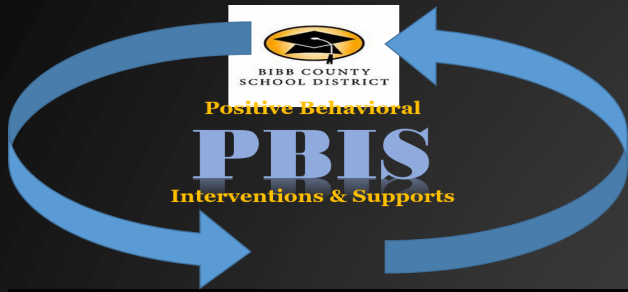




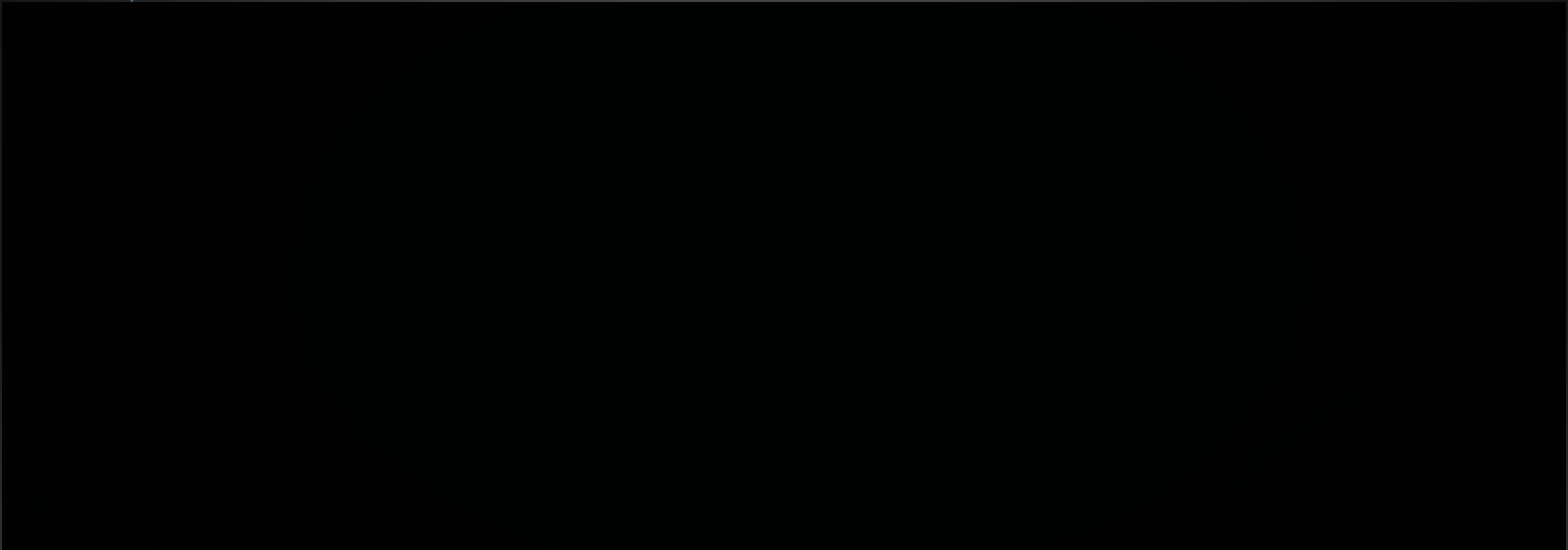
# BIBB PBIS IN ACTION: POSITIVELY ENGAGING THE COMMUNITY

Curlandra L. Smith, Bibb County School District PBIS Coordinator

“Working together by, Planting the **B**est seeds **I**n our **S**tudents.”



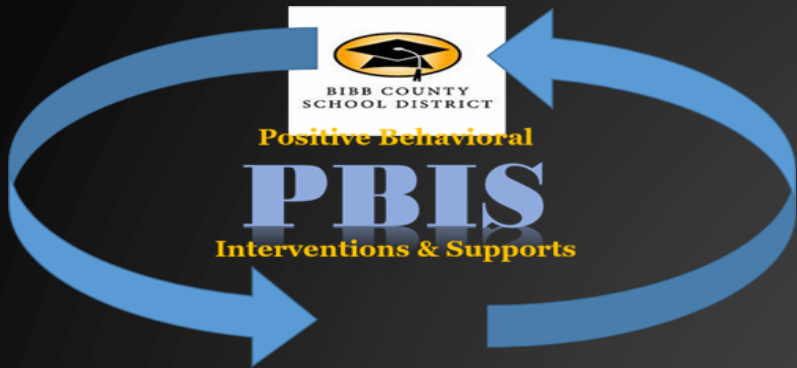
# BIBB PBIS IN ACTION





# LEARNING TARGETS

- I WILL learn strategies for integrating PBIS into the home.
- I WILL learn ways to positively engage community partners with PBIS. (Sponsorships, Volunteering, positive messaging, etc.)
- I WILL learn practical ways to positively connect the school, home and community



BIBB PBIS  
WE P.O.P...

WE ARE:

**P** REPARED

**O** N TIME

**P** OSITIVELY PARTICIPATE







# BCSD VISION, MISSION, CORE VALUES, NON-NEGOTIABLES

**VISION:** Each student demonstrates strength of character and is college or career ready.

**MISSION:** The Bibb County School District will develop a highly trained staff and an engaged community dedicated to educating each student for a 21st century global society.

**BIBB PBIS MISSION:** The mission of Bibb PBIS is to increase the positive climate and culture not only in Bibb County School's, but also in community settings.

## **Core Values:** CoMpetency

LoyAlty

Open CoMmunication

Define AutOnomy

HoNor

## **Strategic Goal 4- Be a Reliable Organization**

Objective 4: Maintain a Safe Learning Environment

-Action Step 3: PBIS Coaches meet once a month.

-Action Step 4: PBIS Coaches will meet with the PBIS team to look at data.

-Action Step 5: Principal will share data with staff at least once a month.

