



# Building Capacity

Waterloo Central Schools  
Waterloo, New York

Coaching

Tier 1

PBIS Foundations

# Waterloo PBIS District Team

Jennifer Hayden -  
Assistant Superintendent  
for Curriculum and Instruction

## Skoι-Yase Primary School

Amy McGhan -  
Speech & Language  
Melissa Brown - First Grade

## Waterloo Middle School

Dan Doore - Asst. Principal  
Molly Lahr - Reading Specialist

## LaFayette Intermediate School

Heather Buck - Reading Specialist  
Heather Schuessler -  
Math Intervention

## Waterloo High School

Tom Mitchell - Asst. Principal  
Cristi Kelley - English Teacher





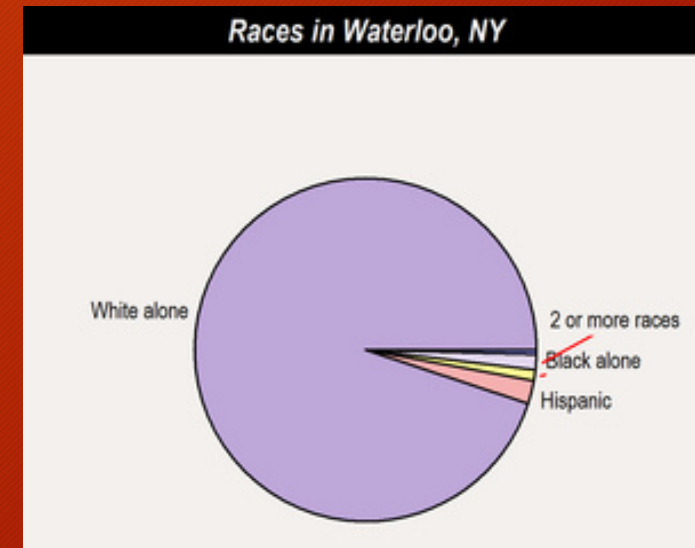


# Waterloo, New York

## Birthplace of Memorial Day



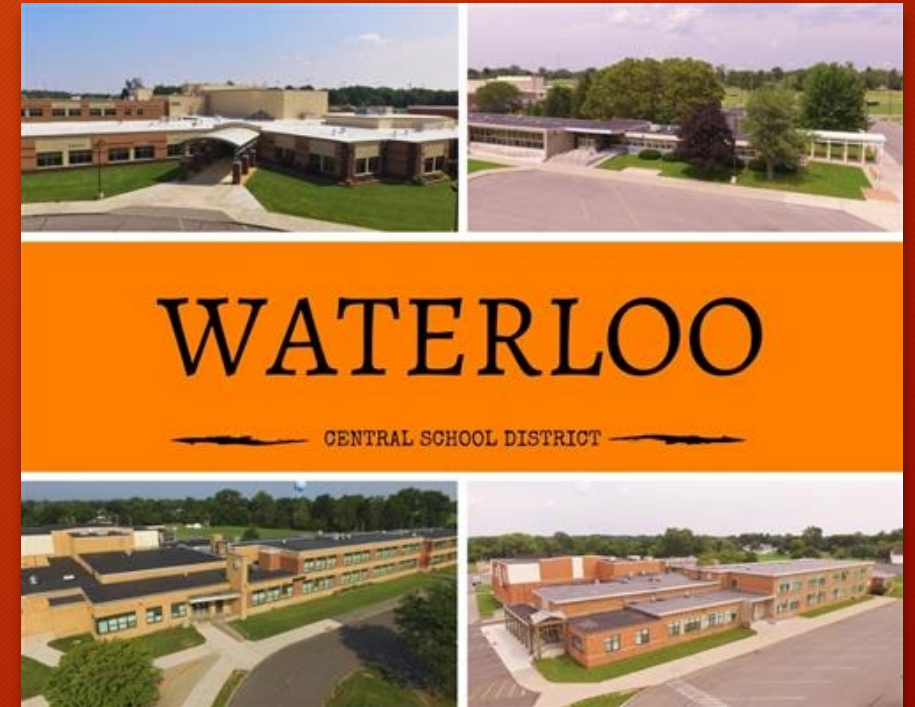
- Located in the heart of the beautiful Finger Lakes nestled between the two largest Finger Lakes; Seneca and Cayuga.
- Waterloo is the County Seat of Seneca County; therefore resources are easily accessible (housing, financial needs, mental health support, etc.)
- Waterloo is the birthplace of Memorial Day.
- The population of Waterloo, NY 4,936 (2017)
- The median household income is \$51,958.



