

Office of School Safety and Climate

GaPBIS

The logo for GaPBIS features the word "GaPBIS" in a stylized, cursive font. The "Ga" is orange, and "PBIS" is green. A pink star is positioned above the letter "I". A thick pink curved line underlines the text.

**Georgia's Positive Behavioral
Interventions and Supports**

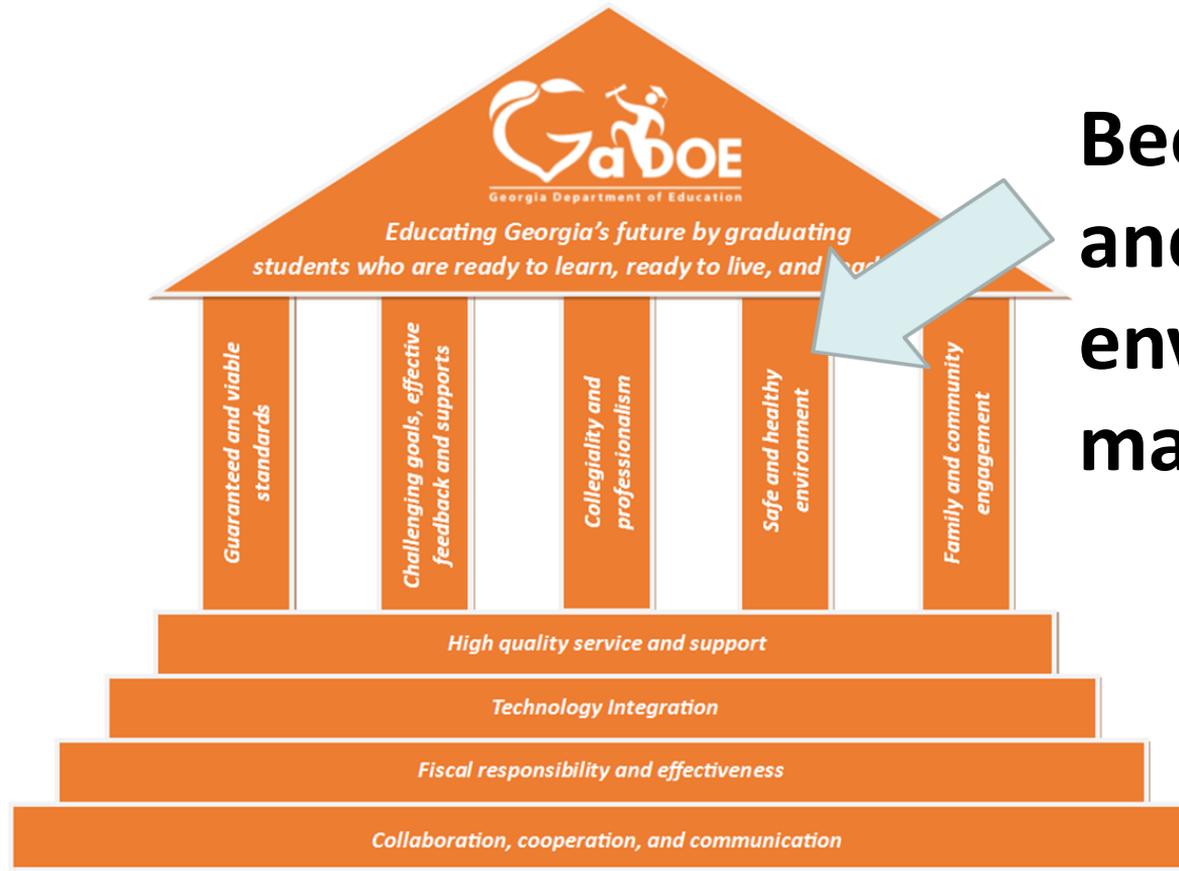
School Climate, Safety and PBIS

- Mission: To improve the learning climate in Georgia schools and community settings through the PBIS framework.

Tony Feldmann
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Why PBIS in Georgia?



Because safe and healthy environments matter!

School Safety and Climate Mission

Educators can play a role in providing a **safe, secure, and productive** learning and working climate for all students and school personnel in all schools through the development and implementation of intervention and prevention programs and by providing technical assistance and support to local school districts and local schools in collaboration with other state agencies and stakeholders.