## **Strategic Goal 2- Increase Student & Stakeholder Engagement**

-Action Step 1: Implement PBIS with Fidelity

## **Bibb County School District Non-Negotiables:**

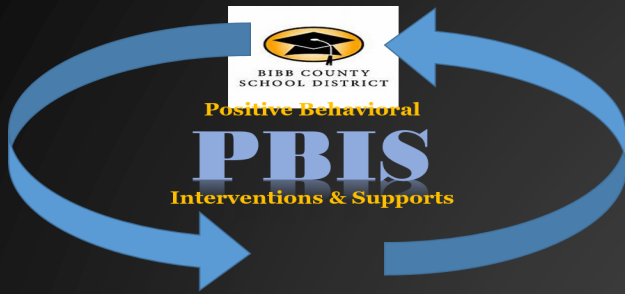
### **Positive Behavioral Interventions & Supports-PBIS**

Response to Intervention-RtI

Teacher/Leader Keys-TKES LKES

Formative Instructional Practices-FIP





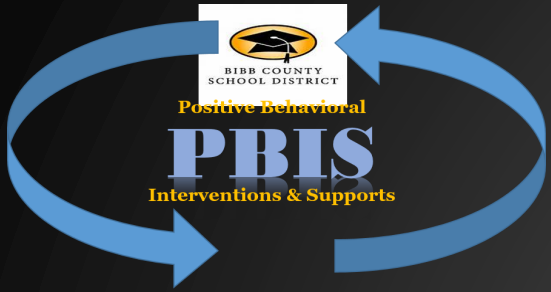
# PBIS OVERVIEW

*“PREPARING THE SOIL”*



- ❖ Evidence-based, data-driven framework proven to reduce disciplinary incidents, increase a school's sense of safety and support improved academic outcomes.
- ❖ The premise of PBIS is that continual teaching, combined with acknowledgement or feedback of positive student behavior will reduce unnecessary discipline and promote a climate of greater productivity, safety and learning.
- ❖ PBIS schools apply a multi-tiered approach to prevention, using disciplinary data and principles of behavior analysis to develop school-wide, targeted and individualized interventions and supports to improve school climate for all students.

*Adapted from GA DOE & OSEP Technical Assistance Center on Positive Behavior Interventions & Supports*



# DEMOGRAPHICS OF MACON-BIBB COUNTY

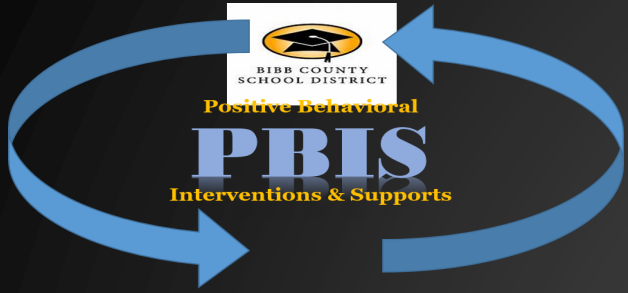
Macon-Bibb County Population: approximately 153,000

- 55% African American
- 41% White
- 2% Asian
- 3.2 % Hispanic
- 26.7% of the population considered to live in poverty

Bibb County School District: Approximately 24,000

- 36 Schools, GNETS, Northwood Academy (Pre K-K)
- 100% Free & Reduced Lunch

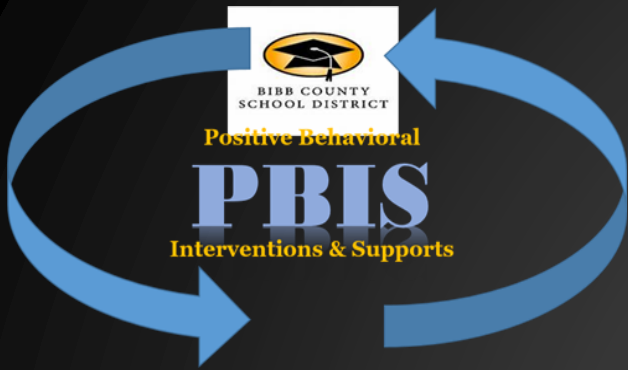
Retrieved from [www.census.gov](http://www.census.gov)




## BIBB PBIS IMPLEMENTATION CALENDAR

- 2014-2015 6 Middle and 6 High Schools Trained and Implementing
- 2015-2016 12 Elementary Schools Trained and Implementing
- 2016-2017 12 Remaining Elementary Schools, Alternative School and College and Career Academy Trained and Implementing





# 10 CRITICAL ELEMENTS OF PBIS

- I- PBIS TEAM
- II - FACULTY COMMITMENT
- III - EFFECTIVE PROCEDURES FOR DEALING WITH DISCIPLINE
- IV - DATA ENTRY & ANALYSIS PLAN ESTABLISHED
- V - CLEAR EXPECTATIONS & RULES DEVELOPED
- VI - REWARD/RECOGNITION PROGRAM ESTABLISHED
- VII - LESSON PLANS FOR TEACHING EXPECTATIONS/RULES 
- VIII - IMPLEMENTATION PLAN
- IX - CLASSROOM SYSTEMS
- X – EVALUATION



BIBB COUNTY  
SCHOOL DISTRICT

Positive Behavioral

**PBIS**

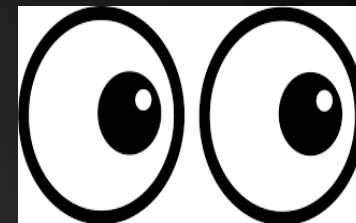
Interventions & Supports

# PBIS IN THE HOME “BIG BANG STYLE”





## WHAT PBIS ELEMENTS DID YOU SEE?



- ✓ Effective Discipline procedures
- ✓ Recognition
- ✓ Clear Expectations
- ✓ Teaching Behaviors
- ✓ Commitment
- ✓ Data Analysis



Positive Behavioral

**PBIS**

Interventions & Supports

# PBIS & HOME



✓ Teaching Behaviors:

Establish routines in the Home (Morning routines, homework, dinner, etc.)

Teach the expected behaviors

All children to practice...(SEVERAL TIMES)

Model the expected behaviors





Positive Behavioral  
**PBIS**  
Interventions & Supports

# POSSIBLE RESOURCE:

## PBIS Home Matrix

	Getting up in the morning	Getting to school	Clean-up time	Time to relax	Homework time	Mealtime	Getting ready for bed
H HELP OUT							
O OWN YOUR BEHAVIOR							
M MANNERS COUNT							
E	V	E	R	Y	D	A	Y



BIBB COUNTY  
SCHOOL DISTRICT

Positive Behavioral

**PBIS**

Interventions & Supports

# PBIS & HOME



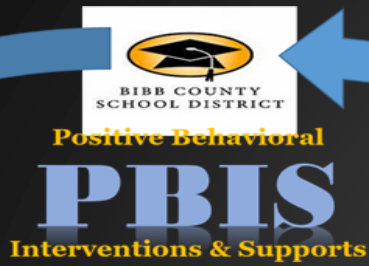
✓ Effective Discipline Procedures:

Establish consistent discipline procedures in the home for minor and major behaviors.

Teach children home expectations and allow them to practice.

Teach children consequences. (Re-teach, model, practice, acknowledge when misbehavior occurs)

Get input from your children.



