

FROM PBIS STATE COORDINATOR

The Importance of PBIS Fidelity: *Love, Compassion and Commitment*

On February 26, 2008 at 5:30 p.m. Starbucks closed all 7,000+ of their U.S. based stores for a mandatory three-hour retraining session for employees. Baristas were re-taught company expectations and the procedures involved in making their brand of coffee with fidelity. They practiced how to dispense espresso into shot glasses instead of cups and were shown how to inspect the color of each shot of espresso.



Justin Hill, GaPBIS

Why did Starbucks take such action? Observers reported that the "Starbucks Experience" and "Espresso Excellence" were suffering. Some claimed their market value losses at the time were tied to a degraded fidelity of the "Starbucks Experience."

Starbucks said the solution was not really about "re-training" baristas, but more about emphasizing the importance of "love, compassion and commitment."

The Seattle-based company believed if their employees internalized the expectations of "love, compassion and commitment" then it would translate into a better experience for their customers. As Simon Sinek would say, they were starting with "The Why."

The fear of a "watered-down" brand is not exclusive to Starbucks. This is a concern of many brands, including PBIS. In Georgia we care about the "PBIS Experience" and "PBIS Excellence."

It is important to remember PBIS is an evidence-based framework, it has been identified by rigorous

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research and has very specific fidelity measures that must be accomplished.

The premise behind PBIS is that behavior is learned and can be taught through continual teaching and age appropriate feedback of positive behavior.

Implementing PBIS means a proactive problem-solving framework is installed and is supportive for ALL adults and students. When implemented with fidelity PBIS schools are better able to:

- Maximize outcomes
- Minimize harm
- Increase efficiency
- Improve decision making and resource use

When a school tries to combine PBIS with strategies that seek to change behavior by way of public humiliation, harm or threats to the same, what has been adopted is a "watered-down PBIS." With more than 1,000 Georgia schools trained, Georgia is considered a national leader for the implementation of School-wide PBIS.

Let's re-commit to fidelity of PBIS implementation not because we love bonus points, but because we **love** Georgia's students, have **compassion** for the whole child and are **committed** to seeing ALL students in Georgia succeed. A watered-down version of PBIS is positive and supportive for some, but not ALL.

Un pour tous, tous pour un - All for one and one for all.

– Justin Hill, State Coordinator

PBIS Updates

AROUND THE DISTRICTS: ROME CITY

From the Mouths of Babes

Dr. Robbie Vincent, PBIS District Coordinator, Rome City

In Rome City Schools the students are the heartbeat of the school system. They are the “why” we want to offer our best in all that we do.

If you visit Rome City and want to find out more about PBIS, you may want to first ask our students. Our PBIS “Walkthrough” interviews revealed that our young Rome Wolves at North Heights say the thing they enjoy most about PBIS is being “caught” doing the right thing. Second grader James Matheny has been recognized by his teachers as a Wolf of the Month for his ability to demonstrate his PBIS expectations. Ava Merritt and Heaven McHenry, also Wolves of the Month, both stated that they most enjoy the many positives associated with meeting behavioral expectations. Ava shared that PBIS has helped her to know the importance of using her words to express herself and encourage others.

Rome Middle School students, Nebrea Askew Lexington Jenkins and Jonathon Vigoa all agreed that it feels good to have positive behavior acknowledged.

Nebrea shares that the school culture of Be RMS (Respectful, Motivated, and Safe) definitely pushes students to always be ready to model positive expectations.

Jonathon added that behavior traits like helping others and working hard carry over into their life outside of school. Nebrea believes that the school’s focus on demonstrating positive expectations is like putting good things into your personal drive as you would a



Shannon Holtzclaw (L), Chris Cystrunk (M), Abby Payne (R)

computer, and in turn you are more likely to get good results and do what is right.

Lexie mentioned that she has noticed that more class time is spent on recognizing when students display positive behavior rather than negative behaviors.

