

Positive Behavioral Interventions and Supports

What is it... how to do it!

with

David McKay & Patty Parnell

State-wide PBIS Initiative

So....what is PBIS?

PBIS is a **systemic &** strategies for promoting **social & learning** outcomes while preventing problem behavior in all students

Not limited to any particular group of students...it's for **all** students

Not specific practice or curriculum...it's a general approach to preventing problem behavior

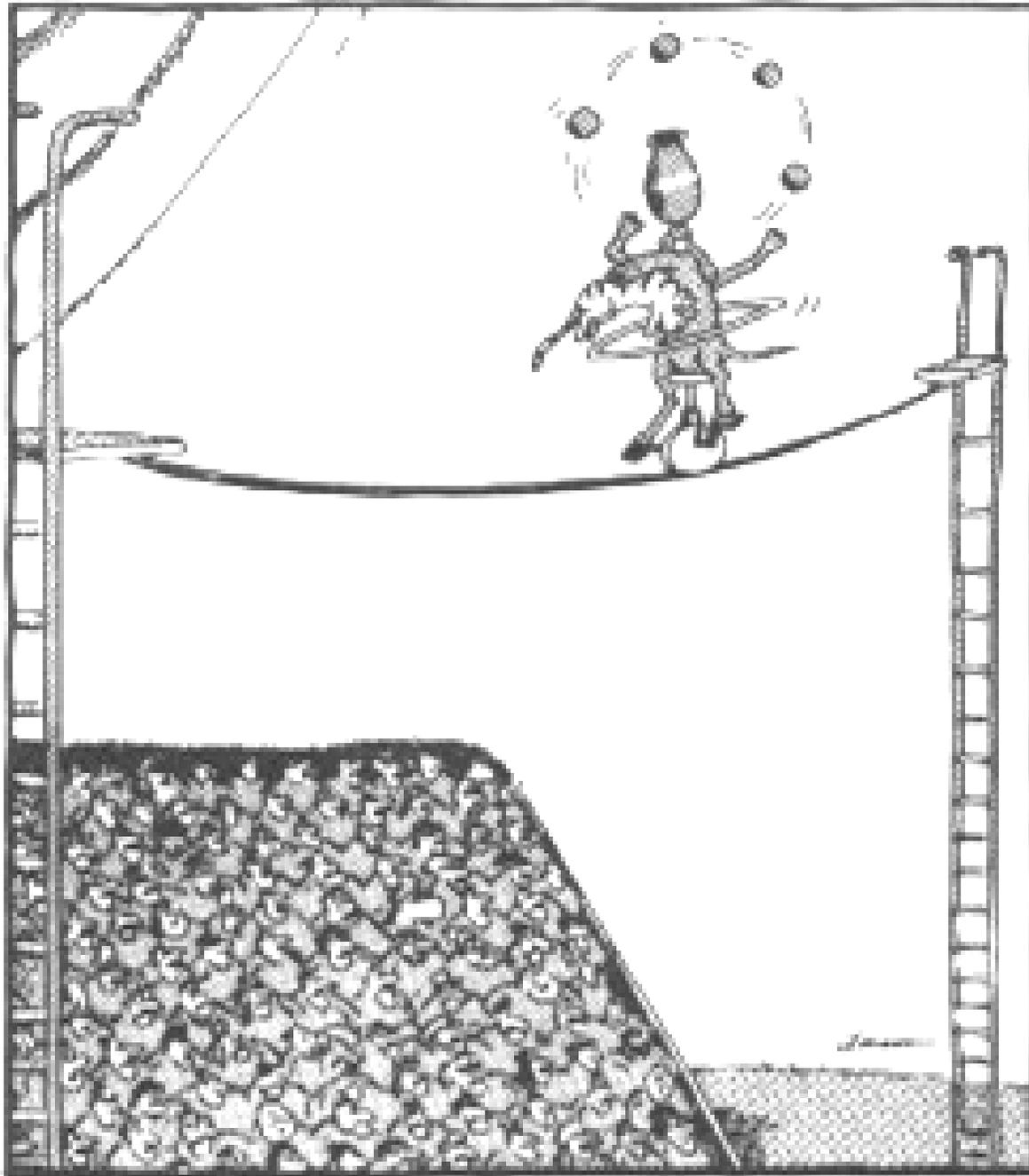
Not new...its based on long history of behavioral practices & effective instructional design & strategies

PBIS Mission and Values -

Create a foundation for adoption and implementation of best practices

Four basic recommendations:

- Never changing things that are working
- Always making the smallest change that will have the biggest impact on students/school
- Do not add something new without also defining what you will **stop** doing to make the addition possible.
- Collect and use data for decision-making



The Far Side by Gary Larson

**High above the
hushed crowd,
Rex tried to
remain focused.**

**Still, he couldn't
shake one
nagging thought:
He was an old
dog and this was
a new trick.**

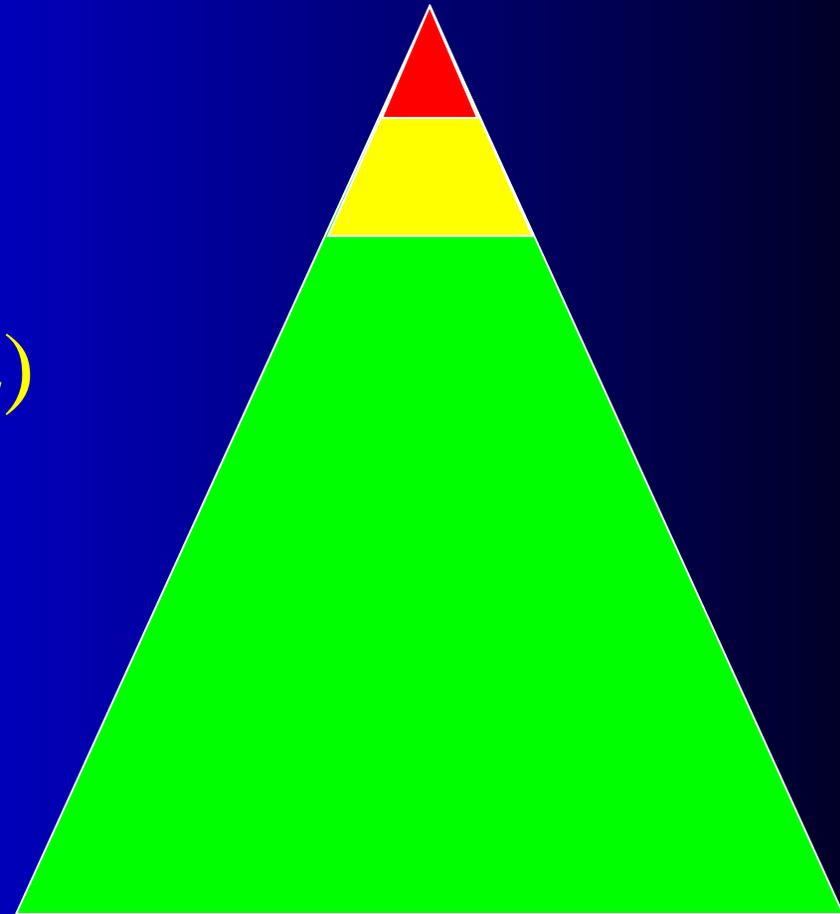
The philosophy of PBIS...

