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### PBIS Faculty Ownership and Buy-in from Implementation to Emergent/Operational

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## **Presenter Information**

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# PBIS FACULTY OWNERSHIP AND BUY-IN FROM IMPLEMENTATION TO EMERGENT/ OPERATIONAL STATUS

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Lauren Flanagan  
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Mainstay Academy Griffin GNETS

# Learning Targets

- Participants will be able to list examples of stakeholders' participation required in the implementation of PBIS.
- Participants will be able to identify examples of creative ways to motivate staff.
- Participants will be able to articulate how to identify and creatively problem solve issues that may arise during the PBIS process.

# House Keeping

- Session Norms
- Ice Breaker Activity:
  - Take a moment and think of something that you have accomplished or are proud of in your life.

# Mainstay Academy Adopted a BABY!

- Name: Positive Pete
- Place of Birth: Oregon, USA
- Training for Adoptive Parents: June 3-5, 2013
- Date of Delivery to Adoptive Parents: August 5, 2013
- 1st Birthday Celebration: August 5, 2014



# Our Adoption Team



# Some Important Characteristics of Our Adoptive Family

- Strong relational connection among our team
- A common belief that positive behavior can be learned / taught
- Committed / Dedicated
- Enthusiastic
- Hard Working
- Comfortable with collaboration
- Supportive and positive



# Team Implementation / Action Plan



The PBIS Team had a retreat before the 2013-2014 school year began to address implementation and our action plan . We have also had PBIS Potlucks throughout the last two years to continue to address action plan items.

# Family Preparation

- **Mainstay Academy's PBIS Core Values**
  - Safety, Respectfulness, and Responsibility
  
- **Mainstay Academy PBIS Mission:**
  - It is our mission to work as a community to create a safe, positive and therapeutic school environment where students and staff members are taught and acknowledged for appropriate behavior. It is also our mission to facilitate positive behavior change, academic growth and emotional growth in our students and faculty.

# The Implementation Plan :

## Baby Pete's Developmental Milestones

- 1. PBIS Team
- 2. Data Entry and Analysis
- 3. Clear School-Wide Expectations and Rules
- 4. Teaching Behaviors
- 5. Recognition & Rewards System
- 6. Effective Discipline Process
- 7. Faculty Commitment
- 8. Implementation / Action Plan
- 9. Classroom Behavior Supports
- 10. Evaluations and Assessments

# The Extended Family presented our biggest challenge

- Faculty and staff acceptance and commitment to PBIS
- Our enthusiasm had to be contagious
- Adoption had to be easy, fun and rewarding
- Baby Pete had to look like part of the family

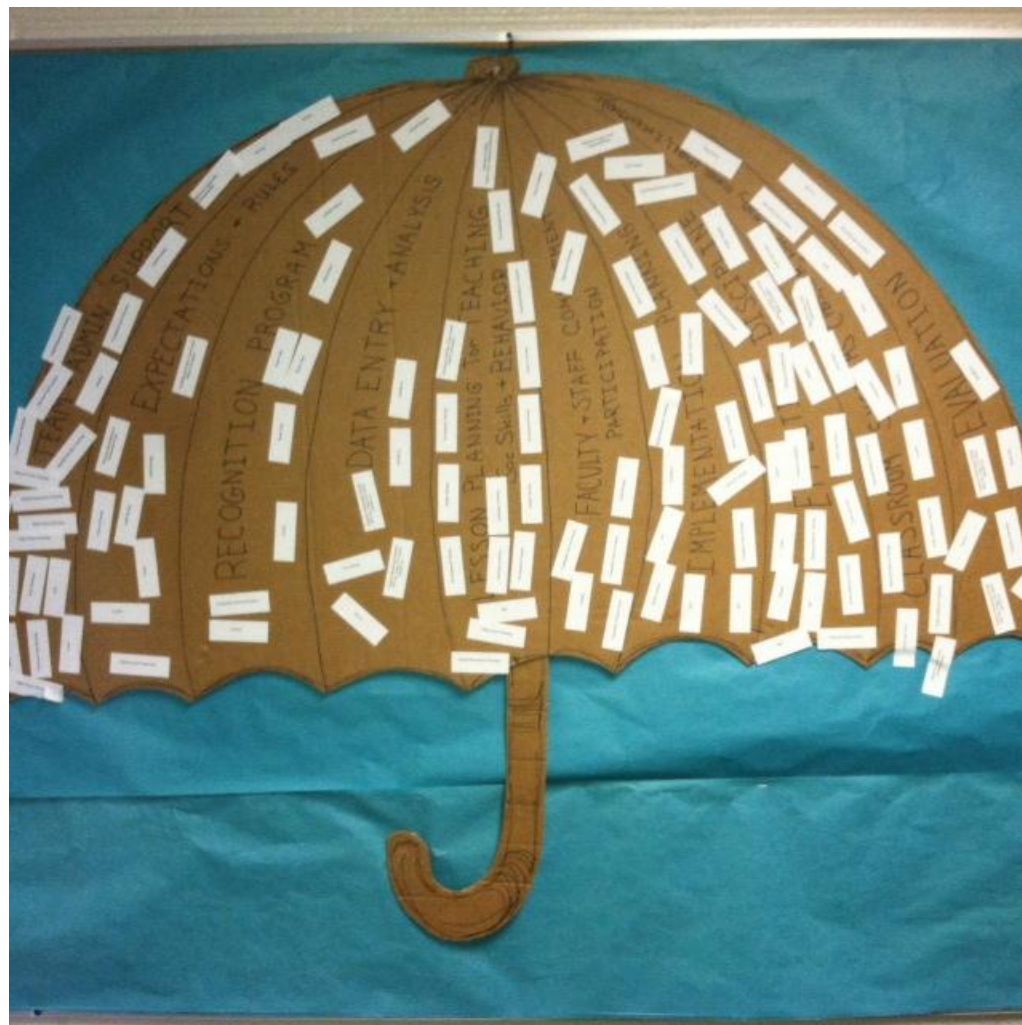
# An Adoption Celebration!