Jonathon added that their teachers’ focus on students meeting their expectations more effectively encourages students who are not, helping them to better get back on track.

Regardless of who you ask, they all agree that PBIS encourages them to make wise choices and to do what is right.

Students from Rome High School like freshmen Abby Payne and Chris Cystrunk and senior Shannon Holtzclaw provided the high school perspective.

Prior to beginning Rome High School as a freshman, Abby only attended private schools. She shared that she quickly noticed how welcoming the school climate was for new students. Abby stated, “In other schools, teachers focus on what kids are doing wrong, but at Rome High it is the exact opposite.”

Chris, who attended middle school in Rome City Schools, said that the transition to high school was very easy and credits PBIS. He said, “Our expectations are to be respectful, responsible, and be a role model.” He noted the good feeling he still feels when one of the adults notice him when he is respectful.

Senior Shannon Holtzclaw reflected on her 4 years and noted that she has seen firsthand the difference that PBIS can make within a building. Simply put, PBIS is a framework to help make your school a more positive place for learning and living. Don’t believe me? Just ask our kids.



Nebrea Askew (L), Jonathon Vigoa (M), Lexie Jenkins (R)

PBIS Updates

AROUND THE DISTRICTS: GILMER COUNTY

Gilmer County High School Fosters Student Voice in PBIS Implementation

Debi Keane, GaDOE PBIS Program Specialist

Many schools provide students with the opportunity to be involved in their implementation of School-wide PBIS by having their students to be active participants on their PBIS teams, student advisory teams, or their student ambassador program to address onboarding.



GaPBIS training including students Jhaydon Ragsdale and Willow Newell

Gilmer County High School has included two students on their PBIS team from the very beginning. These two students recently attended their three-day GaDOE/RESA led training along with their teachers and administrators. Principal Carla Foley addressed the student body to explain PBIS implementation and to ask for volunteers. Ms. Foley also asked teachers to nominate possible students. Two students were selected for the team: Jhaydon Ragsdale, who volunteered, and Willow Newell, who was nominated by her teacher, Mr. Sutton.

Jhaydon and Willow attend the monthly PBIS team's Tier-1 meetings to provide input as an integral part of the team's decision-making process. They are also encouraged to speak with their peers to find out what's working and what isn't and what more could be done to improve school climate. They report this information back to the team.

Throughout the training, both students' voices were

Establishing a Social Culture



Positive Behavioral Interventions & Supports

heard. It was really impressive when Willow attended the training on a day when students had the day off! True dedication!

How schools obtain student voice varies from school to school. Student participation on a PBIS team is not a one-size-fits-all and is defined by the culture and climate at your individual school. Student roles may vary from school to school as well.

The importance of creating positive change in the climate and culture of high schools has received national attention. In order for efforts to be successful, youth voice is a critical component to ensure buy-in from the student body. - Patricia Hershfeldt, Ed.D.

Just as the PBIS team is constantly evolving and changing to meet needs of schools, student participation will change as well. The bottom line is that the school community is working together toward a common language and positive environment for all.

PBIS Updates

AROUND THE DISTRICTS: HENRY COUNTY

Henry County PBIS District Leadership Team – A New Form of Collaboration

By Yolanda Reid-Wheeler, PBIS District Coordinator, Henry County and Anthony Feldmann, GaDOE PBIS Program Specialist

The District Leadership Team (DLT) meeting is an essential component of successful PBIS implementation. PBIS District Coordinator Yolanda Reid-Wheeler believes the PBIS District Leadership Team is critical in bringing to fruition a full behavior transformation in Henry County Schools. The Department of Discipline and Safety Director, Dr. Earlene Crump, agrees that the PBIS framework is in the forefront of “Changing the Face of Discipline” in Henry County Schools.



“In 2017, nine of the eleven Cohort 1 schools had a 4 or 5 Star Climate Rating. In 2015, eight of those schools had a Star Climate Rating of 3 (pre-PBIS)!”