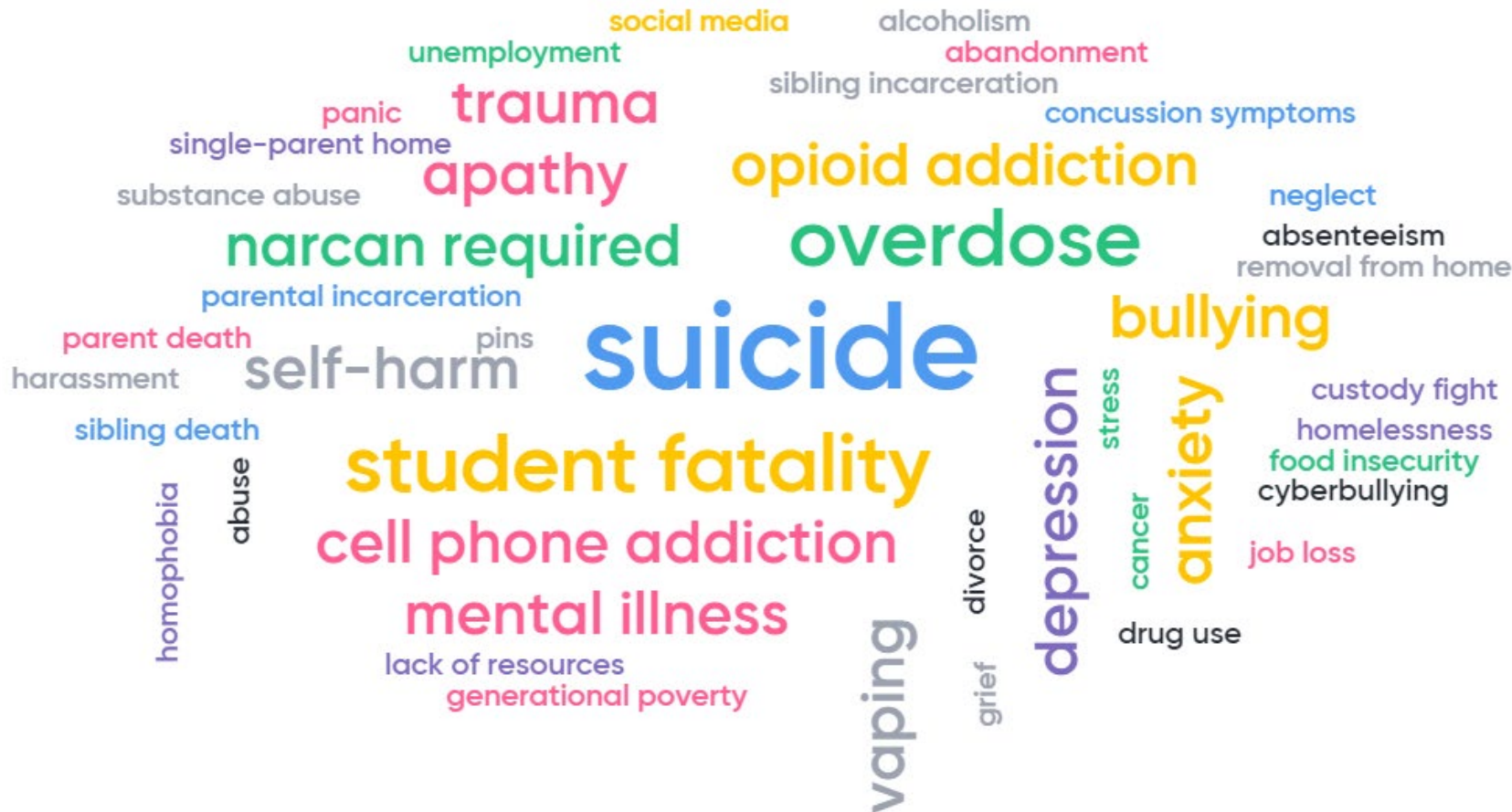


# Demographics of our Schools

- Enrollment: 1,567
- Skoi-Yase Primary School,  
LaFayette Intermediate School,  
Waterloo Middle School,  
Waterloo High School
- 51% male 49% female
- Ethnicities: 90% White, 10% Black, Hispanic,  
Asian, American Indian
- English Language Learners 1%
- Students with Disabilities 15%
- Economically Disadvantaged 59%
- Homeless 3%



