

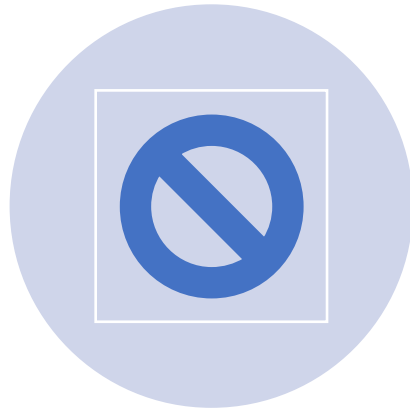
# G01: Sustaining at the High School: What Do You Need?

The 20<sup>th</sup> International Conference on Positive Behavior Support  
March 31, 2023; Jacksonville, FL

Stephanie Martinez, University of South Florida



# Agenda



BARRIERS



ADDRESSING  
BARRIERS

**What are  
Barriers to  
Sustaining PBIS  
that You Have  
Experienced?**



# Barrier 1: Staff Turnover

## 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**

Include students and family voice



**Provide for new staff the story of PBS at the school**



**Revisit goals for PBIS**



**Set up the opportunity for feedback**

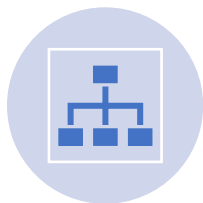
Focus groups  
Surveys  
Open PBS meeting  
Dedicated time at a staff meeting

## Barrier 2: Student Turnover

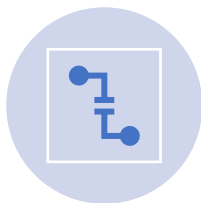
### Questions:

- 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?

## Barrier 2: Addressing Student Turnover



Every 4 years  
make it a point to  
reestablish Tier 1  
elements



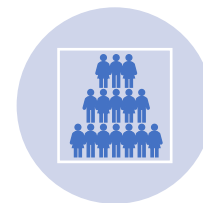
Develop a  
process using  
multiple methods  
of getting student  
voice  
representative of  
ALL students



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**

Review data (fidelity, student outcome)  
Gain input from staff  
Provide training



**Have data chats with staff, students, families**



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

## **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**



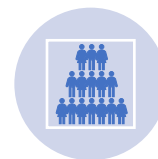
**Assess fidelity of Tier 2 & Tier 3 systems – Tiered Fidelity Inventory (TFI)**



**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 YourPBISFramework](#)
- State PBIS Coordinator: [PBIS State](#)
- High School APBS Network sign-up: [High School APBS Network \(google.com\)](#)
- High School APBS Facebook Page: [\(7\) 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

# Contact Information

Stephanie Martinez, [sam2@usf.edu](mailto:sam2@usf.edu)