- Prevention is most effective & efficient
- Graduated interventions are designed to match the level of behavioral need
- It's an educative model vs. punishment
- It needs to be sustained overtime to make positive impacts on students...

... and the future of our society!!

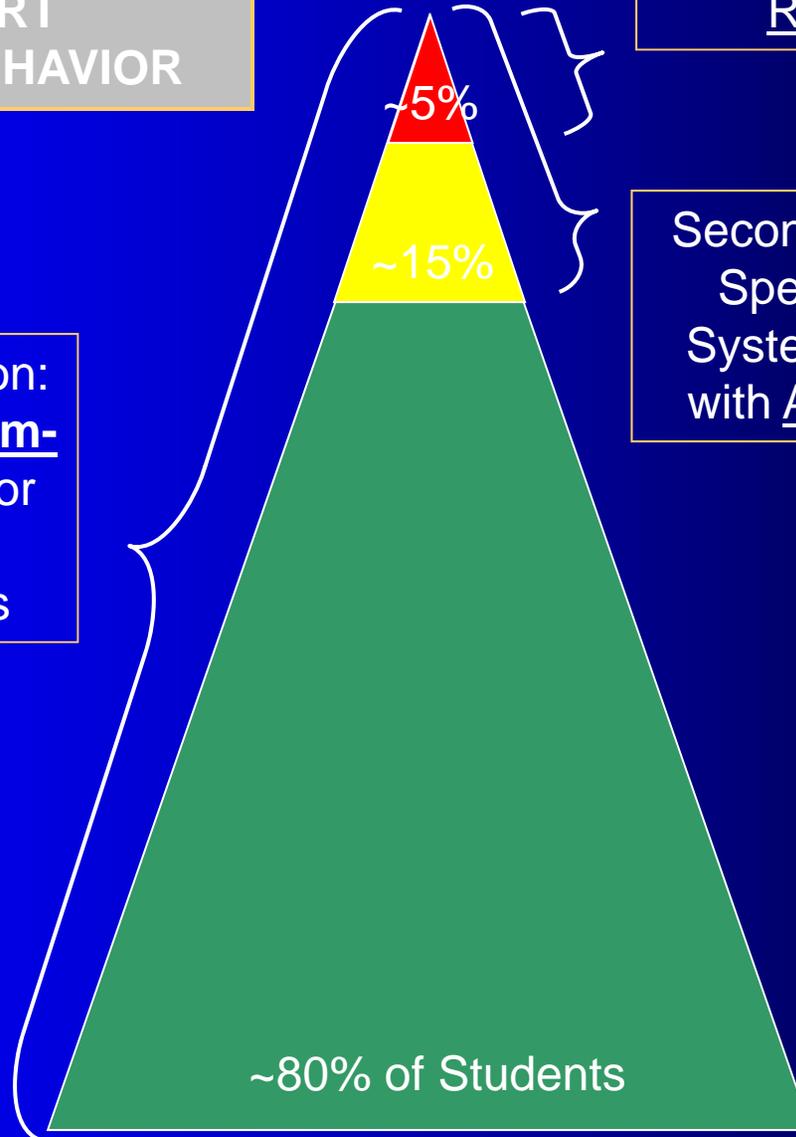
Original logic: public health & disease prevention (Larson, 1994)

- **Primary (ALL)**
 - Prevention
- **Secondary (SOME)**
 - Intervention
- **Tertiary (FEW)**
 - Management



CONTINUUM OF
SCHOOL-WIDE
SUPPORT
POSITIVE BEHAVIOR

Primary Prevention:
School/Classroom-
Wide Systems for
All Students,
Staff, & Settings



Tertiary Prevention:
for Students with High-
Risk Behavior

Secondary Prevention:
Specialized Group
Systems for Students
with At-Risk Behavior

PBIS: *The critical components...*

PBIS... *the components:*

Team-based approach:

Representative — all voices, all vantage points

~ conduit from training to teaching

~ create long-range plan to sustain overtime

Administrator — an active, engaged participant

~ supporter

~ has authority to address barriers

PBIS: *The critical components...*

- Team based-approach
- **Teaches social/behavioral skills as necessary for positive life outcomes**
 - ~ *uses an instructional approach*
 - ~ *identifies, teaches, reinforces expectations*
 - ~ *creates consistent, predictable adult systems*

"Nothing is obvious to the uninformed."

Sandi Washburn/GAPS



State the Obvious

School-Wide Expectations

Be Safe

Be Respectful

Be Responsible

PBIS components *cont'*...

