

## FROM PBIS STATE COORDINATOR

### Visibility Update: A Day at the Capital

Justin Hill, GaPBIS State Coordinator

On March 26, 2018 Georgia's PBIS State Coordinator Justin Hill and the entire state PBIS -Project AWARE team (MiMi Gudenrath, Sandy DeMuth, Debi Keane, Tony Feldmann, Brandy Woolridge,



The PBIS State Team with Governor Deal.

Timi Hunt, Ben Moore, Tammi Clarke, Dr. Susan Barrow and Rebecca Blanton), along with senior leaders from the Georgia Department of Education (Dr. Garry McGiboney, Nakeba Rahming, and Dr. Zephine Smith-Dixon) and State Representative Robert Dickey (District 140) met at the capital to be formally introduced to Governor Nathan Deal.



The PBIS State Team introduced in the House.

Later that morning Representative Dickey introduced the state team from the well of Georgia's House of

Representatives. Georgia's PBIS team was given a warm reception by the entire House, including members from the Education Committee.

Georgia's lawmakers contribute \$2.73 million state dollars annually towards the improvement of school climate through the GaDOE-RESA collaborative coaching network established to implement PBIS with fidelity across the state of Georgia.

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### Workforce Development Update: Georgia Professional Standards Commission Forms PBIS Task Force

On May 7, 2018 Georgia PSC, the accrediting agency for teacher licensure in Georgia, formed a task force to determine the need for a PBIS Endorsement. The team reached unanimous consensus that Georgia's work force needed educators who possessed the skill sets found within the PBIS framework.

Members of this task force included representatives from Georgia College and State University, Georgia Southern, Kennesaw State, the University of Georgia and Georgia State University. Educators from GaDOE, and RESA were joined by representatives from the following systems: Columbia County, Monroe County, Gwinnett County, Troup County and Rome City. PBIS national technical assistant Dr. Heather Georgia also joined the group.

This task force will meet again in the summer of 2018 to review proposed standards.



The GaPSC PBIS Task Force's First Meeting in Atlanta.

# PBIS Updates



## AROUND THE DISTRICTS: BIBB COUNTY

### Bibb County Bus Tour: Critical Elements In Action

Curlandra Lightfoot Smith, Bibb County PBIS District Coordinator

Bibb County School District hosted a PBIS Bus Tour on May 10th, 2018. Approximately 200 educators from 49 Georgia school districts attended the bus tour.



Bibb County Superintendent Dr. Curtis Jones welcomes representatives from 49 Georgia schools systems for their PBIS bus tour.

The purpose of this bus tour was to highlight PBIS implementation in eight Bibb County schools. The spotlighted schools included the following: Alexander II Magnet School, Veterans Elementary School, Miller Magnet Middle School, Howard Middle School, Northeast High School, Rutland High School, SOAR Academy, and Elam Alexander Academy.

Superintendent Jones welcomed the guests to the Bibb County School District (BCSD) and emphasized the importance of PBIS being a District non-negotiable for improving school climate. Participants were able to travel on BCSD buses and witness a variety of stages of PBIS implementation in elementary, middle, high and alternative school settings. Guests were guided on their tours by PBIS school coaches, PBIS school leadership team members and student leaders from PBIS schools. PBIS school principals also provided guests with a school PBIS overview.



GaDOE, RESA and Bibb County PBIS Leaders.

Following the bus tour, participants traveled to the District's Professional Learning Center to participate in a question and answer session with participating

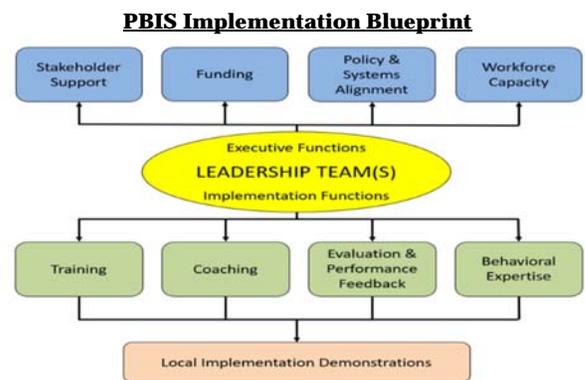
school principals, coaches, district leaders, Middle Georgia Regional Education Service Agency Climate Specialists, district leaders and their PBIS Coordinator.