## POSSIBLE RESOURCES:

In school/District Resources: School Counselors, School Social Workers, School Psychologists, Behavioral Specialists, PBIS DC

Community Resources: Mental Health/Counseling providers, Parenting Class Educators, Community Social Workers

### Web Resources:

- <https://www.healthcentral.com/article/creating-a-discipline-process-at-home>
- [http://www.pbs.org/parents/talkingwithkids/positive\\_discipline\\_tips.html](http://www.pbs.org/parents/talkingwithkids/positive_discipline_tips.html)

## OTHER RESOURCES IN YOUR COMMUNITY?



BIBB COUNTY  
SCHOOL DISTRICT

Positive Behavioral

**PBIS**

Interventions & Supports

# PBIS & HOME

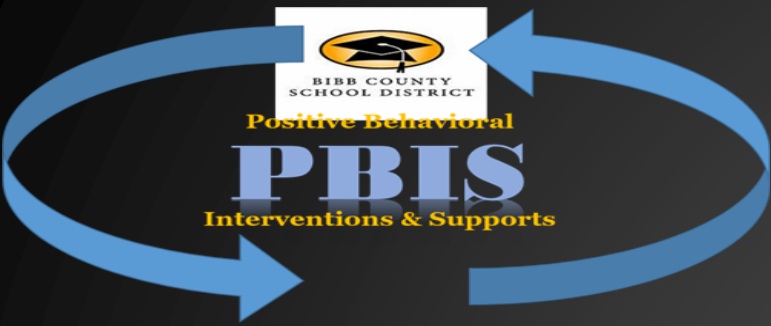


## ✓ Acknowledgements:

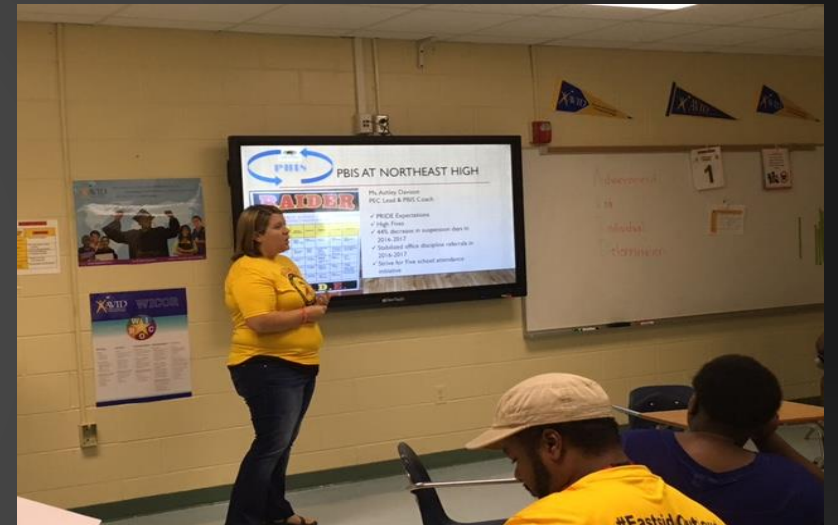
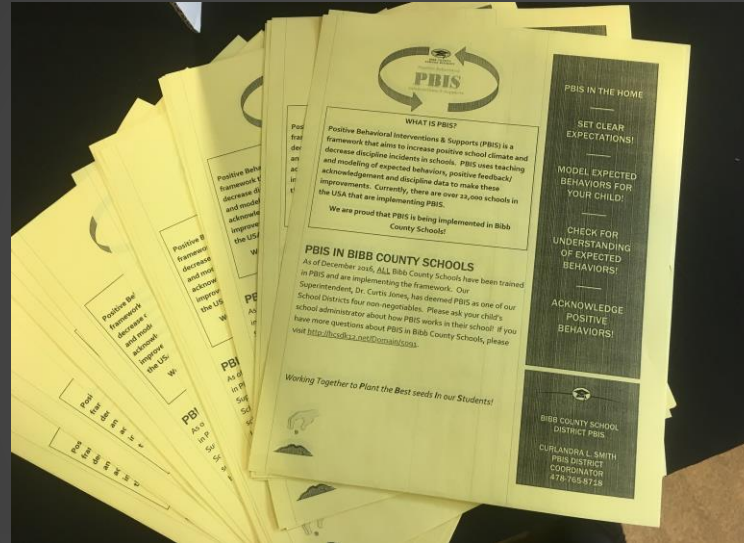
Establish a consistent method for acknowledging/rewarding your children when they follow home expectations. (Set and meet goals/then reward, weekly reward, Menu of rewards, etc.)

Get input from your children.

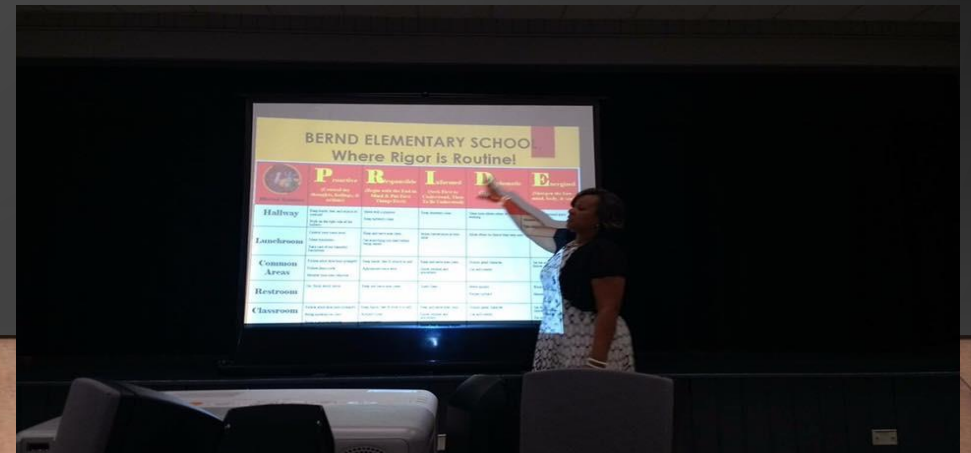


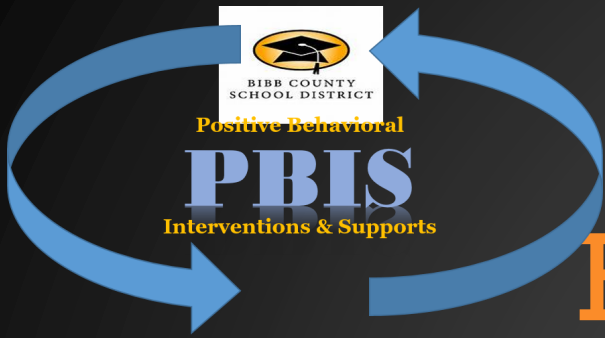


# PBIS & HOME IN BIBB COUNTY SCHOOLS



- Community Outreach events (2 per year)
- School Parent nights
- Back to School Bash
- Provide flyers to community
- Parental Involvement Department
- District PBIS Parent Page





