Seven Key Ingredients to Create A Thriving School Culture & Climate

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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 A 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 home of the Wildcats! Our staff and students have awesomeness school pride, and are making academic strides toward becoming the best kept secret in Fairburn, Georgia!

- Grade Level: 6th - 8th
- Enrollment: 1,907
- School Hours: 7:25 am – 4:05 pm
- Bell Schedule: 5-period – A/B Block Schedule
- Learning Community: South
- Special School Funding: Title I
- 1:1 Device School: (Microsoft Surface Pro Devices for each student and teacher)

RMS Data Snapshot

RMS Academic Highlights:
- CCRM 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 Rank 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 received High School credits in 8 content areas:
  - Algebra I
  - Physical Science
  - Intro to Business
  - Healthcare Science
  - 8th Grade Literature & Composition
  - World Languages (French & Spanish)
  - Graphic Design
  - Engineering

Renaissance Middle School
7551 Hall Road, Fairburn, GA 30213
School Phone: 770-234-4330
Grades: 6-8
Enrollment: 1,907

Performance Snapshot:
- Renaissance Middle School’s student performance is higher than 40% of schools in the state and in own (Part I) FCMR.
- 64.1 CCRPI Score is higher than 71% of schools in the state and 11% better than the first.
- 42.4% of 8th grade students are taking advanced classes at the grade level.

School Wide

CCRPI Single Score

Student Mobility Rate

Per Pupil Expenditures

Financial Efficiency Star Rating

School Climate Star Rating

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http://schoolgrades.georgia.gov
The Secret Ingredients In the Sauce
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
### 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.
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>
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</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>
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The Secret Ingredients In the Sauce
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
Remember these healthy tips to ensure a successful program.

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

Questions

Questions?
More Information?

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