“5F Getting it Started in High Schools”

Presenters:
Patti Hershfeldt, Center for Social Behavior Supports, Old Dominion University (VA); Mimi McGrath Kato, University of Oregon; Caitlin Peterson & Brian Ruehle, Anne Arundel County Public Schools (MD); Michael Calderone & Melissa Dunne, School District of Philadelphia (PA)

• Topic: High School PBIS
• Keywords: Implementation PBIS Foundations, Administrator

Learning Objectives

1. Explore contextual influences that impact effective
2. Review and reflect on how contextual influences and foundational systems may impact implementation
3. Learn about high school specific resources available to implementers
Tier I PBIS Core Features

6 Features of PBIS Tier I

- Leadership Team
- Define and Teach Expectations
- Data & Decision System
- Consequences
- Acknowledge- ment System
- Classroom Systems

Core Features of Implementation

Key HS Focus Areas

- Social Behavior
- Academic Success
- Personalization / School Belonging
- Freshmen Support

High School Implementation of SWPBIS

HS Contextual Influences

- Size
- Culture
- Developmental Level

Key Foundational Systems

- Data
- Leadership
- Communication

Core Features of Implementation

Flannery & Kato, 2012

National PBIS Leadership Forum
Before you add one more thing....

Recommendations for Implementation

- Keep doing what already works
- Implement practices that are evidence based
- Always look for the smallest change that will produce the largest effect
- Define what you will STOP doing before adding something new
- Be sure you have a solid system for monitoring fidelity and outcomes
High School Specific Resources: You are Not Alone

Monthly High School Think Tanks
• Purpose: Venue to discuss ideas across schools, open format and held monthly

Padlet
• Purpose: To share ideas across tiers
• https://padlet.com/pahershfeldt/72s5z5qfsb88t4ze

2022-2023 SY
Same Times
3rd Friday of the Month

https://odu.zoom.us/j/94447417667

We invite you to...

• Join the APBS Network 1 of 3 ways
  1. Registration link:
     https://goo.gl/forms/M6NKaqTSMKGKnCB53
  2. Email apbshs@usf.edu
  3. Scan

• ‘Like’ the Facebook page
• Polls will be posted so you can request webinar topics
• Participate in webinars and meetings
• Share with colleagues & get the good word out
• Join the Facilitated Discussion at the Forum and HS Network Lunch in Jacksonville @ APBS Conf.
Join us on Facebook
https://www.facebook.com/HSNetworkAPBS/

APBS HS Newsletter Links

April 2020  
https://conta.cc/2y5U7q

2018  
Issue #1  
https://conta.cc/2utpxKC

Issue #2  
https://goog/748yt

Issue #3  
https://conta.cc/2Fos0tv

June 2020  
https://conta.cc/JZ5JtBV

Sept 2020  
https://conta.cc/3qJ5SDS

March 2021  
https://conta.cc/tb7oras

Sept 2021  
https://conta.cc/JhF1Qc2

November 2021  
https://conta.cc/3cr22d8

May 2022  
https://conta.cc/39YwzE
Center on PBIS [www.pbis.org](http://www.pbis.org)

[https://www.pbis.org/topics/high-school-pbis](https://www.pbis.org/topics/high-school-pbis)
High School Monographs

www.pbis.org

Lessons Learned on Implementation of PBIS in High Schools: Current Trends and Future Directions

Current Practice and Future Direction

National PBIS Leadership Forum

1. Introduction
2. Context and Foundational Systems
3. District Support
4. Coaching
5. PBIS and CCR
6. Freshman Supports
7. Youth Voice
8. Safe and Supportive Environments

3. Establishing and Maintaining Staff Participation
4. Connecting SW PBIS to Academic Curriculum
5. Data Based Decision Making
6. Secondary and Tertiary Supports

How can you use the monographs?