# BCSD PBIS WEBPAGE TOUR

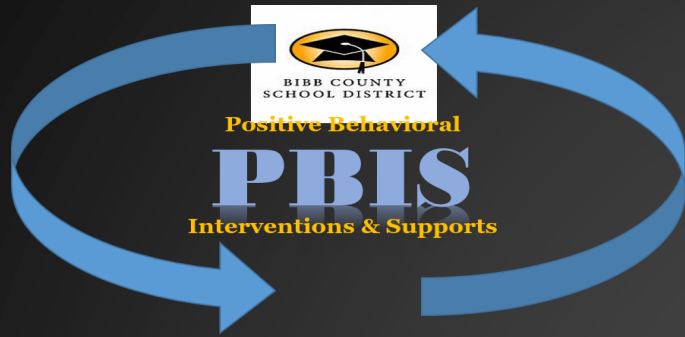
- 1. Go to [www.bcsdk12.net](http://www.bcsdk12.net)
- 2. click on Departments or Parents
- 3. Click on Positive Behavioral Interventions & Supports
  - ✓ Check out the PBIS & Parents

Like & Share

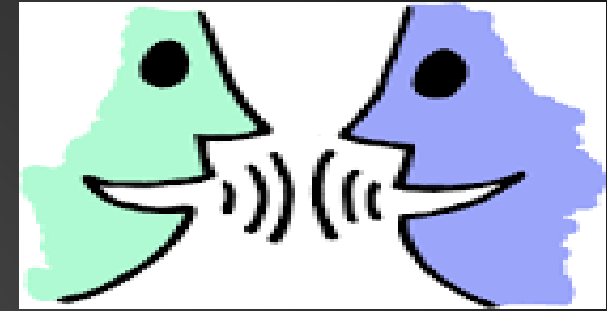


@ BibbPBIS





## TURN AND TALK



What are some ways that you can integrate PBIS into homes in your School District, Organization, Agency?





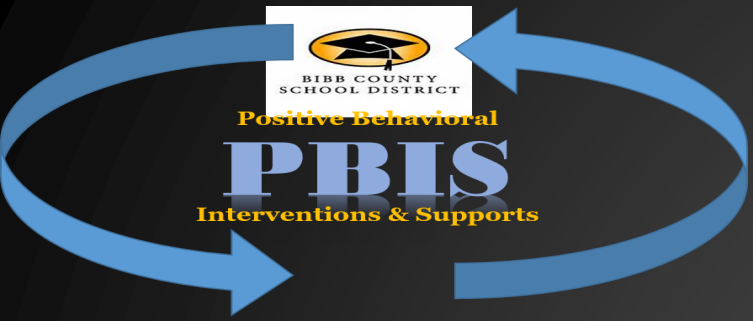
# PBIS & COMMUNITY

BIBB PBIS PRESENTS: BACK TO SCHOOL, THE RIGHT WAY!

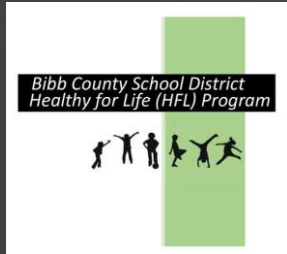
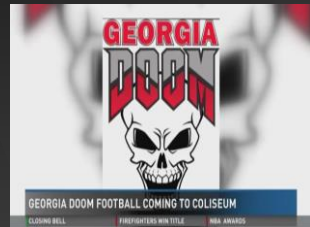
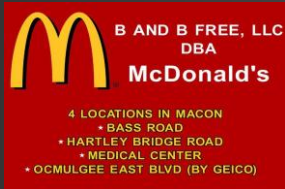
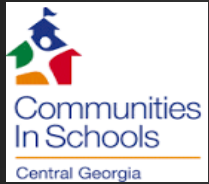


Over 1,300 students and parents were served! 2,000 school supplies provided, over 30 community and District vendors participated, several families received transportation services, 49 people received McKinney-Vento Services, 170 people received Family Engagement information and over 150 school uniforms provided to our students.

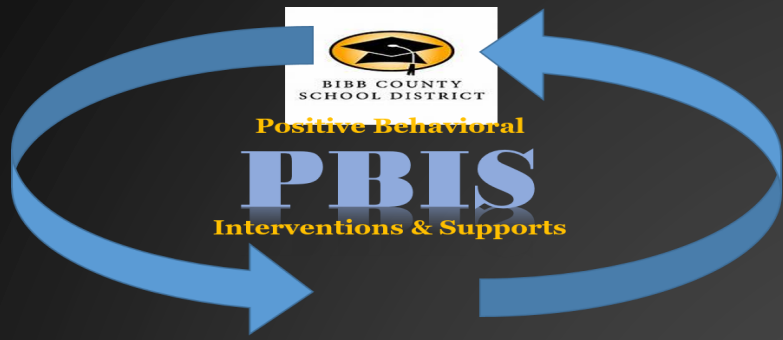




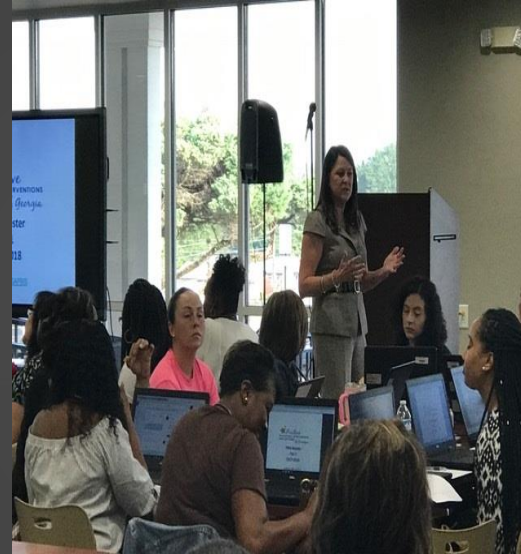
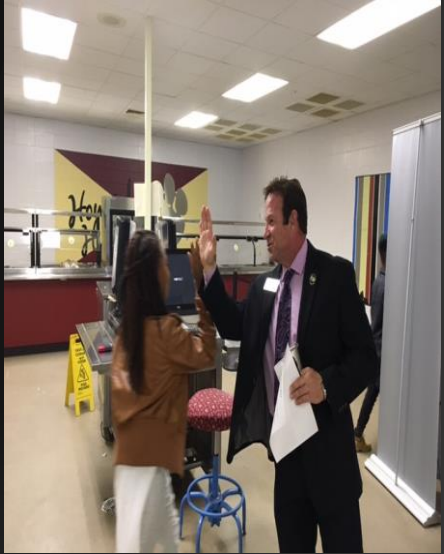
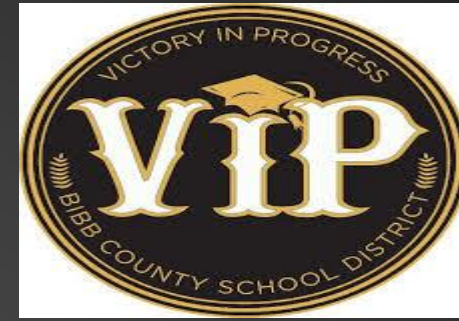
# COMMUNITY SPONSORS







# HOW?



## DISTRICT LEADERSHIP SUPPORT:

- PBIS is a non-negotiable in Bibb County School District, along with RtI, TKES/LKES and FIP.
- District Administrators serve on the Bibb PBIS District Leadership Team.
- Our Superintendent allows ALL PBIS Teams to attend Annual Booster sessions.
- District Administrators attend ALL Booster sessions.
- District Administrator attends monthly Coaches meetings.





