

Georgia Positive Behavioral Interventions and Supports

District Implementation Plan

Pierce County, June 13, 2019

Members in attendance: Ericka McIntosh, Lanna Denison, Teresa Dixon, Harbin Farr, LeVance Gay, William Hall, Dr. Anita Harris, Yvette Newton, David Pittman, Perry Tison, Brandi Todd, Dee Treadwell and Okefenokee RESA Ed. Specialist, Cathy McGee

Why does the district want to implement PBIS?

Options are limited for consequences. Change the culture to more proactive and preventative. Consistency among teachers is better. Consistency among expectations in the school building. Communicating clear expectations to all stakeholders. Improve student achievement; increase attendance.

Resources

What are the resources you have in your district to support and improve school climate and discipline?

- **Positive initiatives for students**
- **Recognizing students for positive behavior and good attendance**
- **Student acknowledgements in place for behavior and attendance**
- **Class Dojo/Livingtree Engage**
- **Behavior Specialist**
- **Excellent leadership in district and schools**
- **Teen Maze**
- **Quick Think**
- **Special Education Parent Mentor**
- **Mental health counseling available for students in schools (Unison & Southern Counseling Service).**
- **Telehealth services available for all students & staff in all schools.**

Barriers

What are the barriers in your district which prevent improving your school climate and discipline?

- **Lack of parent involvement**
- **Balance between academic instruction and behavior instruction (Getting stronger)**
- **Booster sessions for behavior instruction need to be scheduled after breaks**
- **Additional Bus Assistance to help collect data for the county by contacting parents and school administration (additional personnel)**
- **Teacher knowing/understanding evidence based strategies for behavior**
- **Additional need for Behavior Specialist to address all schools**
- **Time for teachers to plan PBIS lessons & create model videos**

- **School Resources Officers in each school**
- **Professional Learning Opportunities for staff (EX: Amy Deen Behavior Queen, Ruby Paine Poverty, Emotional Poverty, etc.)**
- **Classroom PBIS Training is available for any school choosing to participate.**
- **Emotional Poverty Training is available for any school choosing to participate.**
- **Grant funds**
- **Check and Connect (PCMS)**
- **Parent and Family Engagement Coordinator**
- **Director of Transportation involved in PBIS.**
- **PBIS on Bus @ BES; adding Bus @ PES**
- **PBIS District Coordinator Calendar of Events for the year (Support from OKRESA and GADOE)**
- **New Teacher Training including Emotional Poverty**
- **Educating New Staff of PBIS Implementation**

3 Year Goals

(Buy-in, collaboration, problem solving, implementation, skills etc.)

- **Within 3 years all schools will be recognized as Operational by the GaDOE.**
- **Increase student attendance by 3% for students who missed less than 10 days of school.**

1 Year Goal

- **Improve student attendance by 2%.**
- **Continue to implement PBIS on the Bus at BES; Implement PBIS on the Bus at PES at the request of building administrator**
- **Decrease office discipline referrals by 15%.**

Area of Focus: Leadership

Does the district have all key stakeholders on the DL Team?

Is school-wide discipline identified as a top district goal? If so, is it included in the LEA Implementation Plan?

When will the next DL meeting be?

Meeting notes:

Activities	Who	When	Status
DLT will meet twice annually (fall and spring)	Lanna Denison Cathy McGee	Set dates based on Principals Meeting Date October 24, 2019 June 1, 2020	Ongoing

Area of Focus: District Coordination

Which team member(s) will be the District Coordinator(s) of PBIS?

Are there barriers to the district coordinator attending the 3 day PBIS training?

How will the District Coordinator be provided with sufficient support (time, resources...) to make the PBIS process work at the selected schools and expand efforts across the district?

What are the responsibilities of a District Coordinator?

1. Review school and district data to determine if PBIS fits the needs and goals of the district
2. Be able to identify schools what schools and "why" the schools want to implement
3. Identify DL Team stakeholders
4. Arrange and prepare for all DL meetings
5. PBIS Assessments
6. Attend all SW-PBIS Trainings
7. Conduct Walk-throughs
8. Attend school problem solving meetings
9. Schedule meeting/training for Coaches

Meeting notes:

Activities	Who	When	Status
Funding for DC and Coaches for Professional Learning <ul style="list-style-type: none"> • Georgia PBIS Conference in Atlanta 	Title IV-A	2019-2020 school year	Ongoing

<ul style="list-style-type: none"> • Okefenokee RESA Professional Learning Opportunities • National Youth At Risk Conference in Savannah • Dr. Laura Riffel Behavior Doctor September 24, 2019 • Okefenokee RESA PBIS Consortia October 10, 2019 & February 20, 2020 • August 27, 2019 PBIS New Team Member Training OK RESA • September 26, 2019 PBIS Classroom Training OK RESA • February 28, 2020 OK RESA BUS TOUR <ul style="list-style-type: none"> • Patterson Elementary (RSVP to participate) • PCMS • PCHS 			
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<p>Area of Focus: Training</p> <p>Has the DLT developed in-district trainers to build and sustain PBIS practices? Has the DLT developed a training plan for continuous training capacity?</p>			
<p><i>Meeting notes:</i></p>			
Activities	Who	When	Status
SCS and DC will reteach and review school bus driver training. (BES)	Cathy McGee Lanna Denison Trans. Director	August 2018	✓
DC and Transportation Director reviewed PBIS with all bus drivers.	Lanna Denison Trans. Director	August 2018	✓
Bus Trainings at individual schools by request of administrator. (BES & PES)	Cathy McGee Lanna Denison Trans. Director	August 2019	Ongoing
Dr. Baker Wright Parent and Families Training for Difficult Child Behaviors	Lanna Denison Angie Meadows Elementary & Middle School Staff	Fall 2018 and Fall 2019	Ongoing
PreK Teachers view monthly PBIS Webinars	All PreK Teachers	FY 19	✓
Funding for DC and Coaches for Professional Learning <ul style="list-style-type: none"> • Georgia PBIS Conference in Atlanta • Okefenokee RESA Professional Learning Opportunities <ul style="list-style-type: none"> ✓ Mental Health Trainings like Trauma 101, Trauma 102, etc. • National Youth At Risk Conference in Savannah • Dr. Laura Riffel Behavior Doctor Professional Learning 	Title IV-A	2019-2020 school year	Ongoing

