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# PBIS Universal Systems

Positive Behavior Intervention Support

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# Objectives

- ▶ Outline the key components of the Universal System
- ▶ Identify some common challenges/mistakes in implementing Tier 1
- ▶ Provide possible solutions for these challenges

Academic  
Continuum

RTI  
Integrated  
Continuum

Behavior  
Continuum

November, 2011

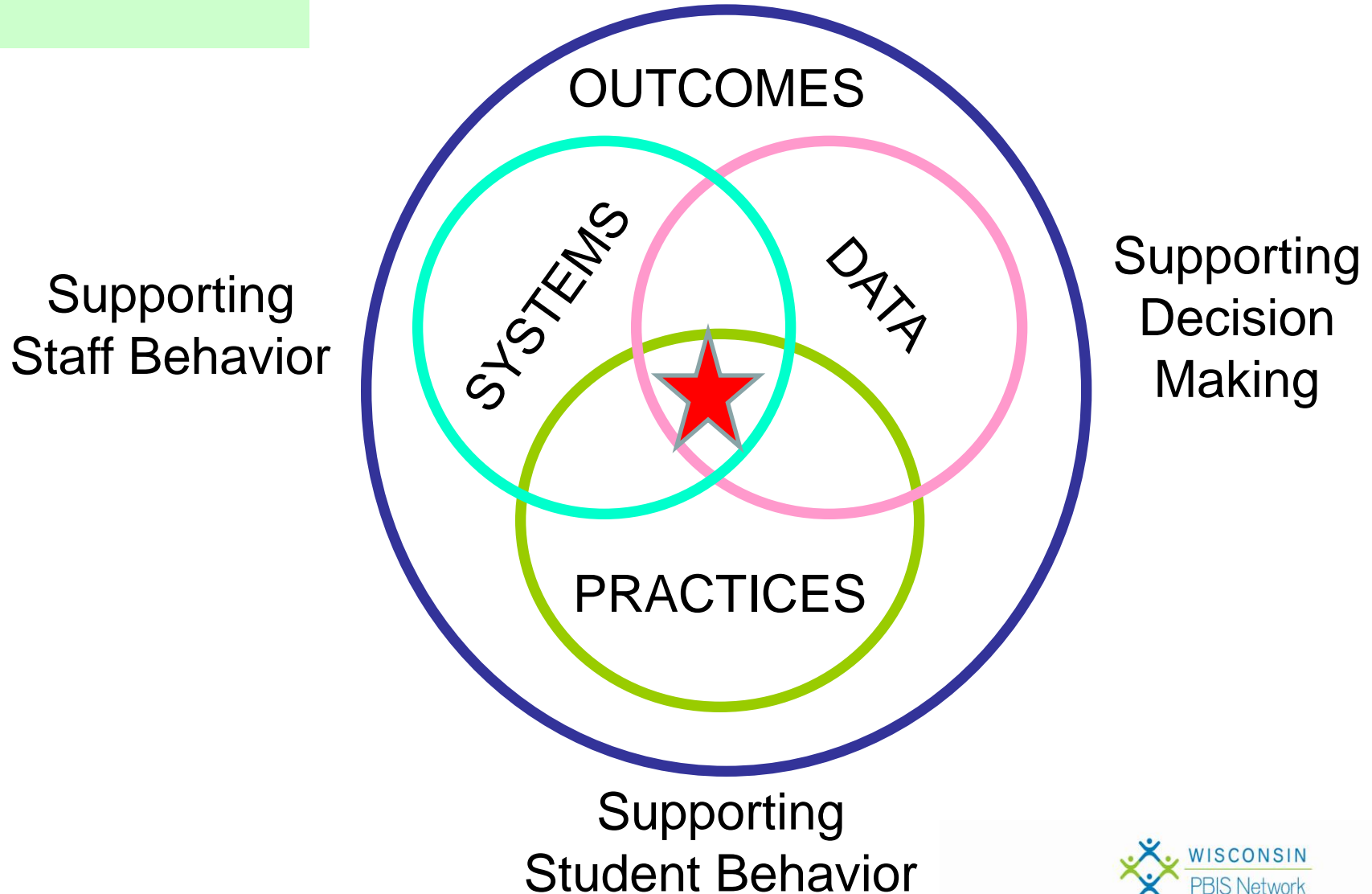
# School Wide PBIS Logic!