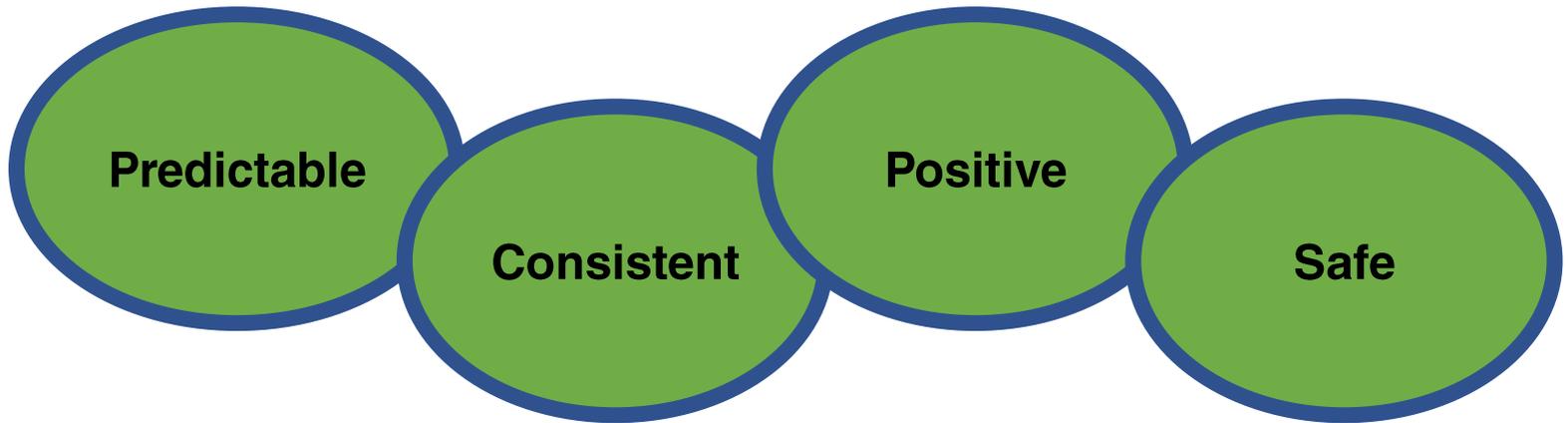
What is PBIS?

“PBIS is an **evidence-based**, data-driven **framework** proven to reduce disciplinary incidents, increase a school’s sense of safety, improve school climate, and support improved academic outcomes for all students.”