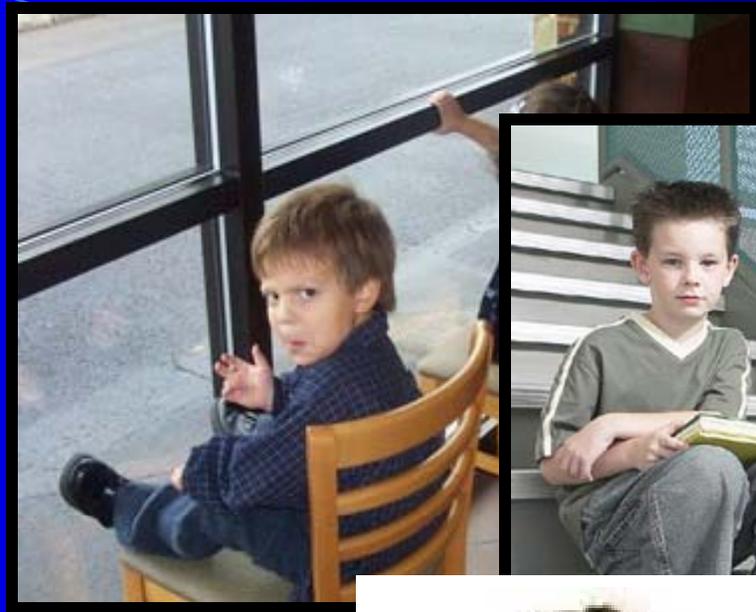
- ~ Team-based approach
- ~ Teaches pro-social competencies

*Uses feedback systems as
teaching tools...*

- 1. Positive – the most effective way to
shape behavior*
- 2. Corrective – consistent among staff*

*The most difficult
students have a high
tolerance for your
punishments*

Kathy Helgeson



Schools & Risk Factors

Schools that use a punishment-based behavior management system have *increased* rates of:

- * **Aggression**
- * **Vandalism**
- * **Tardiness**
- * **Truancy, and**
- * **Drop-out**

The Use of Positives...

- *They create a warm inviting environment*

John Gottman: 4:1

"We are the M&M's"



The Use of Positives...

- *To create a warm inviting environment*
- *To recognize mastery level behaviors*

10% – 80% – 10%

“You get more of what you pay attention to”

The Use of Positives...

- *To create a warm inviting environment*
- *To recognize mastery level behaviors*
- *To initiate new behaviors*



Correction System

Calibrating response - always, sometimes, never...

Where are behaviors managed - classroom, office?

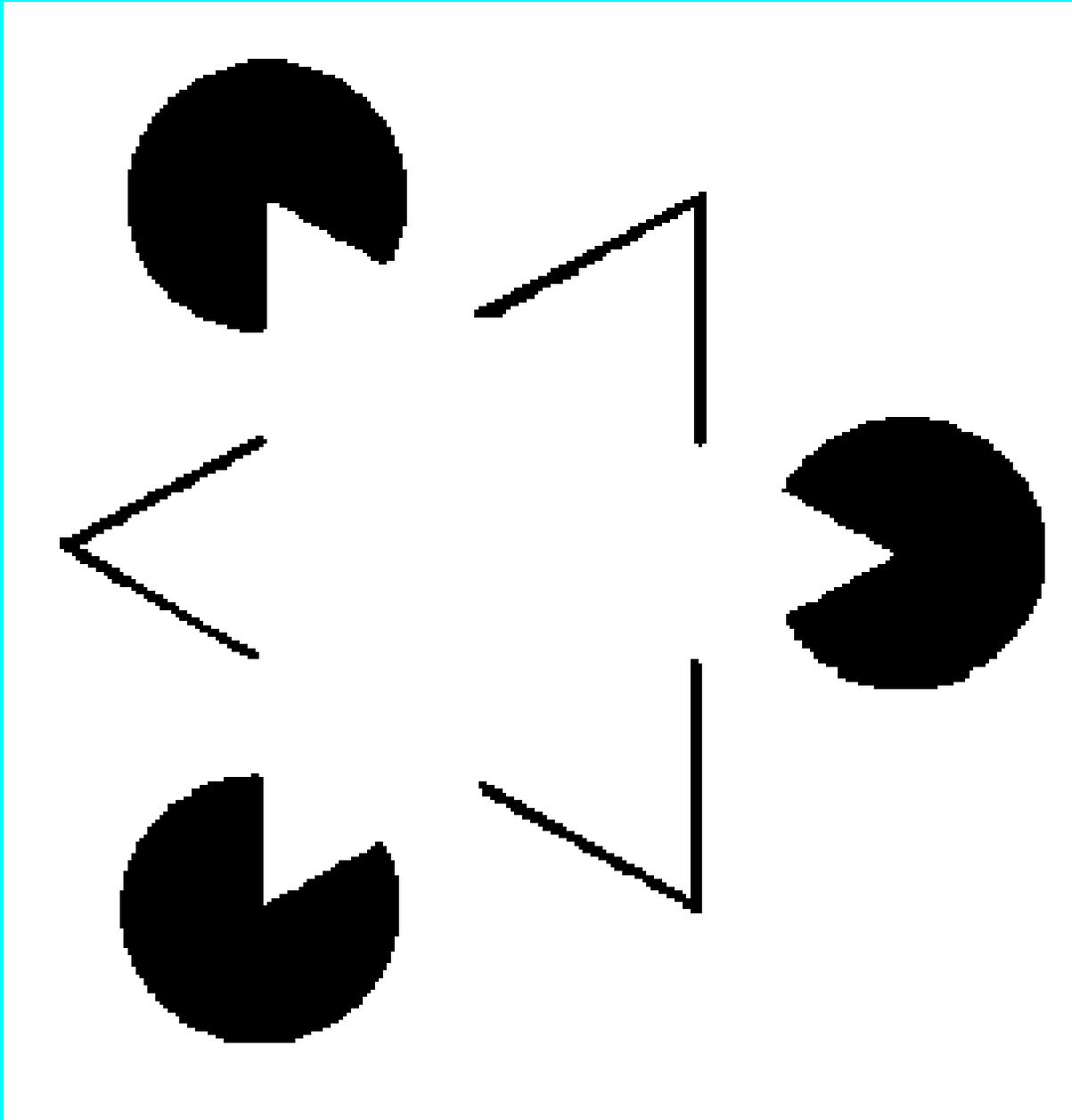
What about the paper trail?

Consistency is it's own intervention!!

and more...