## PBIS BLUEPRINT IN BIBB COUNTY: A COMMENTARY

### Bibb County School District: Passion and Commitment

Benjamin Moore, GaDOE PBIS Program Specialist

District leadership is critically important to a district's successful implementation of PBIS. Bibb County School District's 2018 PBIS Bus Tour was a clear demonstration of their commitment to PBIS. During the 2018 Bus Tour, Bibb's superintendent Dr. Jones, communicated a vision for improved school climate through the PBIS Framework (*see Blueprint*). PBIS leaders from around the state were able to witness firsthand a district-level commitment.



According to the PBIS Blueprint ([www.pbis.org](http://www.pbis.org)) a district must fully develop four main components to see sustained successful implementation: an active leadership team coordinating efforts; organizational structure that supports the framework financially and maximizes exposure; a broad-scale implementation plan including an evaluation system; and a group of demonstration schools who show how the PBIS framework functions.

Bibb County's 2018 Bus Tour clearly demonstrated that several of the PBIS Blueprint elements have been developed.

If Georgia PBIS districts want to see sustained successful PBIS implementation, it will begin from the top. Bibb County's passion and commitment to improving school climate through the PBIS framework is proving to be a model for others to follow.

# PBIS Updates

## AROUND THE DISTRICTS: PIERCE COUNTY

### Pierce County Takes State School Superintendent Woods on a PBIS Pilgrimage

Pam Brooks, Pierce County PBIS District Coordinator

State School Superintendent Richard Woods received a pleasurable Pierce County PBIS welcome during his recent school-wide visit. He viewed school-wide expectations and rules, teacher and student “shout out” boards, and decorative student and teacher PBIS artwork.



Midway Elementary School Principal Dr. Todd Walker, State Superintendent Richard Woods and Assistant Principal Brandi Todd.

The students shared how PBIS had made a difference in their schools with safer and quieter learning environments. Now, because all of the children have common school-wide expectations, they work together as a team instead of individually to earn points to attend PBIS celebrations. Friendships have formed and everyone looks forward to coming to school daily. At the conclusion of his visit, Superintendent Woods, was invited to participate in a PBIS school rally. A fun time was had by all.

### Popular PBIS Peaks Rotary Interest

Recently, Pierce County District Coordinator Pam Brooks, was invited to share with Rotarians a brief introduction to PBIS and why its implementation has been so successful throughout the Pierce County School System. The purpose of the presentation focused on how PBIS enhances school climate, social competence, and academic engagement.

Both state and county data were shared to corroborate the need for PBIS and to establish a better way to deal with behavior more proactively. The PBIS framework teaches and models for students exactly how to behave allowing schools to develop practices to prevent problem behavior before it begins. It reinforces expected behaviors consistently across school settings improving academics, graduation rates, attendance, social skills, and school safety.



Pam Smith, Pierce County PBIS Coordinator.

A big “thank you” was extended to the Blackshear Rotary Club for their interest in PBIS and for helping Pierce County Schools tell their PBIS story. Everyone in the community is needed to sustain PBIS and keep it successful. Pierce looks forward to having the Rotary Club as a great asset as they move further along on the implementation of PBIS.

## AROUND THE DISTRICTS: GRIFFIN-SPALDING

### Jackson Road Elementary School

Jason Byars, Griffin-Spalding PBIS-AWARE District Coordinator

Jackson Road Elementary School, a five star school climate rated PBIS school, was among several schools highlighted on a recent KQED News Mindshift



Podcast for their use of Ron Clark’s “House System” to improve their PBIS system. For more information please visit: [www.jacksonroadelementary.education/pages/Jackson\\_Road\\_Elementary](http://www.jacksonroadelementary.education/pages/Jackson_Road_Elementary)

# PBIS Updates

## AROUND THE DISTRICTS: RICHMOND COUNTY

### PBIS 3 Bs-Be Respectful, Be Responsible, Be Safe: Bus Discipline Support Pilot Program

Tamika Shepherd, Bus Coach, Glenn Hills Elementary School

Bus Coach for Glenn Hills Elementary School, Tamika Shepherd, provides day-to-day management of bus issues and concerns for one of ten



elementary schools piloting this bus support program. The program was developed to support schools in reducing the number of discipline referrals to improve safety and security for bus operators and for passengers to sustain a long lasting safe and orderly atmosphere.