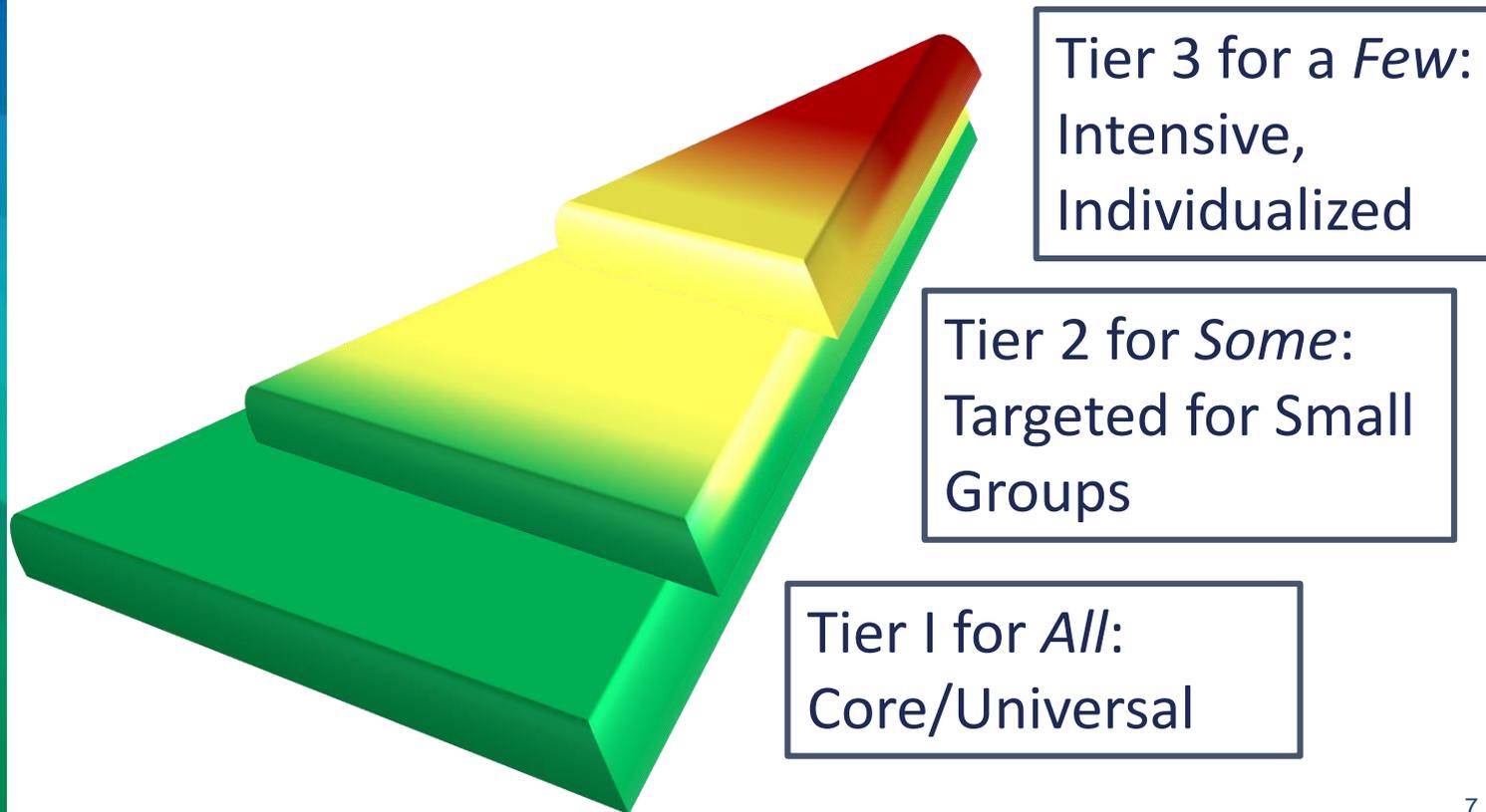
www.pbis.org

Why SWPBIS?

The fundamental purpose of SWPBIS is to make schools more effective learning environments.



Continuum of Academic & Social Behavior Support



7

Systems Framework vs. Status Quo



- Proactive
- Problem-Solving
- Teach what you expect
- Focus on what we can change

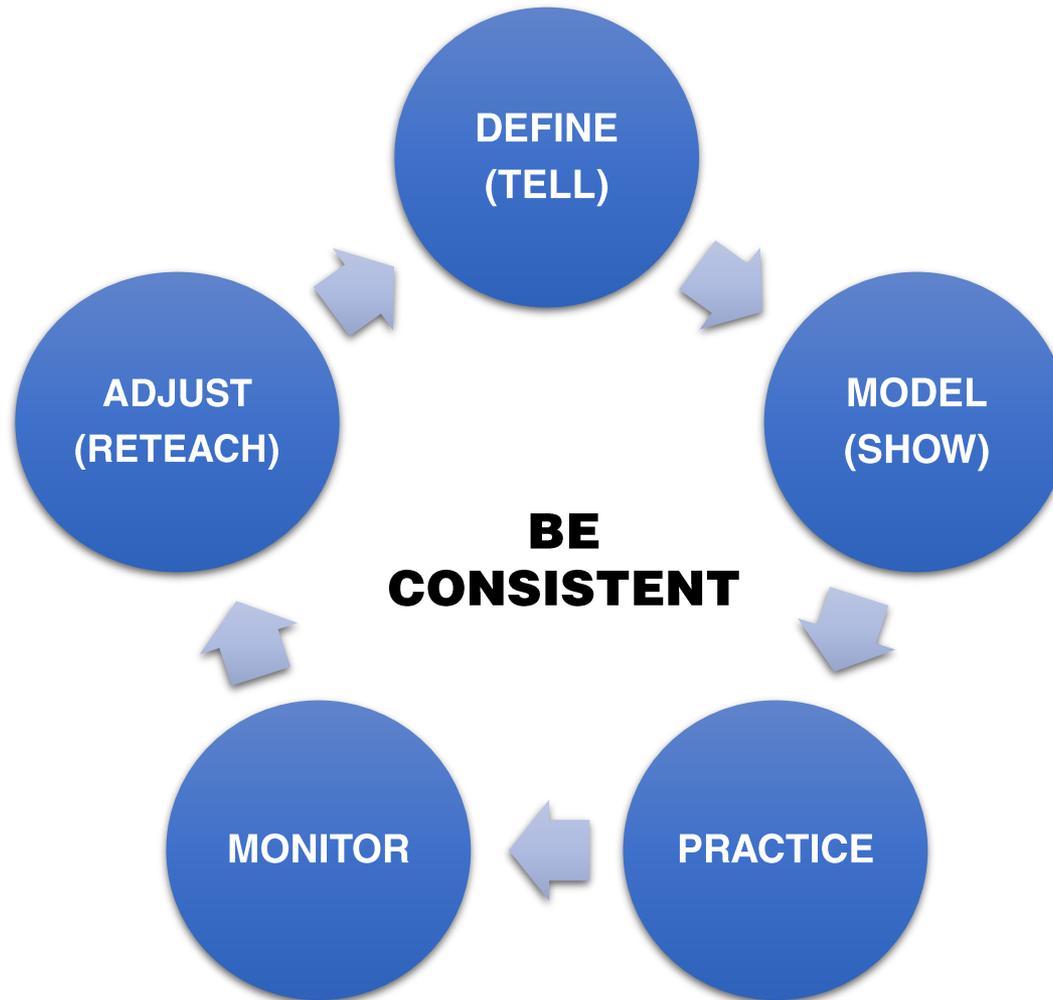
Food for Thought...

