G01: Sustaining at the High School: What Do You Need?

The 20th International Conference on Positive Behavior Support
March 31, 2023; Jacksonville, Fl

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Agenda

BARRIERS

ADDRESSING BARRIERS
What are Barriers to Sustaining PBIS that You Have Experienced?
Questions:

- How many team members have received training?
- How many teachers are new to the school?
- When was the last time you brought on new team members?
- Do you have voice from all stakeholders?
Barrier 1: Addressing Staff Turnover

Identify what type of training new team members need

Identify what type of training new teachers/staff need

Bring on new team member(s) for new perspective

Provide for new staff the story of PBS at the school

Revisit goals for PBIS

Set up the opportunity for feedback

Include students and family voice

Focus groups
Surveys
Open PBS meeting
Dedicated time at a staff meeting
Barrier 2: Student Turnover

Questions:

• Is the student population highly mobile?
• When was the last time you got input from students?
• Do you get input from ALL students?
• Has there been a shift in student enrollment demographics?
Every 4 years make it a point to reestablish Tier 1 elements

Develop a process using multiple methods of getting student voice representative of ALL students

Have a plan for re-teaching expectations, rules, procedures, discipline policies, etc.

Provide multiple means of sharing data with students and getting their perspective on the data

Develop a process for introducing PBIS to new students
Barrier 3: Tier 1 Getting “Stale”

Questions:
- Is PBIS no longer being discussed at the school?
- Is fidelity data showing implementation has decreased over time?
- Are you starting to see increases in discipline data, decreases in climate survey results?
- Do you notice the students and staff don’t know what PBIS is or have an ambivalent attitude towards it?
Barrier 3: Addressing Tier 1 Getting “Stale”

Seek coaching from the district or state level for the PBIS team

Schedule a meeting with all Administrators & PBIS team members to review data & go through 4-step problem-solving

Ask to have time dedicated at every staff meeting to discuss PBIS

Have data chats with staff, students, families

Revisit developed systems using staff & student input to change things up to obtain & sustain buy-in

- Review data (fidelity, student outcome)
- Gain input from staff
- Provide training
Barrier 4: Tier 1 is Not Sufficient

Questions:
- Has more than 20% of the student population received referrals and/or suspension?
- Is there one subgroup of students receiving disproportionate rates of referrals and/or suspension?
- Are there students in need of Tier 2 or Tier 3 supports?
- Are there separate teams for Tier 2 and Tier 3?
Barrier 4: Addressing Tier 1 is Not Sufficient

- Take stock of what Tier 2 & Tier 3 supports are being provided
- Assess fidelity of Tier 2 & Tier 3 systems – Tiered Fidelity Inventory (TFI)
- Assess fidelity of the Tier 2 & Tier 3 interventions
- Look at total number of students making “progress” vs. “limited/no progress”, implement 4 step-problem solving
- Review PBIS team membership addressing all tiers & ensure communication between the teams
- Seek coaching & training from district and/or state level for the PBIS team
Resources

• PBISApps Podcast on Coaching: [PBISApps | Expert Instruction Podcast—Ep. 25: A Coaching Conversation](#)
• PBISApps Teach By Design: 4 Tools to Refresh Your PBIS Framework: [PBISApps | Teach By Design—Dust Off Your Practices: 4 Tools to Refresh Your PBIS Framework](#)
• State PBIS Coordinator: [PBIS State](#)
• High School APBS Network sign-up: [High School APBS Network (google.com)](#)
• High School APBS Facebook Page: [High School Network for Association for Positive Behavior Support | Facebook](#)
• Center on PBIS, Practice Guide: [How School Teams Use Data to Make Effective Decisions: Team-Initiated Problem Solving (TIPS)](#)
• Center on PBIS, High School Page: [Center on PBIS | High School PBIS](#)
  • Tools: High School BEP, Implementation in Secondary Schools, Descriptive Study of ODR, Tiered Interventions
  • Publications Improving Attendance, Obtaining Stakeholder Feedback, Advanced Tiers, PBIS to Support College & Career Readiness
  • Presentations: Layering Mental Health with PBIS, Strategies to Increase Success- Academic Seminar & Freshman Success Curriculum
  • Videos: High School Challenges, Creating Effective Environments, Youth Voce, Prevention & Mitigation of Alcohol & Drug Use