# Our Why



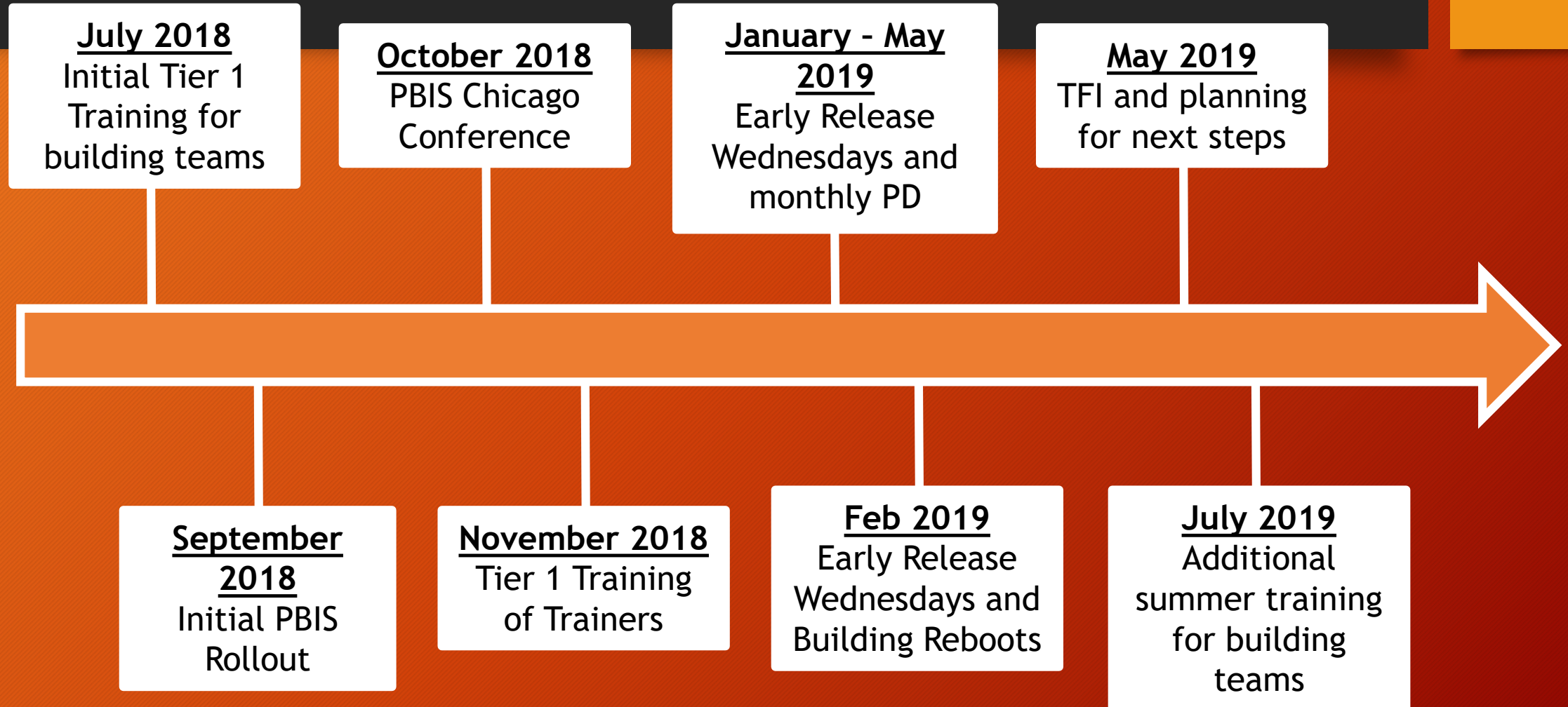
Our boat was on stormy seas, pelted with missiles that threatened to sink us...the "perfect storm," if you will.