Classroom PBIS Training	Schools who choose to implement	TBD RESA Offerings	Ongoing
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<p>Area of Focus: Coaching</p> <p>Have coaching needs been identified? Is coaching support available at least monthly with each emerging school team and at least quarterly with established teams? How will the team ensure that coaches will attend the annual professional development, including webinars, provided by the GaDOE? How will the team free up coaches time so they may attend school team monthly PBIS meetings or other school-wide events?</p>			
<i>Meeting notes:</i>			
Activities	Who	When	Status
DLT will support professional learning for PBIS school coaches.	DLT Team	2019-2020 school year	Ongoing
DLT will support Classroom Training, Pre-K Training, Tier 2 Training and any additional RESA Trainings such as Mental Health and Trauma	DLT	2019-2020 school year	Ongoing
School administrators support PBIS Coaches to attend training opportunities	DLT	2019-2020	Ongoing

<p>Area of Focus: Funding</p> <p>Are funds available for a DC? Are funds available for SWIS or alternative data software system? Are funds or grants available to assist schools with needed materials? Are funds available for training?</p>			
<i>Meeting notes:</i> Continue to pay for SWIS			
Activities	Who	When	Status
Funding for school teams to visit Operational schools in other districts.	Pierce BOE	2019-2020 school year	Ongoing
Funding for District Coordinator to attend trainings with GA- DOE- PBIS	Pierce BOE	2019-2020 school year	Ongoing
Funding for PBIS School Coaches to attend GAPBIS Conference	Title IV	December 2019	Ongoing

Funding for SWIS at all schools	Pierce BOE	2019-2020 school year	Ongoing
Funding for School Personnel to attend trainings	Pierce BOE	2019-2020 school year	Ongoing
Funding for National Youth at Risk Conference in Savannah	Title IV	March 2020	Ongoing
Funding for Teachers to attend Behavior Doctor at Okefenokee RESA	Pierce BOE	2019-2020 school year	Ongoing

Area of Focus: **Visibility, Political Support and Policy**

How will capacity be built to sustain interest in PBIS throughout the district and community and with parents?
 Is there information available on the district website for parents related to PBIS?
 Has the school board been informed of the initiative?
 Is school-wide discipline identified as a top district goal? If so, is it included in the LEA Implementation Plan?
 Has your team reviewed the district Student Code of Conduct? Is that policy aligned with PBIS?

Meeting notes:

Activities	Who	When	Status
Develop PBIS district webpage.	Lanna Denison David Pittman	2019-2020 school year	Ongoing
Incorporate PBIS into the student handbook.	Administrative Team	2019-2020 school year	✓
Continued PBIS publicity through local newspaper and individual school social media sites (District Webpage, Facebook and Civic Organizations)	Lanna Denison School PBIS Teams	2019-2020 school year	Ongoing

Area of Focus: **Evaluation**

1. Which data collection system (SWIS, etc) will the district use?
2. How and when will PBIS information/data be shared with other necessary persons (e.g. Superintendent, DLT, School Board, Parents, Community)?
3. Are there a variety of channels of communication to inform and receive feedback from all impacted by PBIS?
4. How will the District Coordinator ensure that Coaches are monitoring school teams' action plan and progress on completing stated goals and completing other requested reports?
5. Will District Coordinators ensure that Coaches are monitoring the regular/valid input of discipline data? How?
6. Has the District Coordinator set up a PBIS Evaluation account?

District level teams are encouraged to look at building-specific data to identify similarities or differences among schools in their district with regards to:

- a) suspensions/expulsions, office discipline referrals, detentions, attendance or other discipline indicators for all ethnic groups
- b) academic achievement scores
- c) special education referral rates, LRE rates or drop out/graduation rate
- d) differences in referral rates/patterns to alternative schools

Other data sources to review, if applicable:

- a) review relevant school-improvement data including: discipline, academic, least restrictive environment (LRE), and drop-out/graduation data
- b) examine Benchmark of Quality scores of schools in the district
- c) examine staff survey data, team implementation ratings and levels of implementation
- d) CCRPI
- e) triangulation of data

Meeting Notes:

Activities	Who	When	Status
Complete DLT self-assessment twice/year at each meeting	DLT Team	Fall and Spring DLT meetings	Ongoing
All schools staff members will complete the SAS -1X yearly (August-May)	DC/school staff	1X yearly Aug-May 2019	Ongoing
School walkthroughs will be held 2X's yearly at each school (August-May)	DC/SCS	2Xs yearly Aug-May	Ongoing
School PBIS teams much complete the TFI-2X's yearly (August-May)	DC/ PBIS School teams	2Xs yearly Aug-May	Ongoing