*Successful individual student behavior support is linked to **host environments** or school climates that are **effective, efficient, relevant, durable, & logical** for **all students***

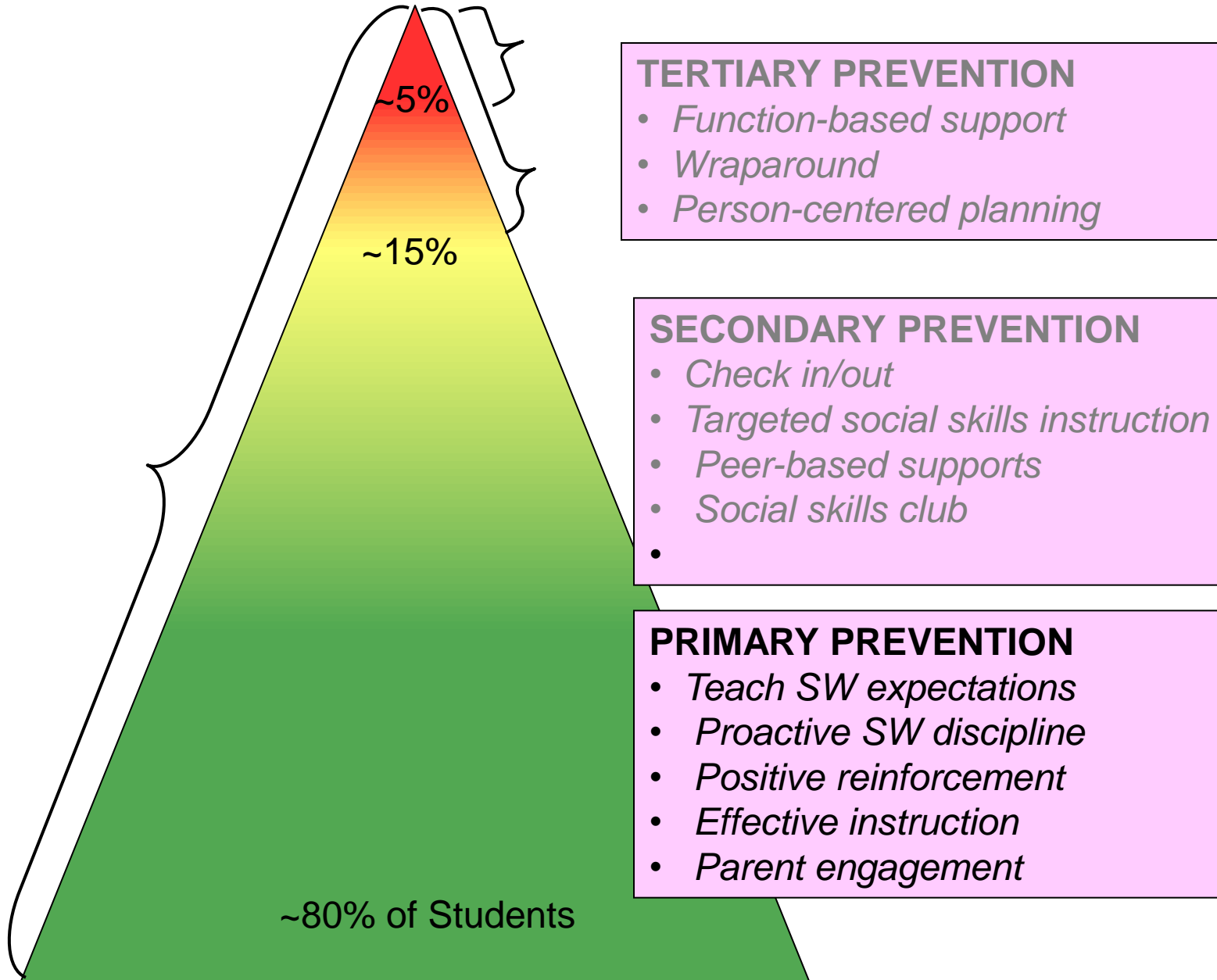
(Zins & Ponti, 1990)