- ~ Team based approach
- ~ Teaches pro-social behavior
- ~ Creates feedback systems to shape behavior
(both positive & corrective)

Uses data for decision-making



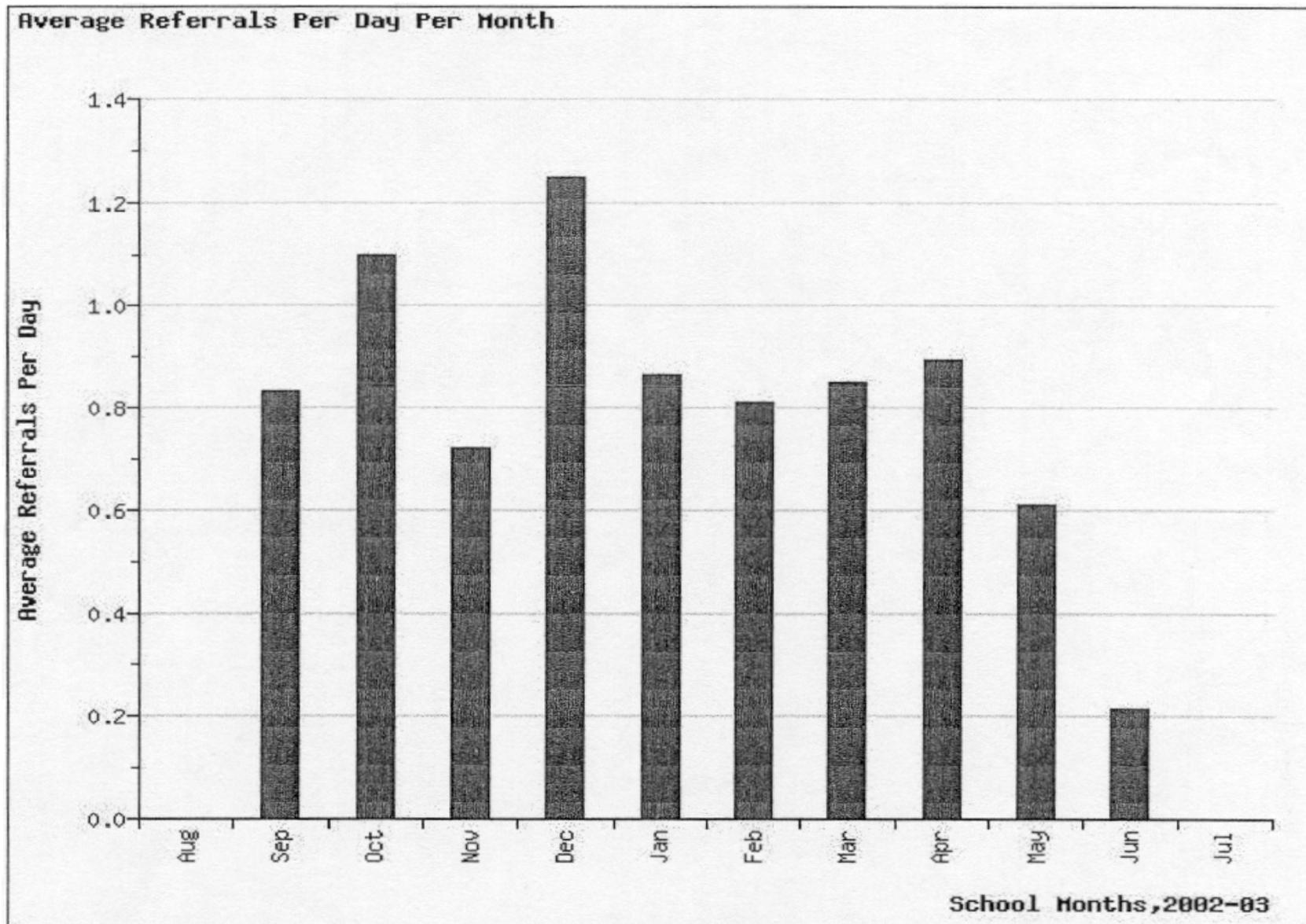
What do you see? Is it really there?