Stop and discuss with your team (or jot down some notes) the following:

• How might you incorporate information into your school’s prof. learning?
• What chapters might be most useful currently?
Session 5F– “Getting PBIS Started in High Schools”

Presenters:
Caitlin Peterson and Brian Ruehle
Anne Arundel County Public Schools, Maryland

• **Topic:** High School PBIS
• **Keywords:** Climate, Community, Tier 1, Implementation, Fidelity
Our Story

The last two years of education has seen many disruptions in student schedules, learning, and behavioral expectations. Teachers have taken on more responsibility as they balance the regular demands of student learning outcomes and testings requirements with additional technology expectations such as Learning Management Systems (LMS) manipulation and 1:1 device integration into their lesson plans. We found that implementing PBIS and MTSS schoolwide at the high school level and defining our driving behavioral values was a great way to tackle these challenges in a collaborative and data-driven manner. Our primary concerns were soliciting student and staff buy-in and creating an authentic PBIS experience for the high school level.
How we implement PBIS at the High School Level

**DESCRIPTION**: Our school’s improvement plan is monitored by four charter teams. As a HOPE charter lead, we focused on implementing the Multi-Tiered Systems of Supports (MTSS) framework, which includes Positive Behavioral Interventions and Supports (PBIS), Restorative Practices (RP), and a Regular Site Team (RST). In addition, the Hope Charter was also responsible for recognizing teachers for their outstanding efforts within the MTSS framework. Charter leads are tasked with monitoring the implementation of these behavioral goals by analyzing student behavioral data, creating walkthrough indicators, and gathering survey data from teachers and students.
Creating and Authentic Experience for Our Community

- What defines us and our community?
- What legacy do we choose to leave behind if our instruction is effective?
- What does an authentic PBIS experience look like at the high school level?
- What positive behaviors are expected of students post-pandemic that will translate after high school?
Goals of PBIS at our School

1. Define the core positive behaviors and values held by the school and community
2. Decrease negative student behaviors schoolwide
3. Increase teacher efficacy and job satisfaction
4. Create a shared sense of culture and community on campus

[Graph showing referrals by month as of 2.28.22]
The GOPHER Acronym was first created with PBIS leadership and our Principal Scott McGuire. We wanted to focus on creating a set of positive behavior expectations that feel authentic with our community. The original version of this was:

- Gritty
- Organized
- Proud
- Healthy

Final version after feedback:

- Genuine
- Organized
- Passionate
- Healthy
- Empathetic
- Respectful
Incorporating Student Voice in the Narrative of #GopherLegacy

Homeroom Lessons create a platform for open cultural dialogue
Branding and media assets
Behavioral Management

Glen Burnie High School Behavior Management Process

Step 1: Warning/Conference w/Student

- Observe Inappropriate Behavior

Step 2: Parent Contact

- Classrooms Managed Behaviors
  - Preparedness
  - Calling Out
  - Classroom Disruption
  - Refusal to follow a reasonable request (Insubordination)
  - Failure to serve detention
  - Put Downs
  - Inappropriate tone/attitude
  - Electronic Device Misuse
  - Truancy/Class Cut
  - Inappropriate Comments
  - Cheating

- Office Managed Behaviors
  - Weapons
  - Fighting or Aggressive Physical Contact
  - Chronic classroom behaviors (with documentation)
  - Threats
  - Harassment
  - Truancy/Class Cut
  - Smoking
  - Vandalism
  - Drugs or Alcohol
  - Gambling
  - Leaving School Property
  - Foul Language Directed to Staff

Step 3: Email to Admin/Counselor Pair

- Chronic infections result in office referral

Step 4: Office referral

Step 1: Notice an office referral

Step 2: Administrator assigns consequence and contacts parents

Step 3: Administrator provides feedback to teacher

Glen Burnie High School Positive Behavior Indicators

**Behavioral Indicator**

**Genuine**
- Relating sincerely, self-disclosure, and integrity toward upholding the truth
- Respectful
- Don’t lie, cheat, or steal
- Communicate honestly

**Organized**
- Being organized and self-initiated to lead to time management, personal appearance, and legacy
- Like it’s the first time

**Passionate**
- Display a sense of purpose and self-definition by taking care of their physical environment, personal appearance, and legacy
- Always willing to go above and beyond

**Healthy**
- Actualizing healthy physical, mental, emotional, and social wellness
- Get involved

**Empathetic**
- Consistently addresses impact risks, prioritizes problems and equity, and practices social-emotional interactions
- Economic and emotional support

**Respectful**
- Social interactions are mutually respectful and positive with students and staff
- Constructive feedback
Data-informed Decision-making

DATA COLLECTION: Data used to monitor implementation will be taken from school-wide Information System (SWIS), Powerschool, and Google Form survey data.