This collaborative approach provides an avenue for positive change for Henry’s district and community leaders, educators, students and parents. The PBIS DLT meeting has proved to be a contributing factor in the reduction of adverse behaviors, school discipline trends and disciplinary hearings in their PBIS schools.

PBIS schools within the county have noticeably increased positive school climate for the district. Henry County Schools is in their third year of implementing of PBIS. Thus far, twenty-five schools have been trained and several schools have reached fidelity.

Henry’s PBIS DLT added student voices to their team. Recently student ambassadors from Eagle’s Landing Middle School and Eagle’s Landing High School have joined the meetings.



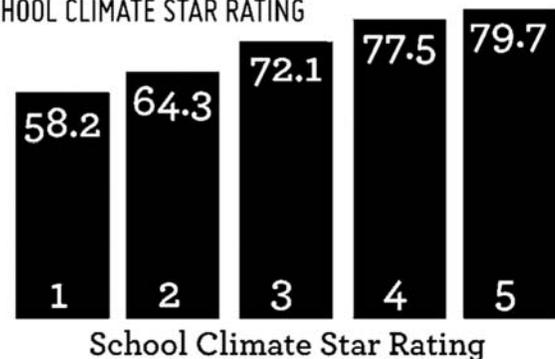
Derrick Thomas, Principal, Eagles Landing Middle School; Eugene Choe, Georgia Legal Service Program; Laurel Boatright, Assistant U.S. Attorney; BJay Pak, U.S. Attorney; Tony Feldmann, GaDOE PBIS; Dr. Earlene Crump, Director Discipline and Safety; Yolanda Reid-Wheeler, PBIS District Coordinator; Dr. Michelle Nichols, Morehouse School of Medicine; Lisa Gugino, School Climate Specialist, Griffin RESA; Gena Williams School Climate Specialist, Griffin RESA

An open invitation exists to bring parents to meetings in an effort to increase community awareness of school climate and PBIS. Agendas often include sharing school discipline reports as well as problem-solving.

As Dr. Crump said at the close of the PBIS DLT meeting, “Your opinion counts! Are you actively listening...your village is calling!”

COLLEGE AND CAREER READY PERFORMANCE INDEX

BY SCHOOL CLIMATE STAR RATING



The importance of improvements seen on the School Climate Star Rating in PBIS schools in Henry County should not be understated, especially when you consider that schools with a 4 or a 5 on the School Climate Star Rating typically have significantly higher CCRPI scores.

PBIS Updates

GAPBIS UPDATES

GaPBIS Training Updates

FACE-TO-FACE TIER 1 CLASSROOM

These regional full-day classroom trainings are the continuation of our GaDOE Tier I PBIS Implementation framework for recognized emerging and operational schools. This train-the-trainer model will build capacity within our districts to support our teachers within the classroom to build sustainable school-wide positive climate and culture that supports student connection and academic achievement.

For Qualifying Pre-Registered Participants Only!

PBIS DCs Interested in attending a classroom training event outside their RESA region please contact your School Climate Specialist.

Northwest GA		
March 14, 2018	March 15, 2018	
Metro Atlanta		
March 5, 2018	March 9, 2018	March 12, 2018
South Georgia		
March 13, 2018	March 14, 2018	March 15, 2018
Northeast Georgia		
March 14, 2018	March 15, 2018	

Welcome Aboard!

Please help us welcome our two newest members to the GaDOE PBIS state team! Dr. Barrow is a former PBIS District Coordinator and Mr. Moore is a former middle school PBIS administrator. Welcome Susan and Ben!



Susan Barrow, Ed.D.



Benjamin Moore, Ed.S.



ASSOCIATION for POSITIVE BEHAVIOR SUPPORT



The 11th 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.

CONTACT US



For more information about how to join our PBIS statewide network please contact:

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