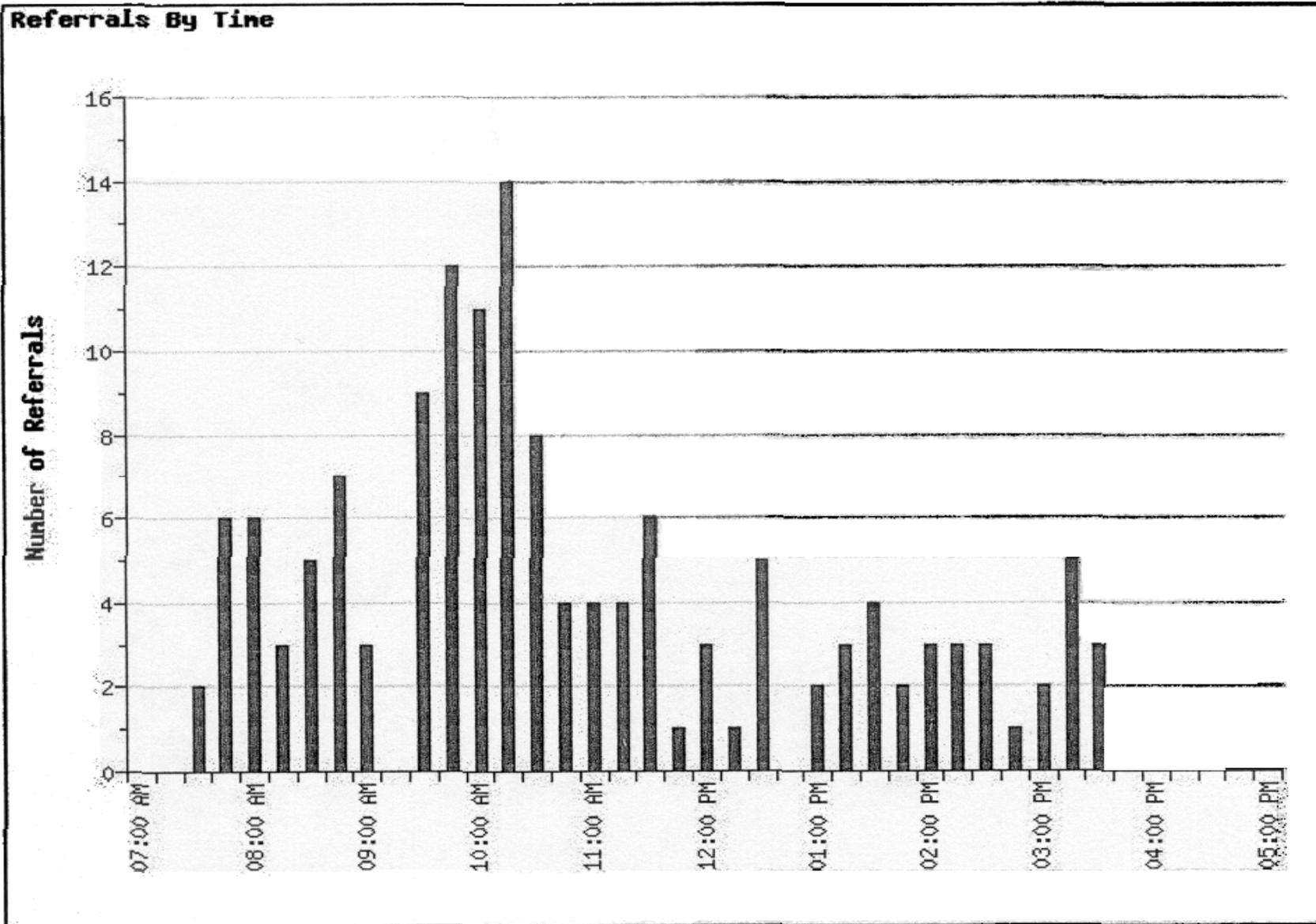


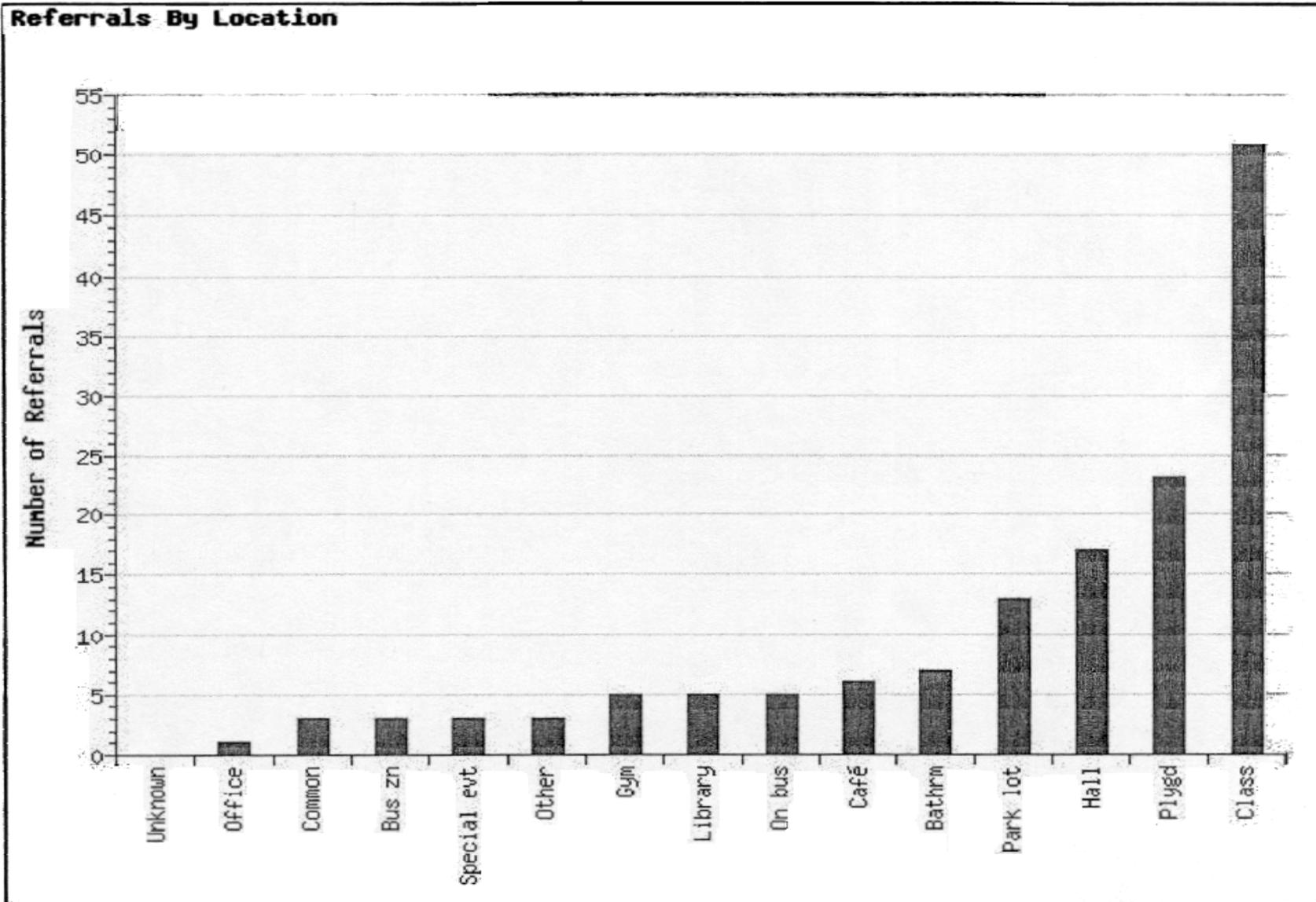
Data collection tools:

- SET – external (critical features)
- PBIS Survey – internal
- SWIS – ongoing

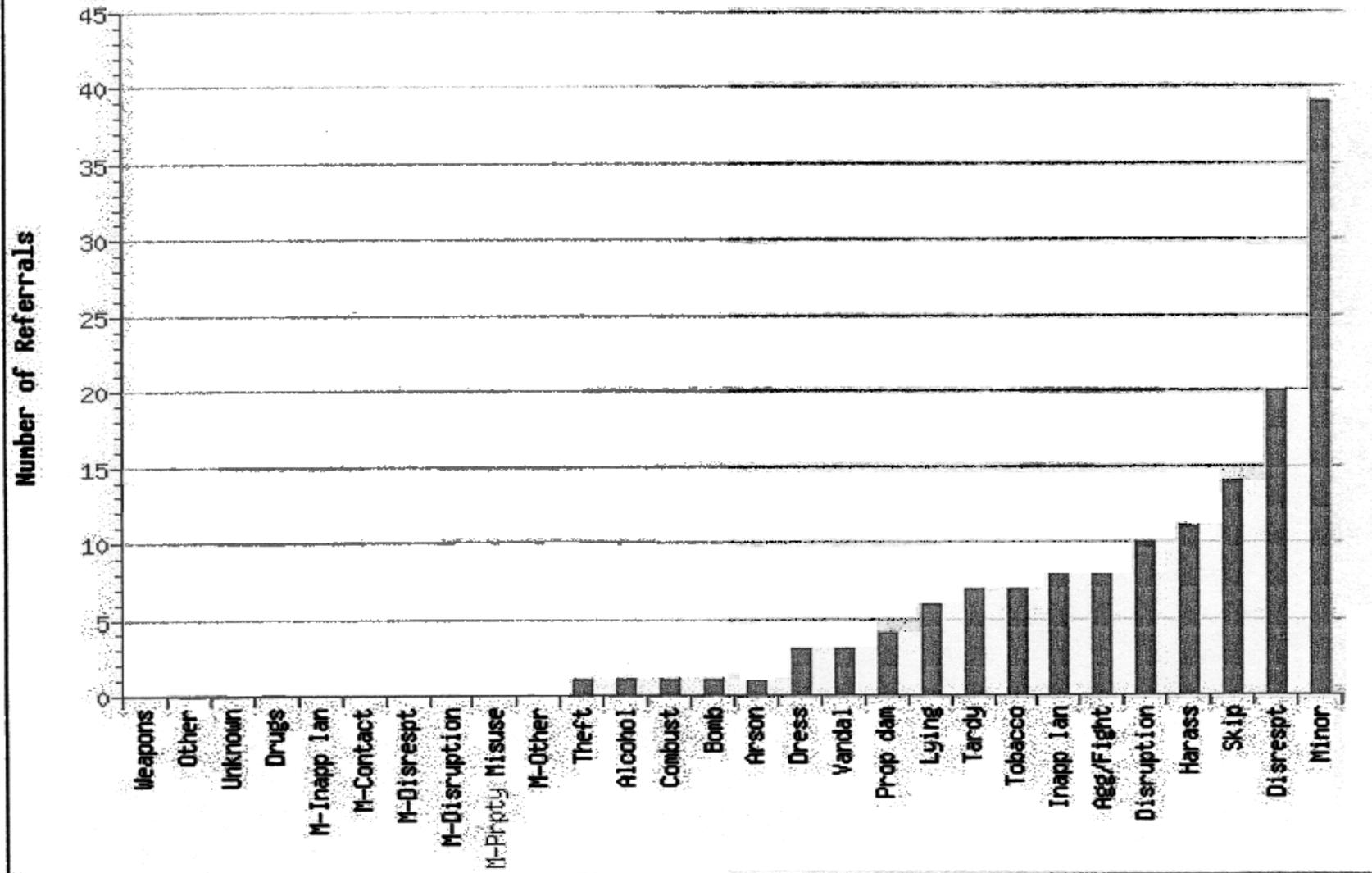
***“... so our decisions aren’t based
on our last worst day or our last
worst story.”*** *George Sugai*