Our path was no longer certain, and our vessel was battered. The captain, crew, and passengers weary.

We needed to triage the damage and find a way to rebuild our ship while still in open water - stronger and more supportive than before, able to weather the waves that crashed around us.



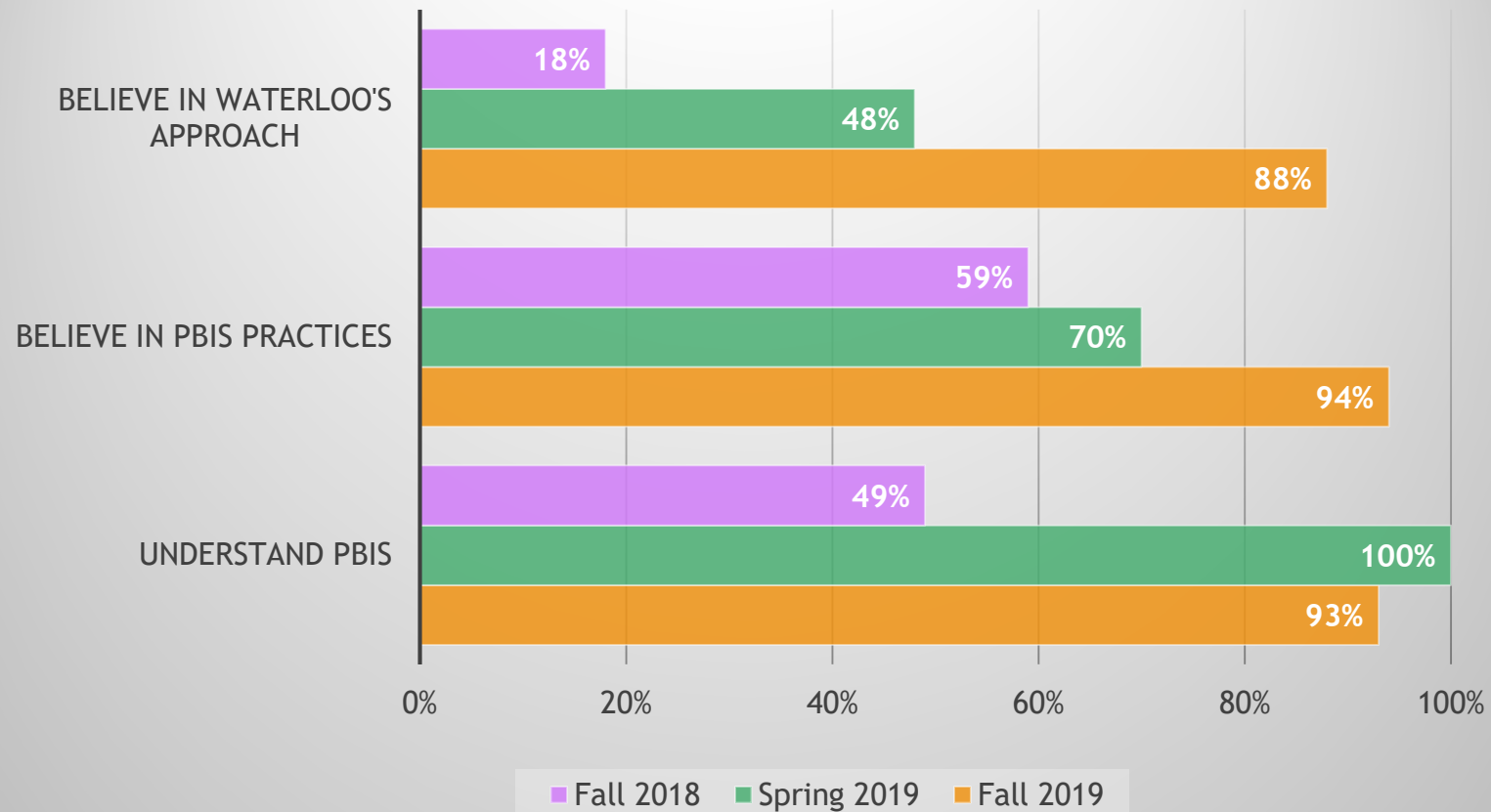