- If a child doesn't know how to read, we **teach**.
- If a child doesn't know how to swim, we **teach**.
- If a child doesn't know how to multiply, we **teach**.
- If a child doesn't know how to drive, we **teach**.
- If a child doesn't know how to behave, we... **teach?**
punish?

Why can't we finish the last sentence as automatically as we do the others?

John Herner (NASDE President) Counterpoint 1998, page 2

Teaching Academics and Behavior



How do acknowledgements shape *our* behavior?

	What “should” you be doing?	How do you get reinforced for this?
Driving	Driving the speed limit.	Currently we are provided with punitive reinforcement for speeding. What if we were provided with money for not speeding?
Doctor		
Friendship		



Fidelity: TFI & Action Planning

SWPBIS Tier I Team Readiness Packet

Tiered Fidelity Inventory (TFI) – PBIS Action Plan

ABC District

ABC School

PBIS District/Site Coordinator: _____

PBIS School Coach: _____

Members in attendance **MEETING DATE:** Name, Role/Title; Name, Role/Title

Members in attendance **MEETING DATE:** Name, Role/Title; Name, Role/Title

Subscale and Tier I Features	Mo./Yr.			Action Steps:	Who?	When?	√
	/	/	/				
TEAMS	TFI SCORE 0, 1, 2						
1.1 Team Composition	1			1. Invite parent to serve on team once team becomes fluent in meeting operating procedures. 2.			
1.2 Team Operating Procedures	1			1. Print norms, meeting schedule & roster with back-up roles to be posted & referred to during meetings. 2. Create a commitment statement for team members to sign. 3.			

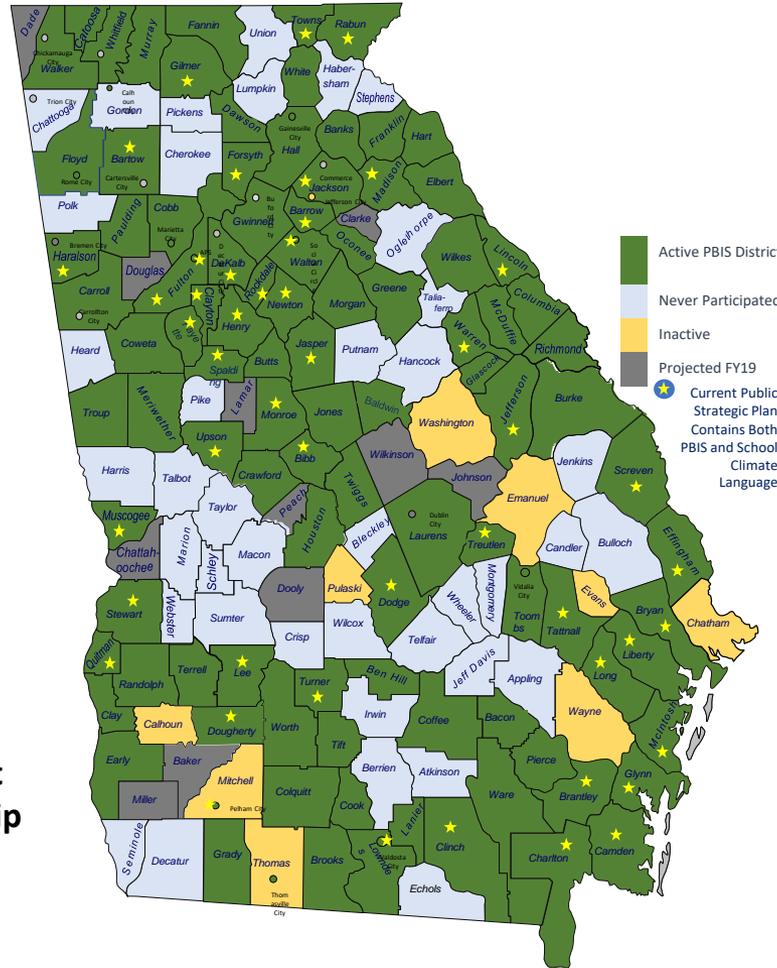
Researched Outcomes

Results are experimentally related to:

1. Reduction in problem behavior
2. Increased academic performance
3. Increased attendance
4. Improved perception of safety
5. Improved organizational efficiency
6. Reduction in staff turnover
7. Increased perception of teacher efficacy
8. Reduction in teacher reported bullying behavior and peer rejection



FY19 Active PBIS Districts



Active PBIS Districts have established the following:

- A diverse District Leadership Team (DLT) that meets at least twice per year to develop their local PBIS Blueprint.
- A current District PBIS Action Plan has been submitted to GaDOE-PBIS.
- A non-school based District Coordinator supports tiered PBIS implementation.
- A district's cohort of schools were trained and supported by the GaDOE PBIS-RESA School Climate team.

❖ Inactive = GaDOE - RESA trained PBIS school(s), but the PBIS District Leadership Team is no longer active.

Current as of June 1, 2018



% of Schools with 4 or 5 Star Climate Ratings



94.29% of Operational & Distinguished PBIS Schools Earned a 4 or 5 Star Climate Rating in FY18

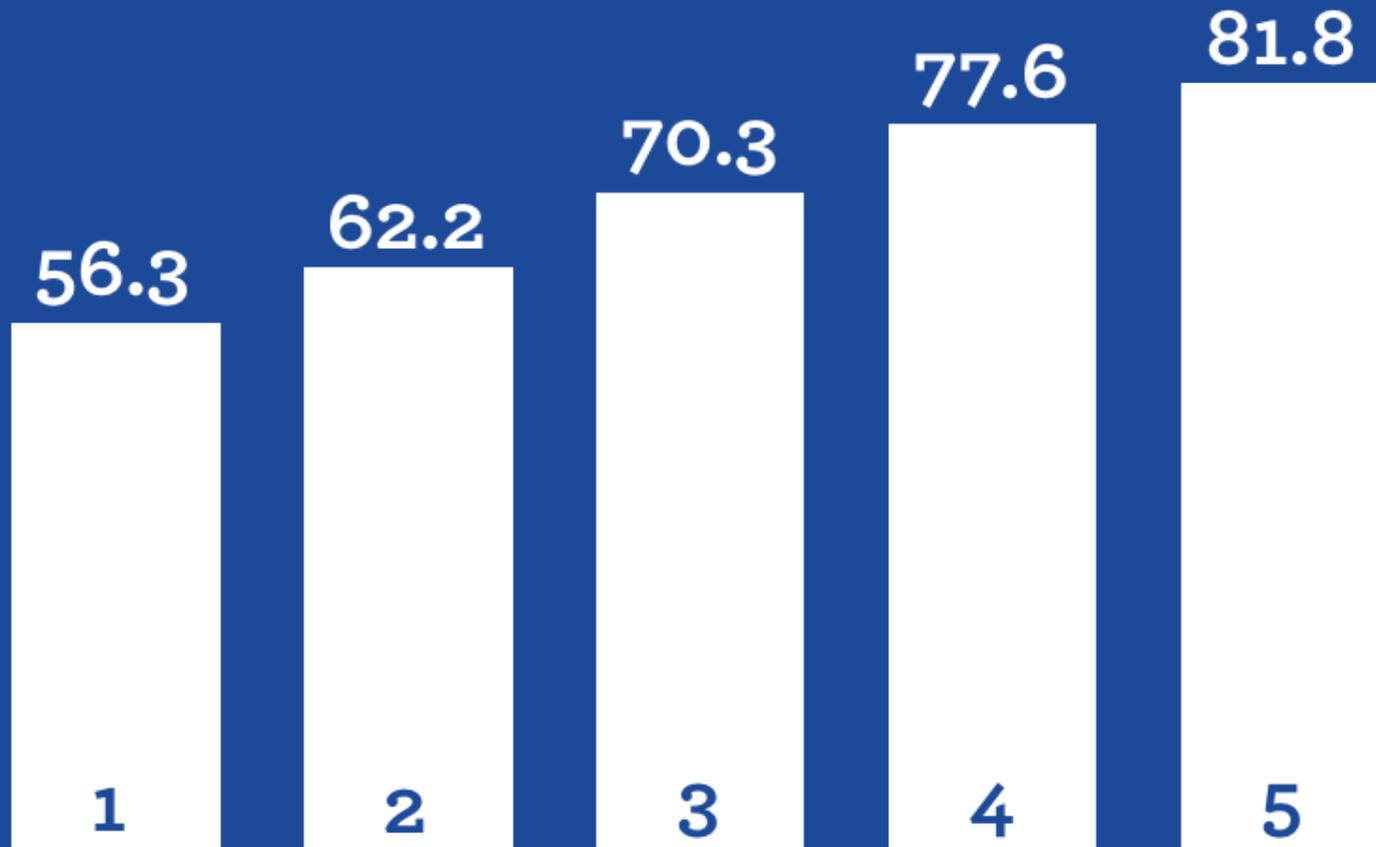
Statewide

Non-PBIS Schools

PBIS Schools

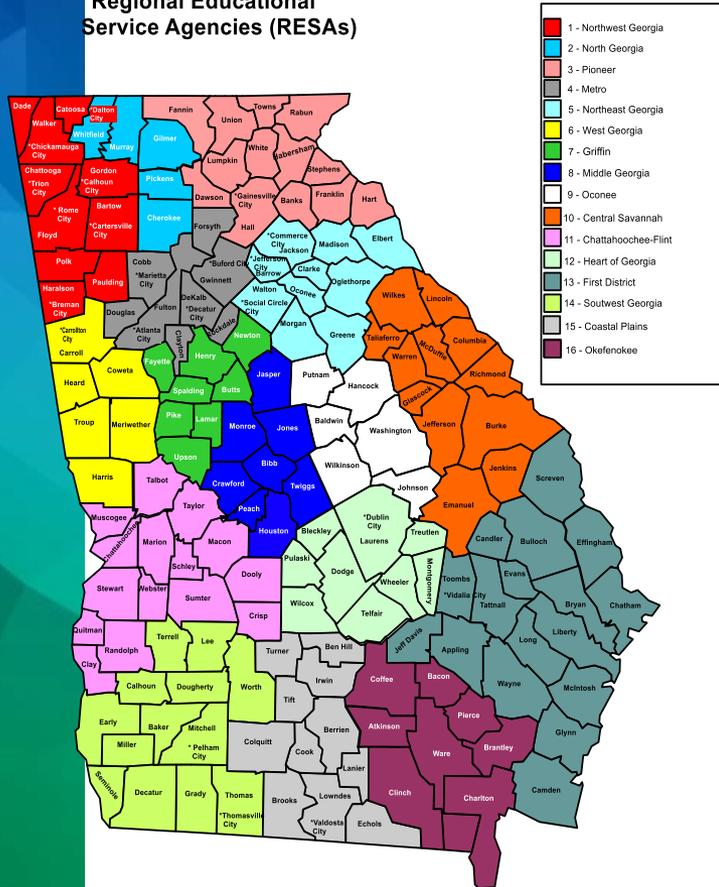
PBIS Schools with High Fidelity

COLLEGE AND CAREER READY PERFORMANCE INDEX, 2017 BY SCHOOL CLIMATE STAR RATING



Georgia's School Climate System of Support

Regional Educational Service Agencies (RESAs)



PBIS as a Wise Investment



November 2017

What are the Economic Costs of Implementing SWPBIS in Comparison to the Benefits from Reducing Suspensions?