# HOW?



## **BIBB PBIS DISTRICT LEADERSHIP TEAM SUPPORT:**

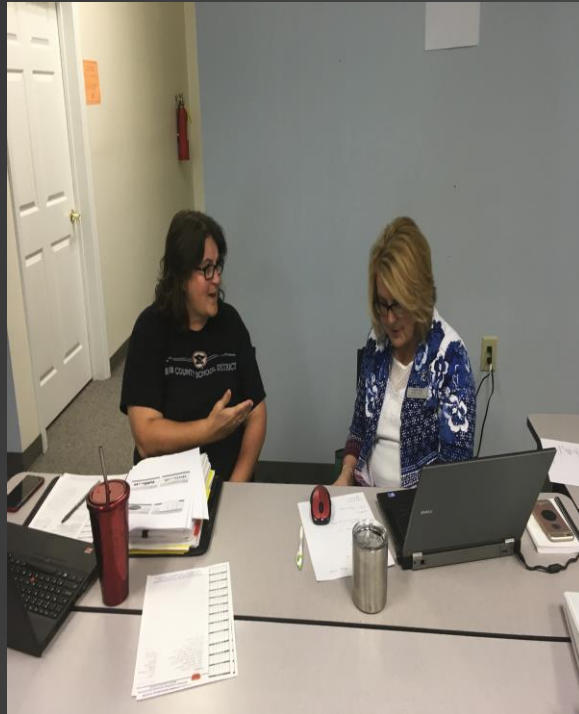
Purpose: Identifying a District PBIS Coordinator to manage and facilitate • Creating a multi-year action plan • Establishing regularly scheduled meetings (at least 2-4 times per year) • Securing stable funding for efforts • Developing a dissemination strategy to establish visibility (website, newsletter, conferences, TV) • Ensuring student social behavior is the top priority of the district • Developing coaching supports (each school identifies a school coach to facilitate) • Evaluating school-wide PBIS efforts. (GADOE.org)

Consists of: District & School Leaders, Teachers, Parents, Community Partners, Faith-based community, Campus Police Chief & MORE....



# HOW?

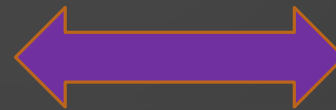
The School Climate Specialist based at each RESA will provide technical assistance and support to district level personnel in working toward improving school climate and implementing Positive Behavioral Interventions & Supports (PBIS).



School Climate Specialists



Both provide strong support and technical assistance for BCSD.



GA DOE PBIS Technical Assistant





# HOW?

## Just ask!



***“You're not asking  
for too much  
you're just asking  
the wrong person  
to give it to,  
you.”***

Sonya Parker

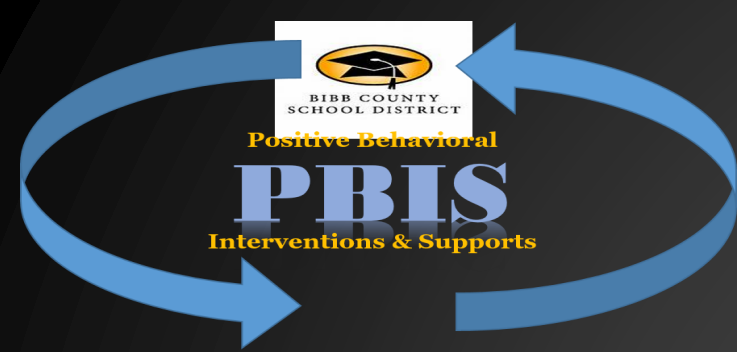


MOVING FROM:

HOW?

TO

WHO?



## MOVING FROM: HOW? TO WHO?

<b>HOW?</b> <i>"Gaining Momentum"</i>	<b>WHO?</b> <i>"Full Speed ahead"</i>
1. District Support	1. Internal Allies
2. District Leadership Team Support	2. Organizations with strong Community/Education Support or shared mission
3. Climate Specialist & TA Support	3. Community Partners/Businesses





BIBB COUNTY  
SCHOOL DISTRICT  
Positive Behavioral  
**PBIS**  
Interventions & Supports

# WHO?

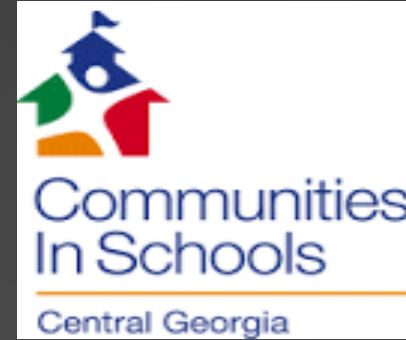
District Departments, Special Programs, Grants & Partnerships



Transportation  
Department



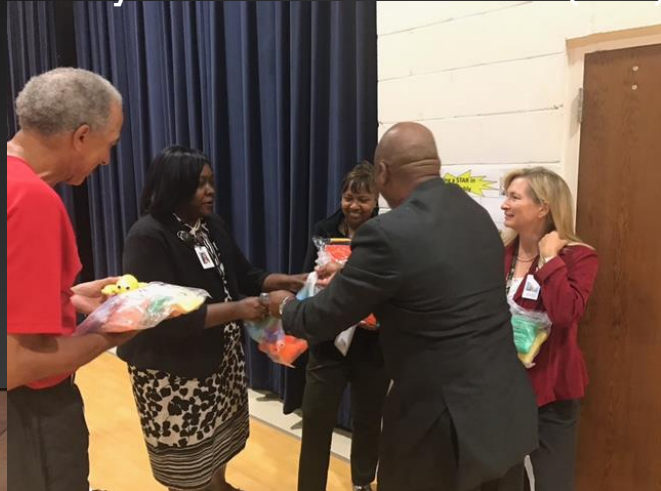
Cafeteria Staff



School Resource Officers



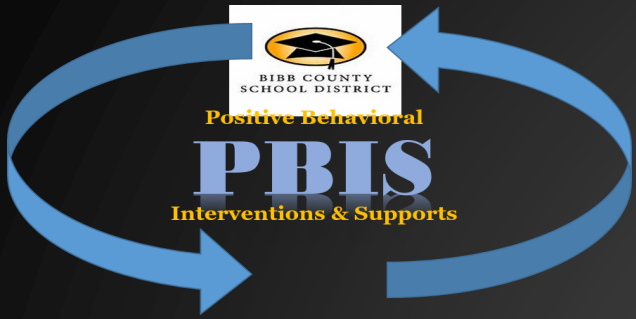
Physical Education Grant (PEP)