# Implementation Timeline



# Data

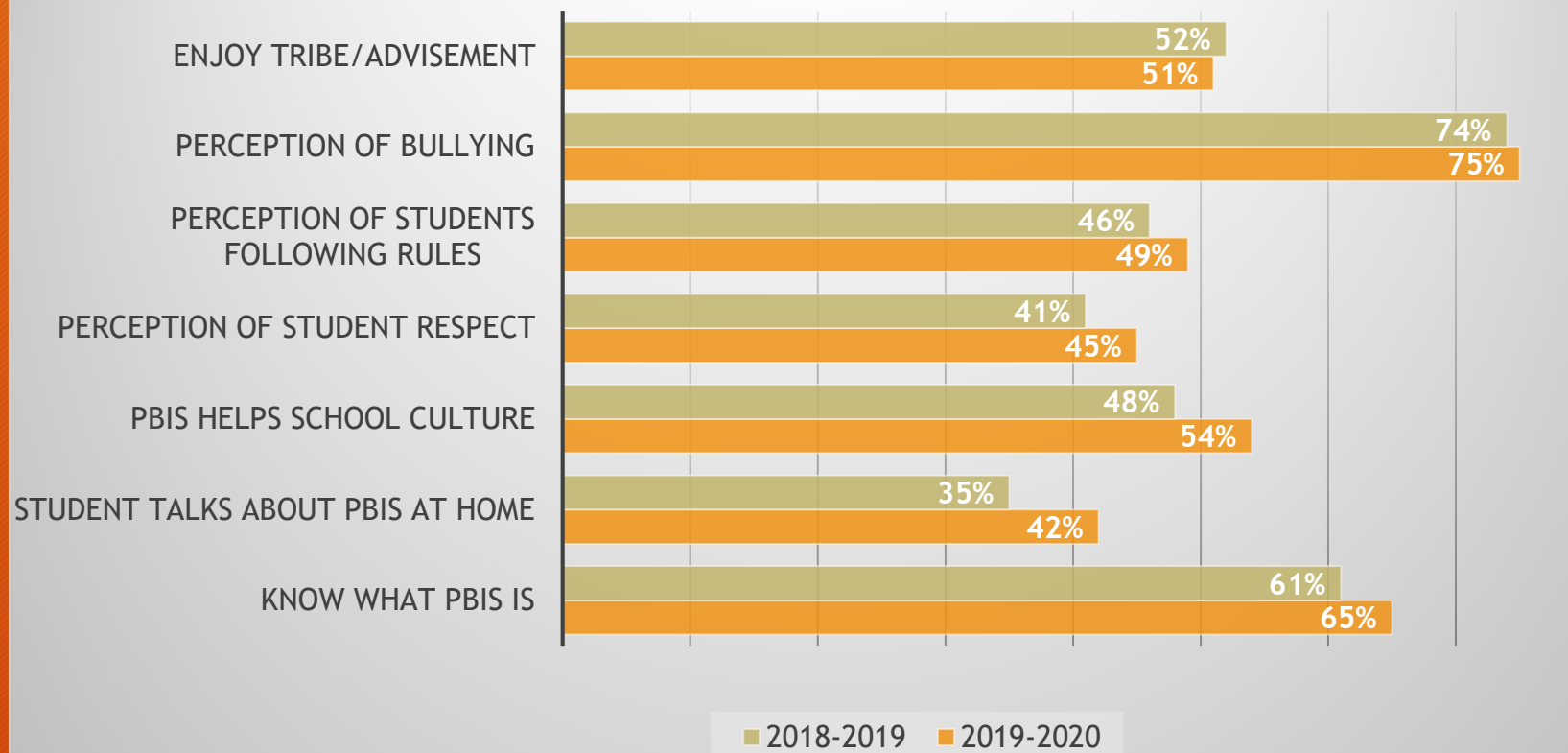
- Discipline Data 2018-2019
  - 2959 Discipline Referrals during the 2018-2019 school year
    - 449 on the Bus (15%)
    - 311 in the Hallway (11%)
    - 1116 in Teacher's Classroom (38%) - data led us to address teacher managed vs. office managed t-chart