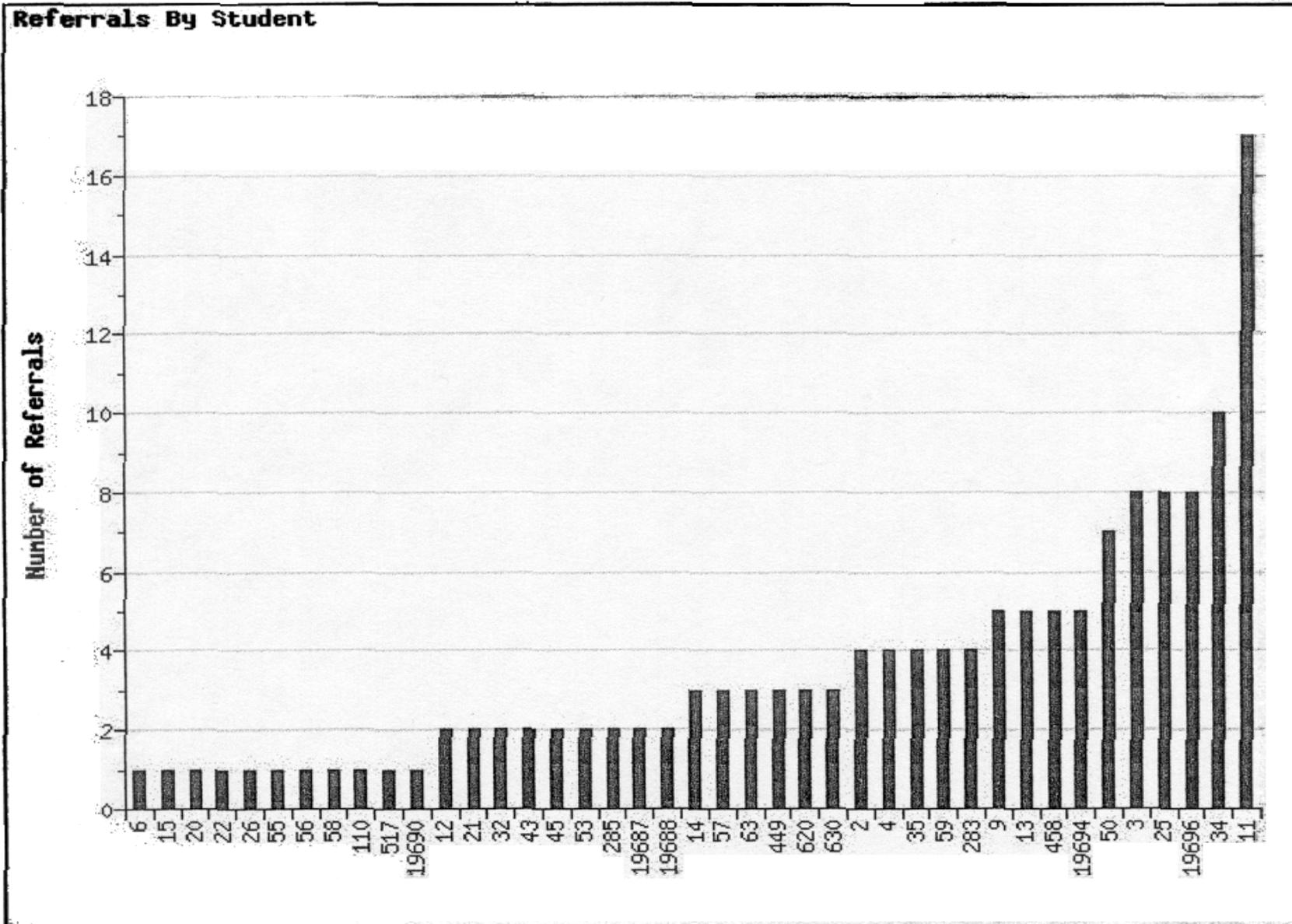






Referrals By Problem Behavior

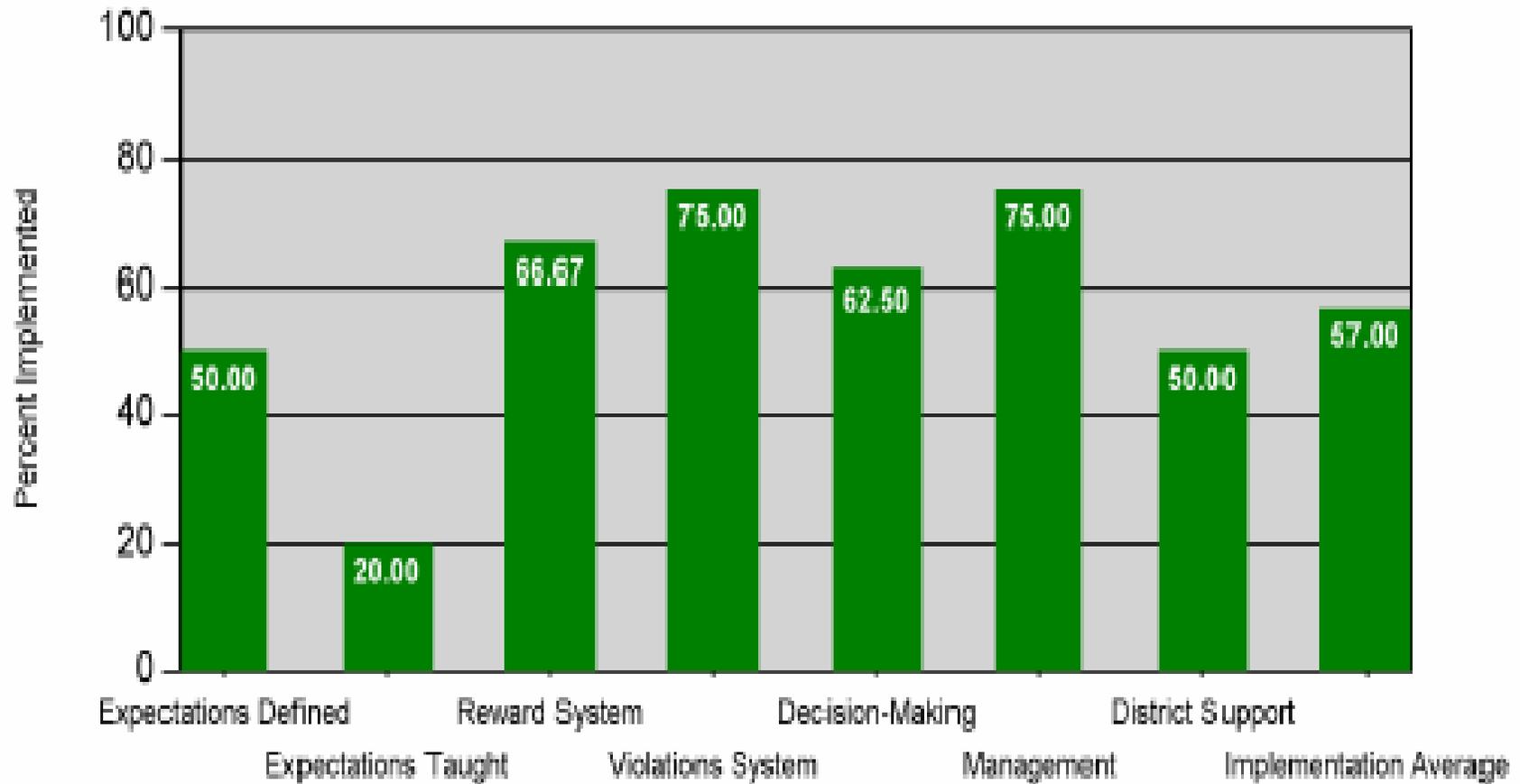




Date Collected: 1/24/2006

Implementation Status: Pre