- Staff choice on decision of charter team
- Pre/Post data collection of student understanding of the GOPHER PBIS Initiative
- Homeroom attendance data collection
- Anecdotal staff data collection (Family Reunion and Homeroom Satisfaction)
- Discipline Data collection monthly through SWIS Data collection and Powerschool
- Implementation Phases Inventory (IPI) Self assessment
HOMEROOM CHALLENGES AS A DATA-INFORMED PROCESS
GOPHER BLOCK - INTERVENTION PERIOD MONITORING

Topics of Discussion
- Stadium Incentive
- Academic Block Incentives
- Barcode Scanners
- Student Feedback Survey
Thanks!

Brian Ruehle-
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Caitlin Peterson-
cepeterson@aacps.org

Follow us on Twitter!
Frankford High School
Philadelphia, PA
2 dead, 9 people wounded in Philadelphia shootings, including a quadruple shooting in Frankford

Four people were shot on the 3000 block of Charles Street in Frankford on Friday evening, and an 8-year-old boy was grazed by a bullet in North Philadelphia in the afternoon.

Frankford High School Student Shot 3 Times On Way To School, Police Say

2 Shot While Driving In Frankford, Police Say

City police are investigating after they say two men were shot while driving in their vehicle this morning.

JAN 11, 2017

Philadelphia Police: 18-Year-Old Woman Shot In Face In Frankford

The shooting occurred just before 8 a.m. on the 1500 block of Pratt Street.

JAN 10

- 1 in 71 people in the 19124 zip code will be the victim of violent crime
- 2nd busiest Police District in the City of Philadelphia

Philadelphia Police: Suspect Arrested After Double Shooting Inside Frankford...

The shooting occurred just after 7:30 p.m. on the 1500 block of Arrott Street inside a neighborhood market.

JAN 23
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‘You guys are unicorns,’ Ya Fav Trashman tells Philly high school grad

Frankford High School’s new lab aims to prepare students for solar energy jobs

A federal college-access program, available at five Philly schools, to expand to Frankford High with $5 million

New drone program takes flight at Frankford High School in Northeast Philadelphia

Mayor Kenney: community school proceeds

Each community school gets money for 20 community schools for the
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<tr>
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<th>Number of Students</th>
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Our PBIS Journey

- Began in 2017
  - Used paper slips for acknowledgement
  - Had t-shirts for prizes
- Official PBIS certification (year 2 of 3 year process)
  - PBIS Rewards App
    - School store
      - Clothing
      - Snacks
      - Gift cards
*Focused * Knowledgeable * Determined
Staff Training & Buy-in

- Staff has minimum daily point goal
- Whole staff trained prior to students beginning
- Staff point distribution monitored weekly
- Top point distributor named monthly for parking spot
- Staff earns points and can cash-in in the “Teacher Store”
Student Kick-off & Buy-in

- Orientation week, all students learn about program
- Posters in every area of building
- Stream on hallway TVs
- Bulletin boards post all upcoming events
Pioneer Days

- Monthly Student v Staff events
  - Dodgeball- September kick-off whole school
  - 95% attendance requirement October-June
If you can dodge my class, you can dodge a ball
Responsiveness

- Change of wording from Expectations to Norms
  - Director of Equity and Inclusion on PBIS team
- Focus on inclusivity of all students
  - English/Spanish posters/presentations
  - Student PBIS team
    - Representative from every grade level, ESOL and Low Incidence
- Social Emotional Learning monthly themed lessons and assemblies
Data & Overall Implementation

- Skewed Data due to pandemic
  - 2019/2020 first “full year” Pioneer Day and implementation
    - Left school March 13th
  - 2020-2021 Full virtual year
  - 2021-2022 No Pioneer Days or School activities due to COVID protocols
  - 2022-2023 Full implementation began on the 1st day of school!
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10/28/22
5F – Getting PBIS Started in High Schools

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