# Changes in Staff Perception





# Changes in Parent Perception

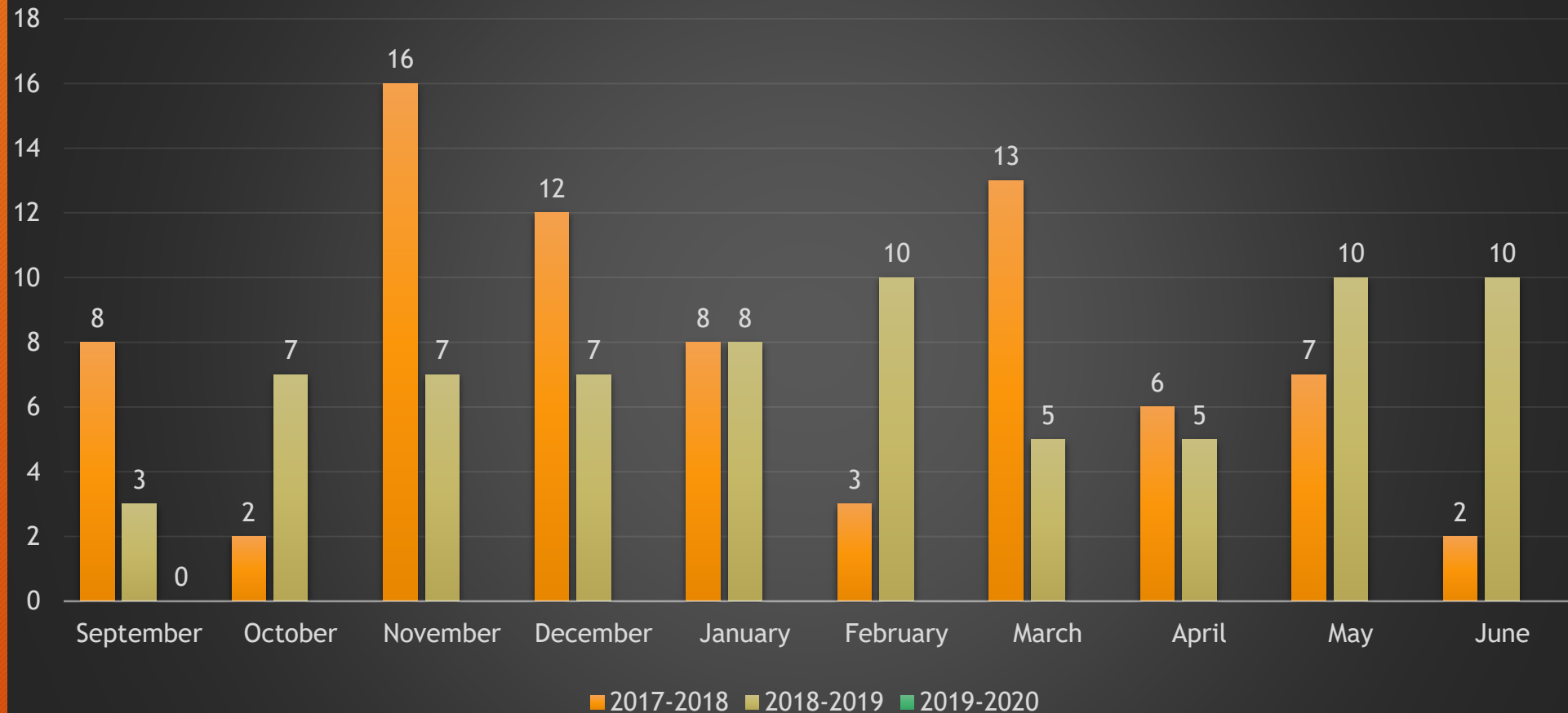


# School Safety and Educational Climate Data (SSEC)

- 2017-2018
  - 51 Student Offenders
  - 48 Student Targets
  - 50 Incidents of bullying/cyberbullying
    - Bias Related Incidents - 34 (Race, Ethnicity, Color, Disability, Sexual Orientation, Sex, Weight, Other)
- 2018-2019
  - 55 Student Offenders
  - 42 Student Targets
  - 55 Incidents of bullying/cyberbullying
    - Bias Related Incidents - 42 (Race, Disability, Sexual Orientation, Sex, Weight, Other)