School Social Workers







# WHO?

## Health Insurance Providers



Wellcare

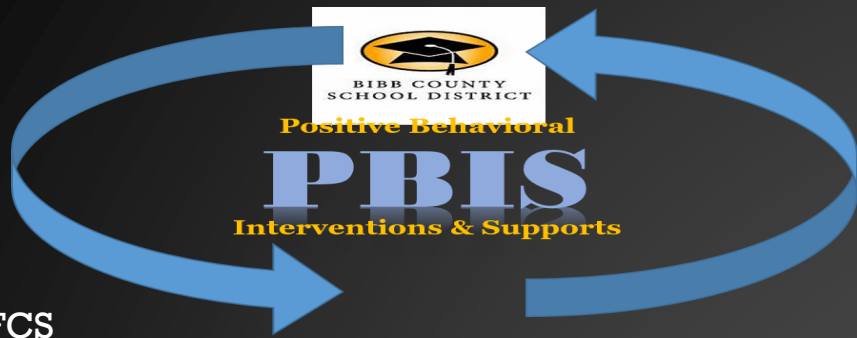


Amerigroup



Peach State





# WHO? Community Partners & Businesses

DFCS



Ballard-Hudson  
Class of 1966



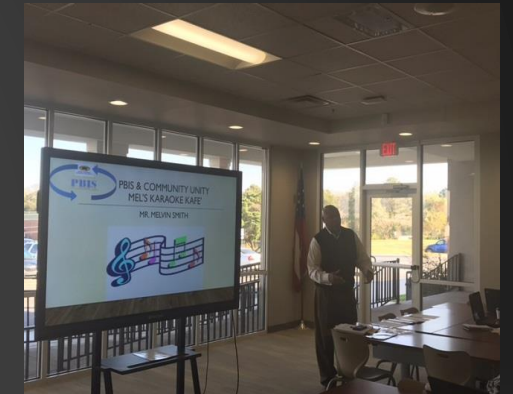
Radio



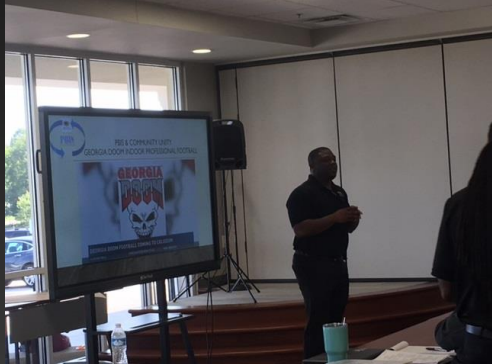
Mercer University & Cherry Blossom



Community Unity with PBIS Coaches



Local Professional Athletics:  
GA Doom Indoor Football



Macon Mayhem Hockey



100 Black Men of Middle GA



Walmart



Target



AND MORE!



# WHO?

## Just ask!

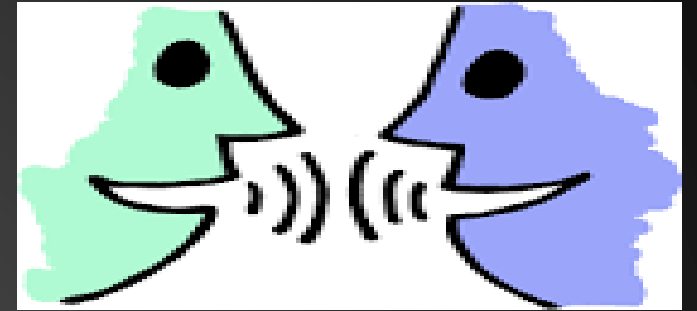


***“You're not asking  
for too much  
you're just asking  
the wrong person  
to give it to,  
you.”***

Sonya Parker

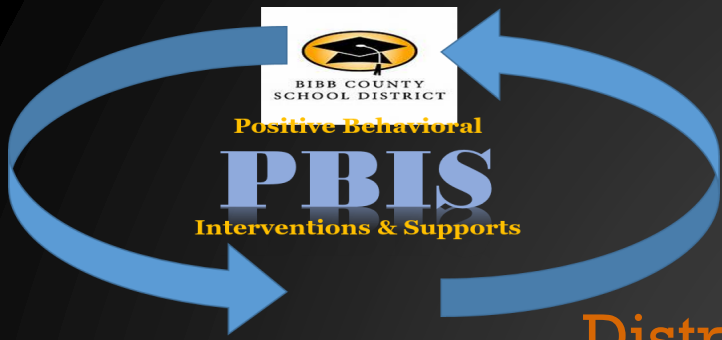


**TURN, TALK & SHARE!**



What are some ideas that can help you move from  
*“HOW? to WHO?”* in relation to community  
partnerships/sponsorships for PBIS in your county?





# GAINING

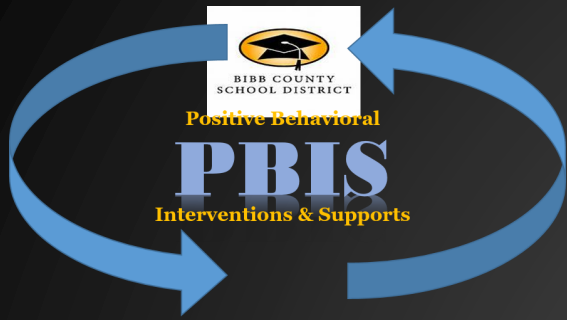
## District, School and Community Buy-In & Support

- District-Wide & Community PBIS Events (Back to School Bash)



- District-Wide & Community PBIS Contest ("PBIS in Pink" Poster Contest)



