district.
- 64.1 CCRPI Score is higher than 70% of schools in the state and lower than the district.
- 42.2% of its 8th-grade students are reading at or above the grade level.

School Wide

CCRS Single Score

Student Mobility Rate

School Climate Star Rating

Per Pupil Expenditures

http://www.renaissance.middle.com

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The Secret Ingredients In the Sauce

- VISION, EXPECTATIONS & COLLABORATION
- BEHAVIOR INFRASTRUCTURE
- SUPERVISION & MONITORING
- ACADEMICS & DATA-DRIVEN DECISION MAKING
- PROFESSIONAL DEVELOPMENT
- CELEBRATIONS & INCENTIVES
- SUSTAINABILITY
The Secret Ingredients In the Sauce

Vision
✓ Shared Vision & Mission
✓ You Create Your Narrative
✓ PBIS Is a FRAMEWORK
✓ Buy-In From All Stakeholders
✓ Aspirational
✓ Easily Communicated
✓ August Roll-Out
✓ Branding
✓ Marketing

RMS Wildcat Pledge
As a Scholar at Renaissance Middle School, I pledge to be Respectful, Responsible and Ready as I fuel my passion by charting a path to my purpose!

Renaissance Middle School

Vision:
Renaissance Middle School prepares students to achieve their dreams by charting a path to their purpose.

Mission:
Find Their Purpose & Fuel Their Passion

"SuperYou, SuperMe, SuperPossibilities"
The Secret Ingredients In the Sauce

Clearly-Defined Expectations

- Written & Specific
- Data-Driven
- Visible in Key Areas
- Stakeholder Awareness
- Modeled
- Monitored by All
The Secret Ingredients In the Sauce

Communicating Clearly-Defined Expectations

**Leadership**
- PBIS Team Creates
- Culture of Cascading Development
- Administrative Team
- Leadership Team

**Faculty & Students**
- Pre-Planning PD
- 2 Weeks PBIS Lesson Plans (each semester)
- House Town Halls
- Toolkit Tuesdays
- On-Going PD Sessions

**Parents & Community**
- Parent University
- Monthly Family Nights
- Weekly Communications

MODELING & MONITORING
The Secret Ingredients In the Sauce

Behavior Infrastructure

Supervision & Monitoring
The Secret Ingredients In the Sauce

Behavior Infrastructure

- Common & Consistent Language
  - Common Discipline Cycle
  - Supportive Interventions
  - Student Referral Process
  - In-Classroom Support
    - Incentives
- Community Collaboration
  - CIS
  - RTI/Dispro
- Business & Faith Partners
  - Transition Plans
  - Duty Schedules
- Monthly Data & Revision Meetings
  - PBIS Discipline Dashboard
The Secret Ingredients In the Sauce

Proactive Behavioral Support

- Build Relationships
- School-wide Class Dojo
- House Town Halls
- 2 Weeks of School PBIS Lesson Plans (each semester)
- Identify Students Who May Need Support
- Administrative Presence
  - Leadership On the Move
  - New Teacher PBIS Support
The Secret Ingredients In the Sauce

Supportive Interventions & Behavioral Support

- Build Relationship One-on-One
- Restorative Circle
- Referral to PBIS Coach
- Mindfulness Room For Deescalation
- Referral to Additional Supportive Staff
  - Counselor/ Social Worker
  - Communities In Schools
  - RTI/Disproportionality Teacher
- Consequences that Keep Students In Class
  - Administrative Conference/Detention
  - RMS Reflection Time
  - Parent Conference & Observation
- Last Resort
  - Minimal ISS or OSS
The Secret Ingredients In the Sauce

Supervision & Monitoring

- Administrative Team Duties
- High-Traffic Times/Events
- Cafeteria & Transitions
- Leaders On the Move
- Weekly Data & Revision Meetings
  - Weekly AP Report
- Principal Monitoring A-Team
  - Video Hallway Transitions
  - Parent Communication
  - Discipline Dashboard
PBIS practices and systems are aligned with and integrated into academic instruction, professional development and school improvement goals.
The Secret Ingredients In the Sauce

Data-Driven Decision Making

**WHO**
- Person
- Audience

**WHAT**
- ISS & OSS
- Incident Type
- Location
- Teacher
- Grade
- Time
- Month
- Year to Date
- Frequent Flyers
- Interventions

**WHEN**
- Weekly
- Monthly
- Annual

**WHY?**
- Revise PBIS Plan
- Root Cause
- Proactive Support

**HOW**
- PBIS & Discipline Dashboard
Celebrations & Incentives

- Celebrate All Wins No Matter How Small
- Opening – Mid-Year – Closing
- When You Look Good You Feel Good
- Feed the Teachers So They Don’t Eat the Kids
- Feed the Parents So They Don’t Eat the Teachers
- Kids Need to Be Heard & Know Their Voices Matter
- Opportunities to Lead & Display Talent
- Recognition In Front of Peers & Community
- Leverage Fiscal Resources & Partnerships
# The Secret Ingredients In the Sauce

## Celebrations & Incentives

<table>
<thead>
<tr>
<th>Faculty &amp; Staff</th>
<th>Students &amp; Parents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Welcome Back &amp; Milestones Celebration</td>
<td>PBIS Rockstars (Student &amp; Parent)</td>
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<td>PBIS Squad &amp; Ambassadors</td>
</tr>
<tr>
<td>Teacher Appreciation Week &amp; Holidays</td>
<td>Student of the Month</td>
</tr>
<tr>
<td>Teacher &amp; Professional of the Month</td>
<td>Data-Driven Recognition &amp; Celebrations</td>
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<td>V.I.P. Room</td>
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<tr>
<td>Mid-Year Restart</td>
<td>Social Media Shout-Outs</td>
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<tr>
<td>Perfect Attendance</td>
<td>Perfect Attendance</td>
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The Secret Ingredients In the Sauce
Sustainability

How do you sustain momentum and consistency that transcends school years, faculty, staff, and leadership?

• Pre-planning Intro & Refresher Each Year
• Ensure Expectations Are Clearly Communicated
• Work the Plan
• Monitor the Plan
• Analyze the Data & Revise the Plan
• Build Capacity
• Align with Feeders to Ensure Consistency Across Schools

The Secret Ingredients In the Sauce
Remember these healthy tips to ensure a successful program.

Avoid these pitfalls with your PBIS implementation to ensure success.
Let's Eat

Questions?
More Information?

Creseda Hawk
Principal
Renaissance Middle School
hawkc@fultonschools.org
404-441-4147