Jessica Swain-Bradway, Ph.D., Midwest PBIS Network
Sarah Lindstrom Johnson, Ph.D., Arizona State University
Catherine Bradshaw, Ph.D., University of Virginia
Kent McIntosh, Ph.D., University of Oregon

For every \$1 spent implementing PBIS, there are \$105 in savings from reducing school dropout.

Brief: <http://www.pbis.org>

Georgia's Yearly Suspension Rate

9.1%

8.6%

8.0%

7.6%

7.5%

7.2%

6.6%

6.5%

6.4%

6.2%

5.9%

35% Decrease



2008

2009

2010

2011

2012

2013

2014

2015

2016

2017

2018

Return on Investment: Spotlight Troup County Callaway High School

Callaway High School (2015-2018)

- **23%** reduction in ODRs (2015-2018)
- **7%** reduction in ISS days (2015-2018)
- **34%** reduction in OSS days (2015-2018)

As a result of a **23% reduction** in Office Discipline Referrals (ODRs) Callaway High School has **regained 30 instructional days**. Administrators have regained 20 additional support days.

1 Discipline referral to the Office =
30-45 minutes of lost instruction time

Return on Investment: Spotlight Troup County Callaway Middle School

Callaway Middle School (2015-2018)

- **51%** reduction in ODRs (2015-2018)
- **63%** reduction in ISS days (2015-2018)
- **49%** reduction in OSS days (2015-2018)

As a result of a **51% reduction** in Office Discipline Referrals (ODRs) Callaway Middle School has **regained 67 instructional days**. Administrators have regained 45 additional support days.