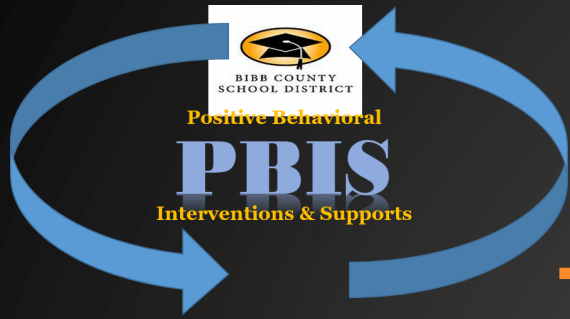


# TIERED PBIS BOOSTER SESSIONS

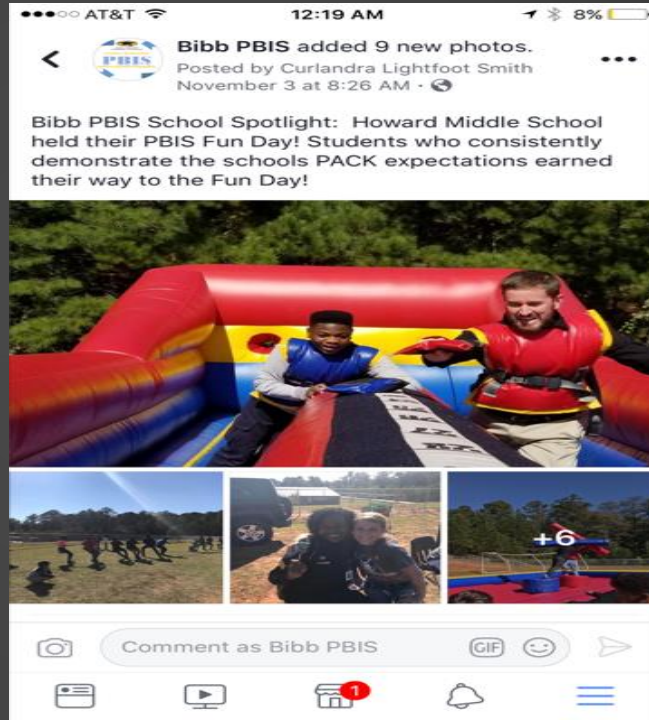
- ✓ Training on PBIS 10 Critical Elements & GA DOE Updates
- ✓ Provides District Administrative Support to schools
- ✓ Trainings conducted by Bibb PBIS District Coordinator and MGRESA Climate Specialists
- ✓ Includes entire PBIS Team & School Administrator
- ✓ Highlights PBIS successes & sharing of PBIS experiences
- ✓ Provides tiered support to schools with lower fidelity assessment scores
- ✓ Allows schools with much needed "Team Time" planning.

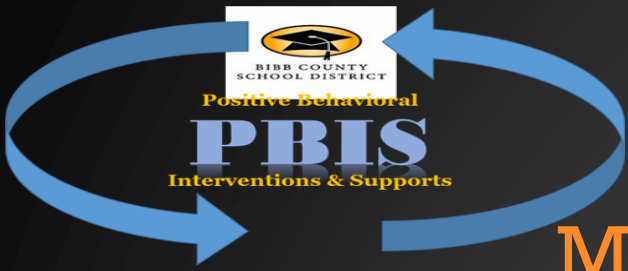






# ACKNOWLEDGEMENTS

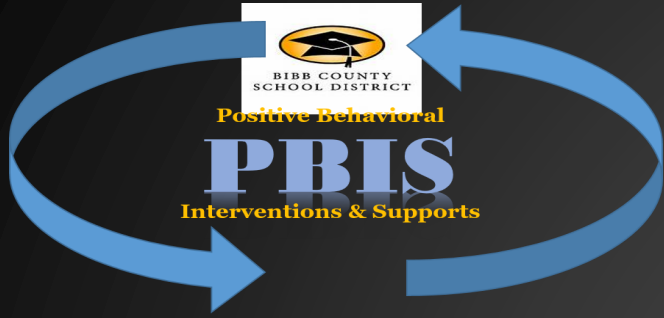




# MONTHLY TARGETED FOCUS AREAS OF 10 CRITICAL ELEMENTS

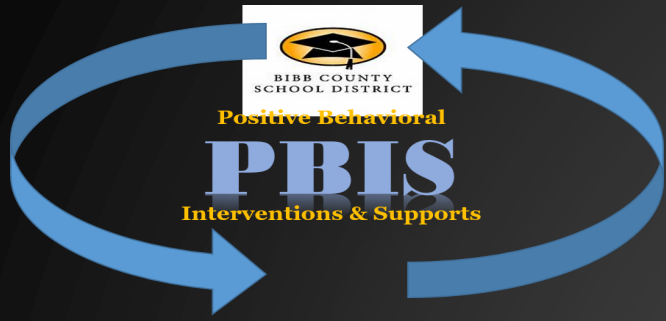
- I- PBIS TEAM ← August 2017
- II - FACULTY COMMITMENT ← August 2017
- III - EFFECTIVE PROCEDURES FOR DEALING WITH DISCIPLINE ← October 2017
- IV - DATA ENTRY & ANALYSIS PLAN ESTABLISHED
- V - CLEAR EXPECTATIONS & RULES DEVELOPED ← August 2017 & September 2017
- VI - REWARD/RECOGNITION PROGRAM ESTABLISHED
- VII - LESSON PLANS FOR TEACHING EXPECTATIONS/RULES ← November/ December 2017
- VIII - IMPLEMENTATION PLAN ← November/ December 2017
- IX - CLASSROOM SYSTEMS ← October/ November 2017
- X – EVALUATION ← October/ November 2017





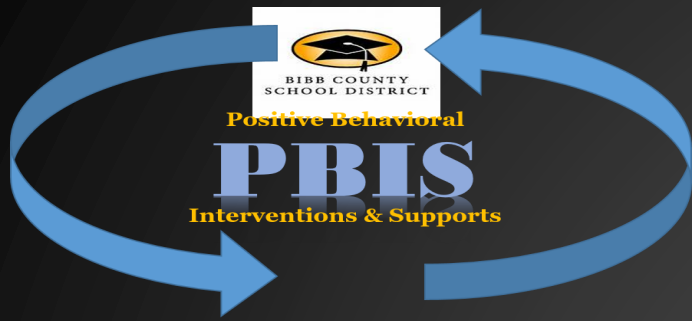
## CELEBRATE PUBLICLY!

- Share the data with staff, students, parents and community.
- Don't be afraid to use social media and press to celebrate school and district success!
- Include parents and community partners in PBIS activities.
- Celebrate with ALL staff.



# 2016 CLIMATE SCORES

- ✓ 30 of 35 schools in the District improved or their climate star rating.
- ✓ Four schools in the Bibb County School District received the highest School Climate Star Rating of 5 stars.
- ✓ Nine schools received a high rating of 4 stars.