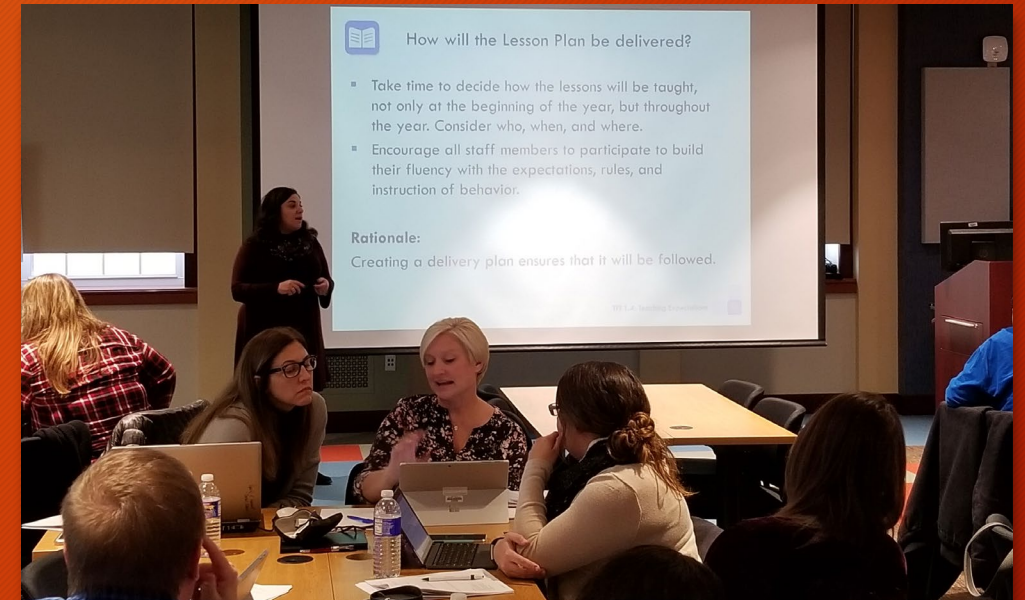


# Month-By-Month SSEC Data



# November Training of Trainers

- Highlights of the three-day ToT, led by Sheri Luecking
- Wayne Finger Lakes BOCES
  - All 25 component districts were invited to participate in the TOT workshop
- Throughout Day 1, Sheri asked participating teams if they wanted to help lead the training on Day 2 and 3. We were asked to help train participants day 2.
- We presented modules 1.3 and 1.4





# Implementation - Lessons Learned

- Don't rush - marathon, not a sprint.
- Time for regular staff training - Early Release Wednesdays
- District and building teams - support, ideas, and unified vision
- Including all members of school community - transportation, maintenance, parents
- Reality of the work - importance of clear roles, sub-committees, establishing a strong building team
- Future planning - TFI and other data to guide decisions



# Skoi Yase Primary School

"Bee Sisters"

Bee Responsible   Bee Respectful  
Bee Engaged   Bee Safe



Parent Acknowledgement



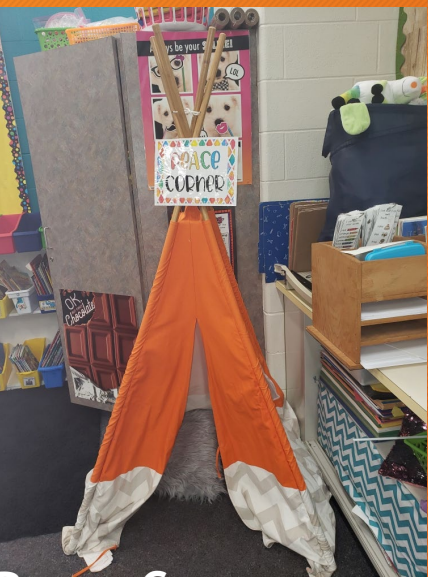
School Wide Events



Get Together Time  
(School Assembly)



[Skoi Yase Pride Trait Video](#)