1 Discipline referral to the Office =
30-45 minutes of lost instruction time

Return on Investment: Spotlight Troup County Berta Weathersbee Elementary

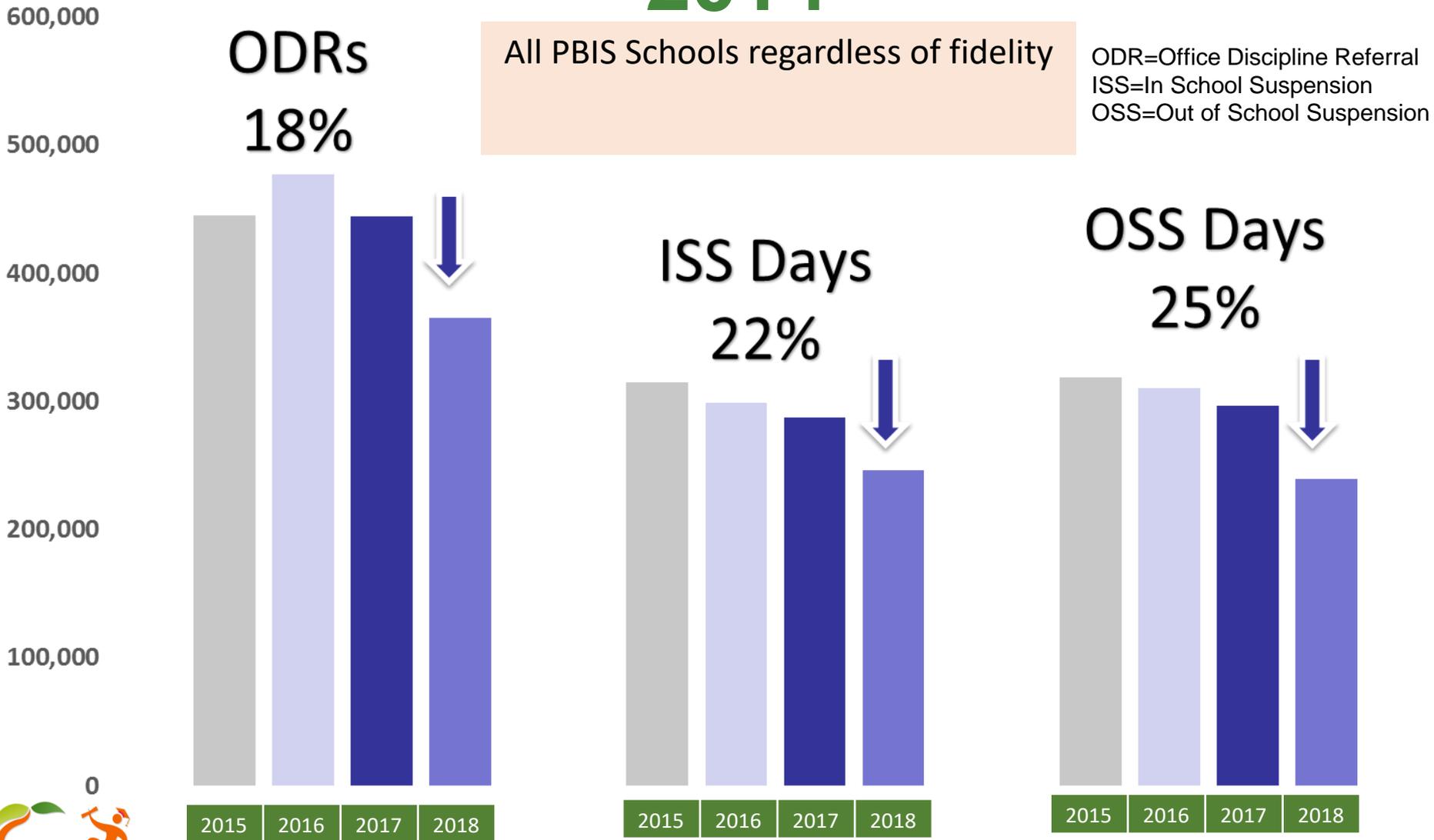
Berta Weathersbee Elementary School (2015-2018)

- **76%** reduction in ODRs (2015-2018)
- **86%** reduction in OSS days (2015-2018)

As a result of a **76% reduction** in Office Discipline Referrals (ODRs) Berta Weathersbee has **regained 55 instructional days**. Administrators have regained 37 additional support days.