The personnel designated to serve as bus coaches were identified by the principal based on their demonstrated ability and willingness to be supportive and connect.

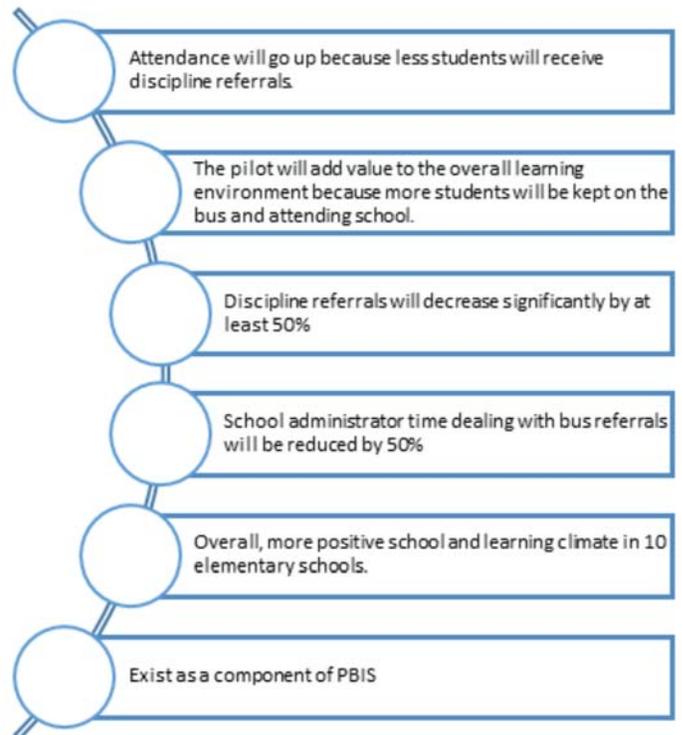


left to right: Paul Abbott, Director of Transportation; Tamika Shepherd, Bus Coach; Dr. Vanessa Lancaster, Principal; Dr. Kenneth Bradshaw, Deputy Superintendent.

Communication, a major component of this program, is fluid and consistent between the bus coach and administration to adequately problem solve around areas in need of additional support.

Mr. Boyd, the Richmond County Transportation Department Coordinator/Liaison for the Bus Coach Program, is also a key personnel member to this partnership.

## Bus Discipline Support Program Achievement Goals



Additionally, bus coach's communication of concerns and issues extend beyond administration to bus drivers, students, and parents allowing for continued development of a rapport to foster and sustain relationships with all parties to decrease or eliminate the undesired bus behaviors. The benefit of such school personnel is their connection to the students and families, which can provide a consistent partnership between school, parents, and now transportation.

As bus coach, Tamika and others, serve in this capacity as a mentor/coach to ensure that students are **being respectful** (following the bus drivers rules and procedures), **being responsible** (using inside voices and keeping the bus clean), and **being safe** (staying seated) "while commuting back and forth to school on the bus." With this bus support program in place, drivers can stay focused on their number one priority: operating their bus safely.

# PBIS Updates

## AROUND THE DISTRICTS: GWINNETT COUNTY

### The Journey

Courtney Mulkey Simpson, PBIS Coach, Lilburn Elementary

Lilburn Elementary School, located in Gwinnett County Public School System, is a Title 1 school comprised of 1533 students representing over 50 different nations. We began a journey with PBIS in 2011 searching for a way to positively impact the culture of our school. It is a journey because where we are today is nowhere near where we started.

Like most new PBIS teams, Lilburn was fired up about our new framework for supporting behavior throughout the school. Little did we know that we would be doing the death crawl searching for teacher buy-in, parent buy-in, effective lessons, and a set of school expectations that would work well with all of our diverse students. The team worked diligently to implement PBIS all the while, it seemed like we were seeing little fruit for our labor.