# Faculty Commitment: An Adoption Celebration!



# The PBIS “Umbrella”



# Effective Discipline Process



## Student Achievement Model



Reclaiming Youth International

*Equipping Adults to Work With Today's Youth*



*MindSet* Consulting Services, L.L.C.  
Crisis Prevention Strategies and Physical Restraint Training



# Expectations & Rules:

## Our Mainstay Matrix

Expectations	Classroom	Bus	Cafeteria	Gym	Restroom	Hallway
<b>Be Safe</b>	<p>Walk.</p> <p>Maintain personal space.</p> <p>Remain in designated area.</p> <p>Use materials/equipment appropriately.</p>	<p>Keep hands and feet and objects to self and inside the bus.</p> <p>Voice tone level (0-1)</p> <p>Remain in designated seat.</p>	<p>Walk.</p> <p>Maintain personal space.</p> <p>Remain in designated area.</p>	<p>Maintain personal boundaries.</p> <p>Wear appropriate clothes and footwear for the activity.</p>	<p>Enter only when unoccupied – one person at a time.</p> <p>Report problems, vandalism, etc.</p>	<p>Walk.</p> <p>Maintain personal space.</p>
<b>Be Respectful</b>	<p>Get teacher's attention appropriately.</p> <p>Listen Politely to others.</p> <p>Use appropriate language, comments and voice level (0-2.)</p>	<p>Show courtesy to peers, drivers and monitors.</p> <p>Have appropriate conversation.</p> <p>Follow directions.</p>	<p>Use a low voice level (0-2)</p> <p>Use appropriate language and comments.</p>	<p>Be positive, supportive and courteous.</p> <p>Demonstrate good sportsmanship.</p>	<p>Keep the facilities clean &amp; undamaged.</p> <p>Knock first &amp; respect the privacy of others.</p>	<p>Use a low Voice Level ( 0 – 2)</p> <p>Use appropriate language and comments</p> <p>Look with your eyes only.</p>
<b>Be Responsible</b>	<p>Follow all rules/directions.</p> <p>Be prepared.</p> <p>Actively participate in class.</p> <p>Complete all assignments.</p>	<p>Accept changes and delays.</p> <p>Get on and off the bus carefully.</p> <p>Go directly to your destination.</p>	<p>Use polite table manners.</p> <p>Follow staff directions.</p> <p>Keep eating area clean.</p> <p>Get all necessary items as you go through the line.</p>	<p>Resolve conflicts appropriately.</p> <p>Use equipment appropriately.</p>	<p>Use the toilet / urinal appropriately.</p> <p>Flush.</p> <p>Wash hands.</p> <p>Throw trash in trash can.</p>	<p>Go directly to your destination.</p>

# Mainstay Moola for Staff

**MAINSTAY  
MOOLA**

<input type="checkbox"/> BE SAFE	<input type="checkbox"/> CAFETERIA
<input type="checkbox"/> BE RESPONSIBLE	<input type="checkbox"/> RESTROOM
<input type="checkbox"/> BE RESPECTFUL	<input type="checkbox"/> HALLWAY
	<input type="checkbox"/> CLASSROOM
	<input type="checkbox"/> GYM
	<input type="checkbox"/> BUS

**Date:** \_\_\_\_\_

**FLANAGAN**

# Staff Motivation: Buying into the PBIS Process

# Rewards & Recognition for Staff

- Our team members go out into the community to ask for donations for our staff rewards that included:
  - Gift Certificates to Local Businesses
  - Gift items
  - Tickets
  - And More.....