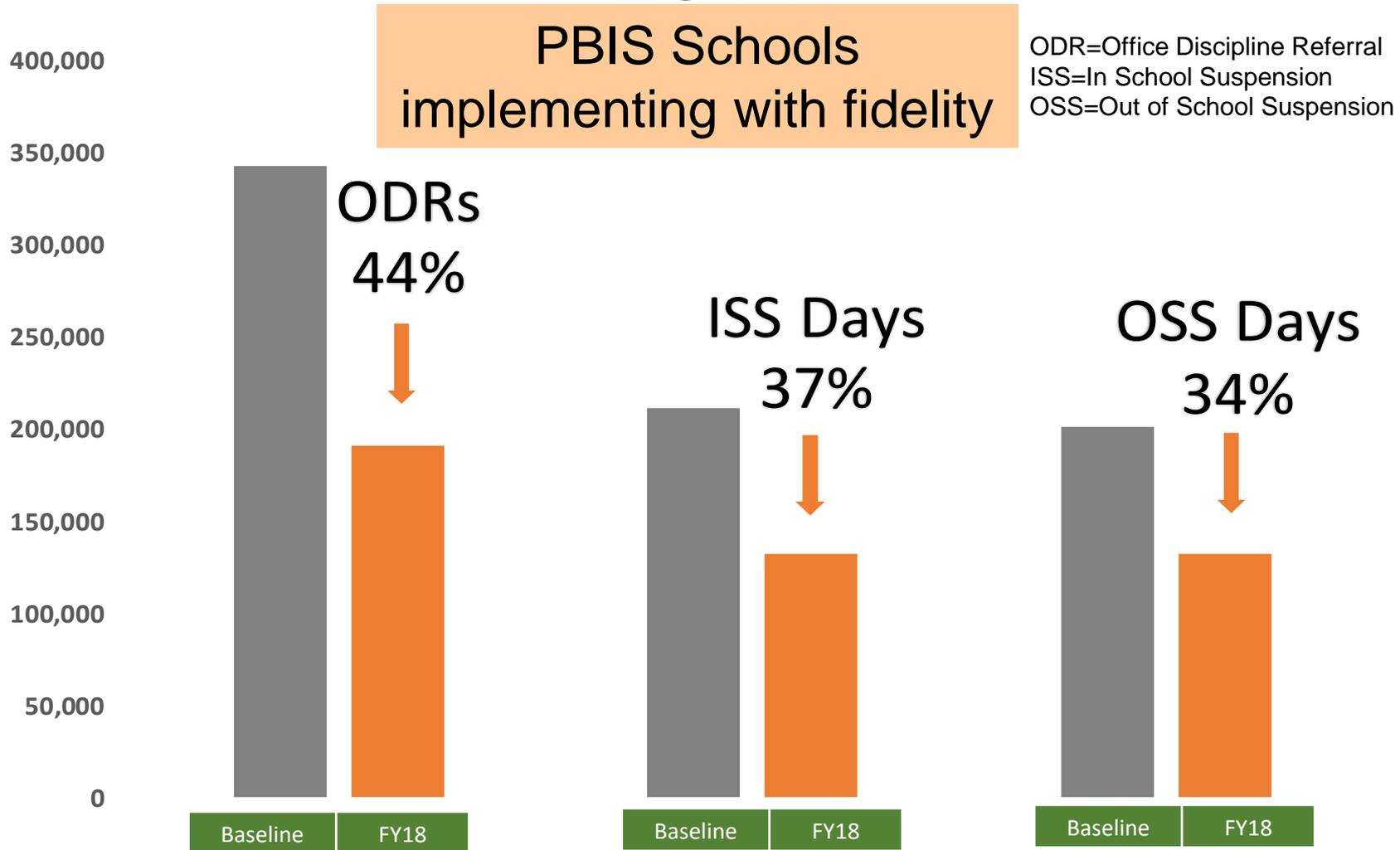
1 Discipline referral to the Office =
30-45 minutes of lost instruction time

Return on Investment: Since 2014



Source: GaDOE State Longitudinal Data System

Return on Investment: Since 2014



Recommendations

- Expand PBIS to further develop support for Tier II and Tier III within MTSS.
- Improving school safety will take a combination of attention to many elements such as school climate and addressing the mental health needs of students.
- Increase behavior support to classroom teachers.
- Improve data platforms to help schools disaggregate their climate data to make more informed decisions.



Georgia Association

For Positive Behavior Support Conference



December 5-6, 2018

World Congress Center, Atlanta, Georgia



PBIS
Rewards.



**WHEN A FLOWER
DOESN'T BLOOM,
YOU FIX THE
ENVIRONMENT IN WHICH
IT GROWS, NOT
THE FLOWER**

-ALEXANDER DEN HEIJER