# Integrated Elements

## Supporting Social Competence & Academic Achievement



# ESTABLISHING CONTINUUM of SWPBS



# PBIS Universal Element: The Coaches

## ▶ Internal Coach

Responsible for coordinating the Tier 1 efforts of the school

## ▶ Challenges

Time

## ▶ Mistakes

No leadership skills

Not accepted by staff

Not supported by administration

# PBIS Universal Element: The Coaches

## ▶ External Coach

Responsible for supporting the in school coach and administration.

Not a part of the school faculty

## ▶ Challenges

Expense

## ▶ Mistakes

Not having one. Implementation average is 35% higher with an external coach

Not using/following coach recommendations

# PBIS Universal Element: The PBIS Team

## ▶ Around 5 faculty members

Responsible for developing the Tier 1 supports, with faculty and administrative input.

Meet at least monthly to review data, and problem solve climate issues

## ▶ Challenges

Staying focused during meetings

Evenly distributing the work load

## ▶ Mistakes

Meeting less than once a month

Not staying in communication with faculty

Administrator does not attend meetings

Most of the meeting time spent on  
acknowledgement systems

## PBIS Team Meeting Minutes and Problem-Solving Action Form

Today's Meeting			
Date:	Facilitator	Recorder:	Time Keeper:
Next Meeting			
Date:	Facilitator	Recorder	Time Keeper:

Team Members (place "x" next to name if present):


Today's New Business Items (indicate time allotted and whether purpose is to discuss/inform/decide)

New Business Items	Time Allotted	Purpose (discuss/inform/decide)
Problem Behavior Referral Data (Big 5 Data)		Inform/discuss/decide
Team Implementation Checklist		decide
SWIS training		Inform
Plan future meeting dates		decide

Meeting Minutes for Administrative or General Issues

Item	Discussion/Decision/Tasks Generated	Who is responsible?	By When?
Kick-off planning			

Problem Solving Action Plan (Based on Big 5 Data Review): After reviewing the data, "Is there a problem?"

Write a precision Statement of the Problem (Who, What, Where, When, Why)	What can we change that will have the biggest impact? (new teaching, pre-correction, re-teach, ↑ reminders, ↑ supervision, ↑ rate of reinforcement)	Implementation & Evaluation		
		Who?	By When?	Goal, Timeline, Decision Rule & Updates

Evaluation of Team Meeting:

Questions for Team Reflection:	Yes	So-So	No
Was today's meeting a good use of our time?			
In general, did we do a good job of <u>tracking</u> whether we're completing the tasks we agreed on at previous meetings?			
In general, have we done a good job of <u>actually completing</u> the tasks we agreed on at previous meetings?			
In general, are the completed tasks having the <u>desired effects</u> on student behavior?			

**If some of our ratings are "so-so" or "no," what can we do to improve things?**

# PBIS Universal Element: Behavior Matrix

- ▶ **A grid that outlines:**

3–5 Expectations

Behavior skills for how students can apply each expectation in specific, school wide environments.

# Behavior Matrix

	Entering the Building	Bathroom	Cafeteria	Playground
Be Safe	Walk Eyes looking forward	Keep water in the sink Wash your hands	Keep food on the tray Walk	Use equipment the way it was designed
Be Responsible	Stay with your class Hold onto your belongings	Do your business quickly and leave	Clean up your area	Keep track of your belongings and equipment
Be Respectful	Listen to the adults	Observe privacy	Listen to adults	Share Use kind words

# PBIS Universal Element: Behavior Matrix

## ▶ A grid that outlines:

3–5 Expectations

Behavior skills for how students can apply each expectation in specific, school wide environments.