In 2013, we began using School-wide Information System (SWIS) to track our data. The system allowed us to be proactive with data points rather than continue down a path of reacting with office discipline referrals. We were effective at positively reinforcing expected behaviors, but we lacked in teaching behaviors to students that need additional Tier 2 and Tier 3 supports. The team began focusing on the settings where the incidents occurred, the grade level with the most referrals, and drilling down to specific students and teachers.

**“ Little by little the team planted seeds of positivity.”**

Little by little our PBIS team planted seeds of positivity throughout the school. It didn't happen overnight, and we didn't see the fruit from those seeds for several years. Now when you walk in our school, you can just feel it. We have minimized classroom disruptions, increased student achievement, and positively impacted school morale.



We are all on the same journey. How we get there might look differently, but our goal is the same.

One way that we foster community and kindness with our kids is through the use of our buddy bench. Everyone can remember a time that they *were* the kid or *saw* the kid on the playground that walked alone and played alone. Our students know that this is a lonely feeling and we want to break that cycle.

Every child should have a friend to play soccer with or climb playsets. The buddy bench is a place for students to go when they need a friend. When a child sits down, kids come running ready to invite a new friend to play. This small addition to our playground has greatly changed the culture of play at Lilburn Elementary.



Lilburn Elementary's "Buddy Bench."

Beginning with our implementation year in 2011, our office discipline referrals (ODRs) have dropped from 84 to 59. Currently, 1485 students have no ODRs. We have managed to keep more students in the instructional environment.

Our principal, Guerlene Merisme once said, "When you feel you don't have enough strength, keep the goal in mind and push harder." When it seemed that we had checked off all the boxes for implementing PBIS and we weren't seeing results, we pushed harder.

As a team we continued to visit with teachers to increase their buy-in. We held parent workshops to teach them how to bridge the gap between home and school behavior expectations by establishing household matrixes. We made a commitment to teach students the expected behaviors rather than just immediately punish. As a team we waited for the rain to grow the seeds we planted that produced the fruit we see today. Lilburn Elementary is a living testament that PBIS works.



# PBIS Updates

## GAPBIS ANNOUNCEMENTS

**Superintendents, High School Administrators,  
School Climate Specialists, and  
District PBIS Coordinators, plan to attend**

### **Summer GAEL Post-Session**



**Patti Hershfeldt, Ed.D.**

**Assistant Director  
Mid-Atlantic PBIS Network  
Sheppard Pratt Health System**

**Implementer Partner  
National Center on PBIS  
Johns Hopkins School of Education  
Faculty Associate**

**DATE:** Wednesday, July 11, 2018

**TIME:** 9:00 - 2:00 PM

**LOCATION:** Jekyll Island Convention Center,  
75 N. Beachview Drive,  
Jekyll Island, Ga 31527

**LUNCH:** On your own (*there are many sandwich  
shops and restaurants on Jekyll*)

The 1-day workshop will focus on implementation of PBIS at the high school level. Dr. Patti Hershfeldt will present on the unique differences of high school level implementation, student voice, and sustainability. *You are not required to register or attend the GAEL Conference to participate in this session!* If you are planning to attend the GAEL Conference, there is no “extra” fee to attend this session. We need to know your commitment so we can secure a room that is large enough.

To register for this one day event  
please use this QR code or contact your TA:



**GEORGIA  
APBS**

ASSOCIATION for POSITIVE BEHAVIOR SUPPORT

Save  
the  
Date!

The 11<sup>th</sup> annual Georgia Association for Positive Behavior Support conference will take place **December 5-6, 2018** at the Georgia World Conference Center in downtown Atlanta. This year’s conference will focus on mental health and building resiliency within our schools and communities.

The conference will be kicked-off by Kevin Hines, a nationally recognized author and mental health activist. Kevin, who survived a suicide attempt in 2000, will be sharing his personal journey towards mental wellness and examining the power of the human spirit. Dr. Laura Riffle, the creator of BehaviorDoctor.org, a website dedicated to providing educators, professionals and family members with behavior support resources, will address attendees on the second day of the conference.

For more information please visit: [www.gapbs.org](http://www.gapbs.org).

## CONTACT US



GaPBIS

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