Peace Corners  
in every classroom





# LaFayette Intermediate School

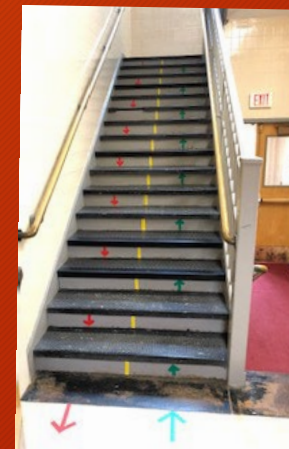
## 2018-2019 School Year Golden Spoon Award

Used to increase appropriate cafeteria behavior. Spoon to hang outside classroom and VIP seating in cafeteria.

Expectations taught for cafeteria, bathroom, & bus.

## 2019-2020 School Year

School-wide ticket system, including hallway expectations, protocol for stairs, school-wide celebrations for successfully reaching milestones





# Waterloo Middle School

## Hallway Etiquette:

<https://youtu.be/Wm4ZIZzmwwI>

## Acceptance:

<https://youtu.be/BXfqRf0U3cs>

## Pride Interviews:

[https://youtu.be/LGqxHvGS\\_gE](https://youtu.be/LGqxHvGS_gE)



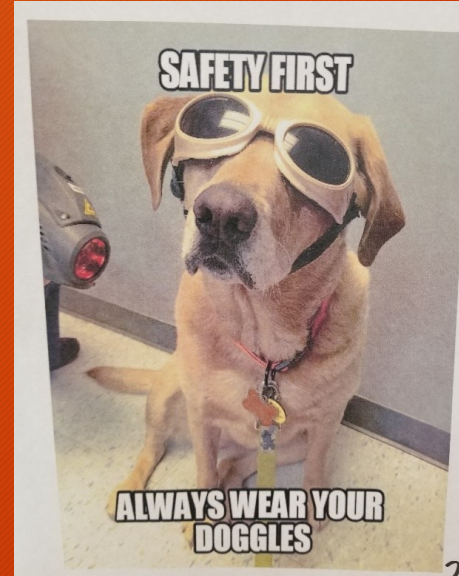
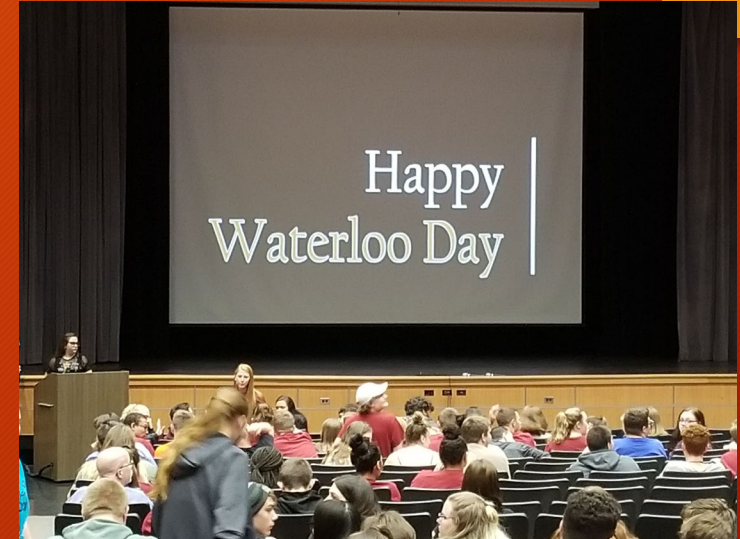


# Waterloo High School

## Community Service Projects



## Waterloo Day Celebration



## Safety Memes





# District Framework and Support

- Vision
- Regional Resources
- Monthly Meetings with ASI- who serves as the District Coordinator
- Guiding building level team structure- standing agenda item for Administrative Meetings
- Support and time/resources for implementation- budget, professional development
- PD time for coaches to bring PD back to buildings



# Next Steps



- Strengthening our building PBIS teams with more staff
- District Coaches will be training new staff members so that all staff receive the Tier 1 foundation
- Join the Regional MTSS Roundtable discussion bimonthly
- Include parents and community members on the building level PBIS teams
- Plan to Reboot/Reteach expectations in January or as necessary based on the data collected

What questions do you have?