# Staff Survey

- The PBIS team created a staff survey through Survey Monkey to identify ways to acknowledge staff behavior.
  - Some surprises were:
    - Staff Moola Store
    - Unexpected Planning time – 30 minutes
    - Duty Free Lunch

# Rewards and Recognition for Staff

- Creative Reinforcement Planning
  - Coke rewards
  - Kroger Free Friday Deals
  - Canned soup labels
  - Low cost food items
  - Clap out, shout out, etc

# Rewards & Recognition for Staff



- Staff Drawings
- Friday Clap Out that includes students and staff

# Rewards & Recognition for Staff



- Staff Drawings
- PBIS Staff Members of The Month



# Rewards & Recognition for Staff

- **BLOOMER Award** – This award goes to the staff member each quarter that has “bloomed” into a valued PBIS player. The “Bloomer” receives a plant from our Partner in Education, Plant Emporium.
- **PBIS Staff Member of the Month** – This staff member continuously shows the expectations to Be Safe, Respectful & Responsible. Each month, the staff member of the month receives VIP parking for the month and 3 dress down passes.

# Special Staff Moola for Targeted Behaviors



# Positive Pete's 2<sup>nd</sup> Year



# Planning for the Birthday Party

- PBIS Team Retreat
  - Plans for the year for staff and students



# Positive Pete's 1<sup>st</sup> Birthday



# The First Year Family's Learning Curve

- Changes in the immediate and extended family units:
  - PBIS Team Member changes
  - Extreme Faculty Changes within a year

# The First Year Family's Learning Curve

- Planning and implementation issues
  - Did we plan too much?
  - Time constraints
- Did we plan for contingencies in implementing our action plan?
- Most of our issues did not stem from the PBIS Process but rather from things beyond our control.
- Could we sustain the level of reinforcement for staff from year one?
- The team did not actively solicit donations from community members as did in the prior year.

# The First Year Family's Learning Curve

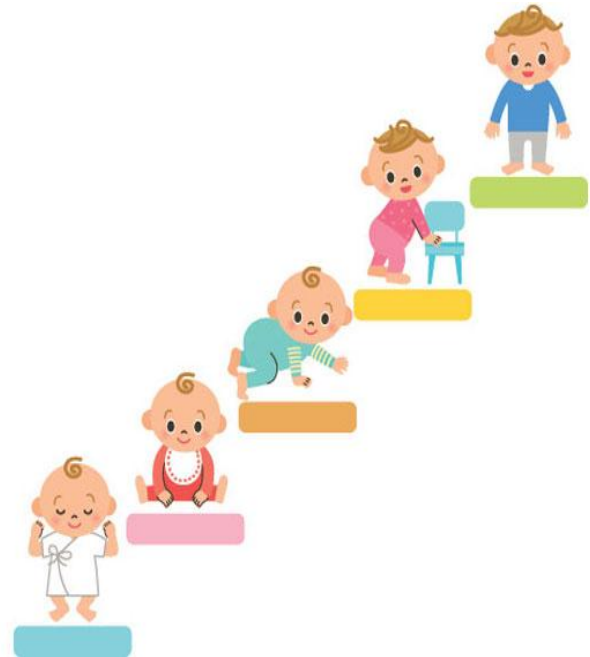
- Implementation to Emergent and Operational
  - How we defined ODR data for GNETS
    - Intensive Interventions and therapeutic teaching interactions - 1<sup>st</sup> year
      - Increase in behavioral data, specifically out of school suspensions and ODRs, was indicative of behavior from a small group of students.
  - Behaviors with disciplinary actions reported to the state – 2<sup>nd</sup> year
    - Redefined Majors and Minors according to the state behavior matrix



# Family Milestones

- Created excitement and love for Positive PETE
- Staff Buy-In
- Wildcats Ambassador's Program
- Passport Incentive Program

.....As we continue to grow,  
Pete will grow.



# What we have learned...

- PBIS is a process and framework, not a program. There will never be a time we are “finished” with PBIS. It is an ongoing process.
- PBIS is not just for our students. It is for everyone; staff included. Students can also be included in the planning and management of the PBIS Process.
- You must have full support of the administration/leadership.
- IT HAS TO BE FUN!!