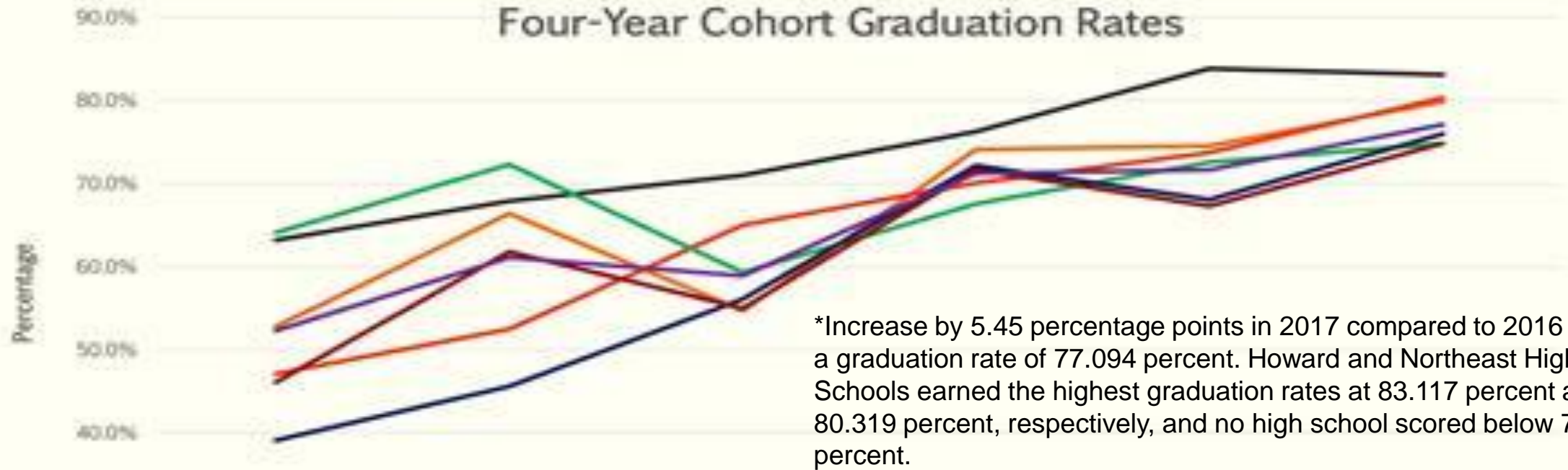


## 2016 CCRPI SCORES

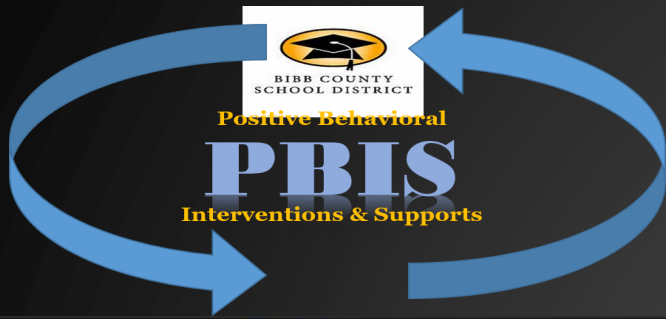
- ✓ 24 schools in the District experienced an increase in their CCRPI from the previous year.
- ✓ Four of those schools each saw double-digit increases in CCRPI scores from the previous year.



### Four-Year Cohort Graduation Rates



	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Central	52.8%	66.4%	54.7%	74.1%	74.5%	79.9%
Howard	63.2%	67.9%	71.0%	76.3%	83.8%	83.1%
Northeast	47.1%	52.5%	65.0%	70.1%	73.7%	80.3%
Rutland	64.1%	72.3%	59.3%	67.6%	72.6%	74.8%
Southwest	39.1%	45.6%	56.1%	72.2%	68.1%	76.0%
Westside	46.1%	61.8%	55.0%	71.7%	67.3%	74.8%
District	52.3%	61.1%	58.9%	71.2%	71.6%	77.1%

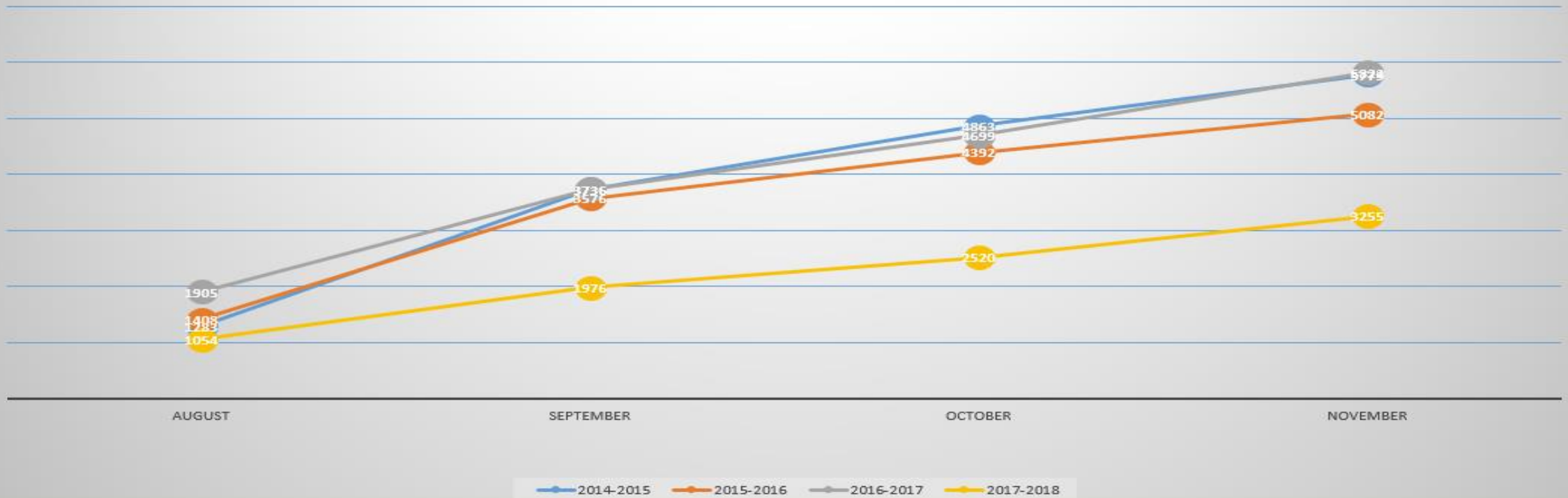


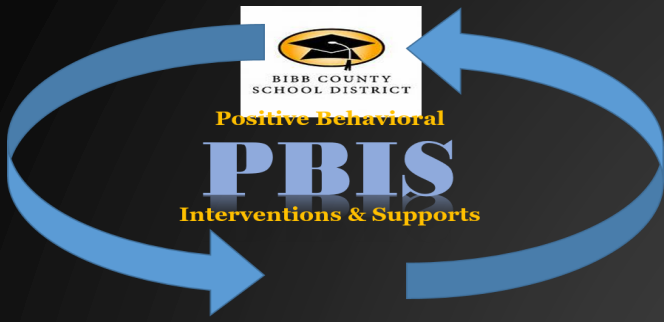
# DISTRICT DISCIPLINE DATA NOVEMBER 2017



## Comparison of Total Referrals

Comparison of Total Referrals





## TAKEAWAYS

- PBIS can be integrated into homes by: Teaching Expectations, Establish Effective Discipline Procedures & Acknowledging positive behaviors and for Negative behaviors, Re-teach/Model/Practice/Acknowledge
- Discuss/Know how to move from HOW? To WHO?
- Gain District Support and Buy-In
- **CELEBRATE SUCCESSES PUBLICLY!**





**STAY THE COURSE  
IT'S WORTH IT!**





**QUESTIONS?**

## Contact Information:

**Curlandra Lightfoot Smith, MSW, Ed.S**

**478-765-8718 office**

**478-508-1117 cellular**

**[Curlandra.smith@bcsdk12.net](mailto:Curlandra.smith@bcsdk12.net)**