## ▶ Challenges

Getting all teachers on the same page

Create a schedule for teaching the expectations at the beginning of the school year

Make time to re-teach when needed

## ▶ Mistakes

Forgetting to have posters of expectations in key areas of the building

Adults stop following routines as year progresses

# PBIS Universal Element:

## Acknowledgement System

### ▶ System includes

A school wide reinforcement system that everyone uses  
Classroom system that can feed into school wide system  
Periodic celebrations  
Use of specific, positive feedback at a ratio of 5:1

### ▶ Challenges

Keeping it simple so it doesn't take up all your planning time  
Training staff to follow the 5:1 ratio  
Some staff may not feel it is necessary to reinforce good behavior  
Keeping costs down

### ▶ Mistakes

Making the system too costly  
System is too complex  
Focusing too much on this part of PBIS,  
and ignoring the teaching component

# PBIS Universal Element:

## Discipline System

### ▶ System includes

A T-Chart that delineates what behaviors are classroom managed, and which are office managed

Can include a flow chart for managing misbehaviors

### ▶ Challenges

Creating agreement among all staff regarding which behaviors are classroom managed, and which should be sent to the office.

Consistent follow through from staff and administration.

### ▶ Mistakes

Not receiving input from staff

Not requiring consistency

Insufficient communication/training for staff

In schools with more than one administrator, lack of agreement on handling referrals.

# PBIS Universal Element:

## Classroom Management

### ▶ System includes

Clearly delineated classroom routines, that are taught and reinforced consistently.

Teacher gives 5 positives to every corrective

### ▶ Challenges

Training for all teachers

Providing support for struggling teachers

Developing an effective way of keeping teachers accountable for how they manage their classroom.

### ▶ Mistakes

Ignoring this piece of the PBIS process

No system of self-reflection

Weak administrative support

No staff development or performance feedback.

# Suggestions for challenges:

## ▶ Data collection and analysis

Create a system prior to rolling out PBIS

Periodically review the procedure for referring students to the office, including how to complete the form

Share data regularly with staff (at least 4 times a year). Note data that is incomplete

# Suggestions for challenges:

## ▶ Internal Coach

Choose a carefully and provide leadership training

Eliminate a duty

Small stipend (\$50 a month)

Review and revise staff roles

Use working smarter document

## ▶ External Coach

Requires 8 – 12 days a year

Swap with other schools in district

Purchase from CESA

Schedule regular meetings with coach and team, facilitator and administrator

# Suggestions for challenges:

## ▶ The team

Schedule monthly meetings at the beginning of the school year

Each team member should have a role: minute taker, data expert, communicator, meeting facilitator, time keeper

Follow a set agenda, that is designed to walk the team through data sharing and problem solving

Develop team expectations early, and review them after each meeting

Keep acknowledgement celebrations simple. Consider a separate committee to handle the logistics of school wide events

# Suggestions for challenges:

## ▶ Behavior Matrix

Create the matrix prior to rolling out PBIS

Schedule beginning of the year teaching and review sessions prior to the start of school

Review data regularly at team meetings to determine if there is a specific environment or set of skills that need to be reviewed by the entire staff

Set aside a specific time when all teachers are expected to review the behavior skills

Create skill lessons that teachers can use

Have a system for teachers to post lessons they have created and used

Make sure teachers know where they can find lessons on the web sites

# Suggestions for challenges:

## ▶ Acknowledgement Systems

Keep it simple

Keep it cheap or free

Set up system prior to rolling out PBIS

Have a separate committee responsible for celebrations and managing acknowledgement tokens

Do not roll out this system until you have a solid teaching schedule

Staff development, including the use of checklists for self-monitoring their ratio of positives to correctives, and time for teachers to share what works.

# Suggestions for challenges:

## ▶ Discipline Systems

Create a system prior to rolling out PBIS

Get input from staff via surveys.

Post the T Chart in a prominent area where teachers can give suggestions via post-its before making it official

Administration review when needed

Staff development on alternatives to office referrals

# Suggestions for challenges:

## ▶ Classroom Management

Require all teachers to create and post a classroom matrix (similar to School Wide Behavior matrix, but with class settings)

Schedule at least 20 minutes each week when teachers are required to review either school wide or classroom expectations and routines

Provide staff development

Use a check list for teachers to self evaluate their classroom management skills

Use professional development groups for teachers to hone their management skills

Provide mentors for teachers that are struggling