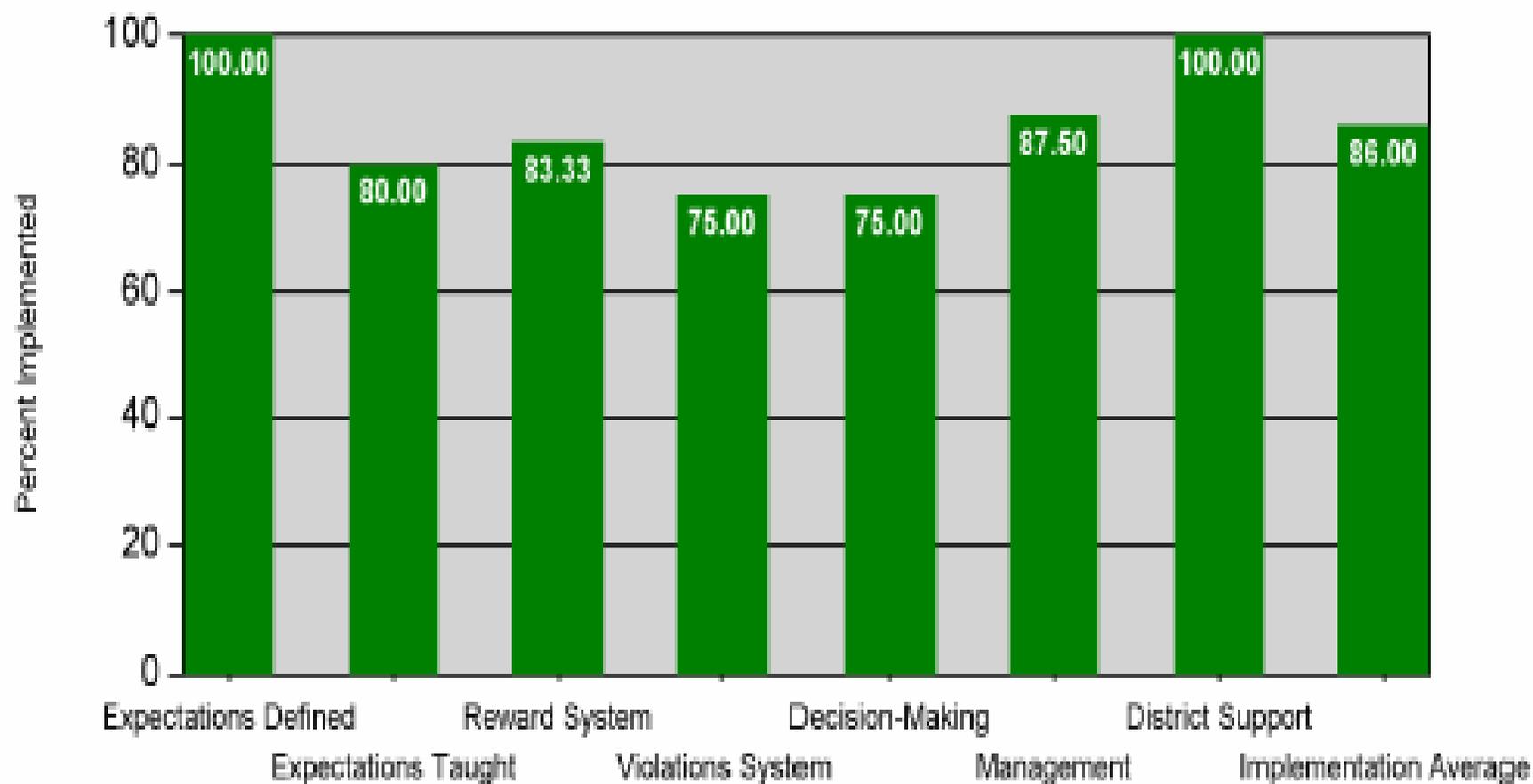
Feature Scores & Implementation Average



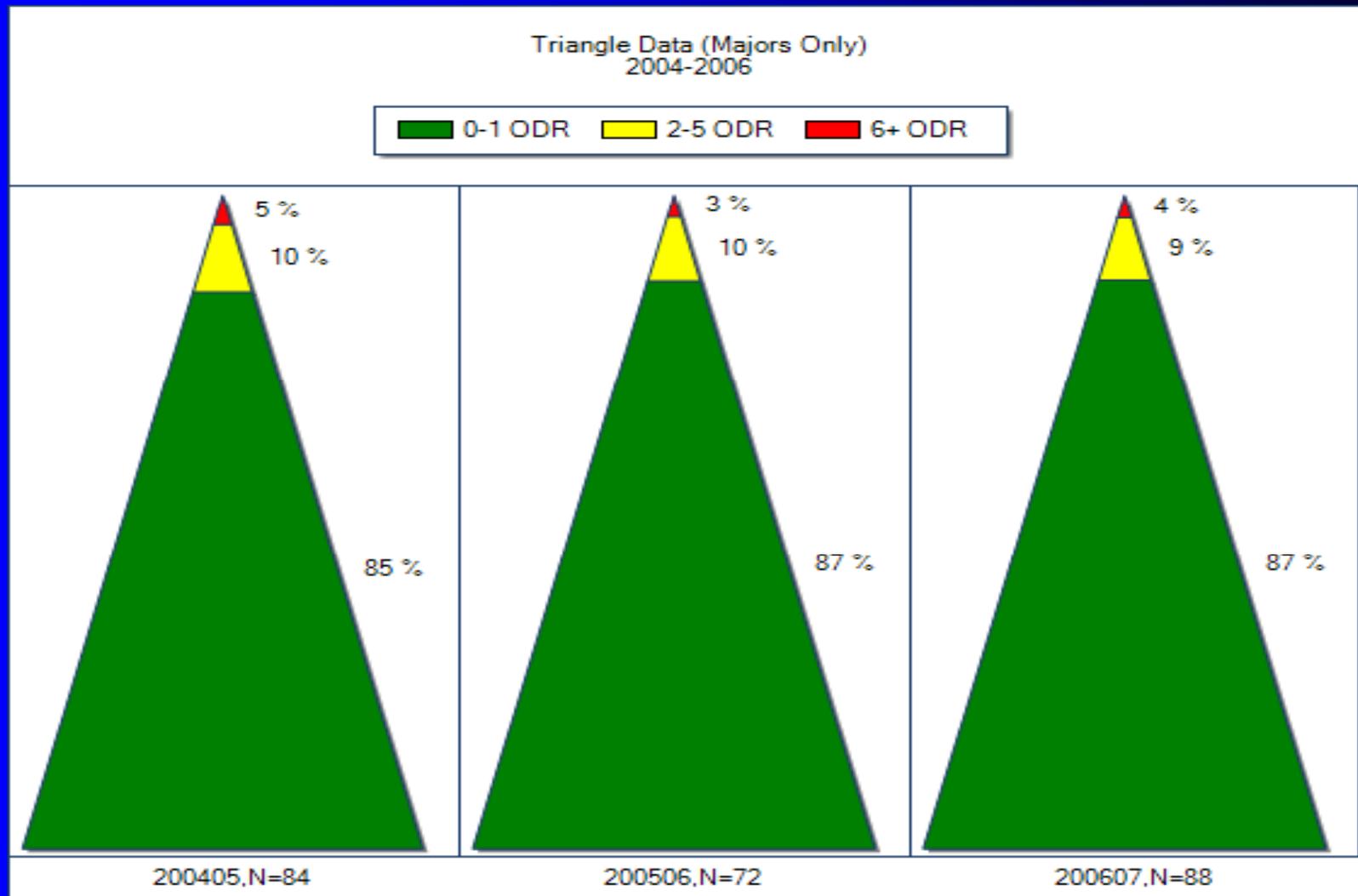
Date Collected: 10/25/2006

Implementation Status: Post

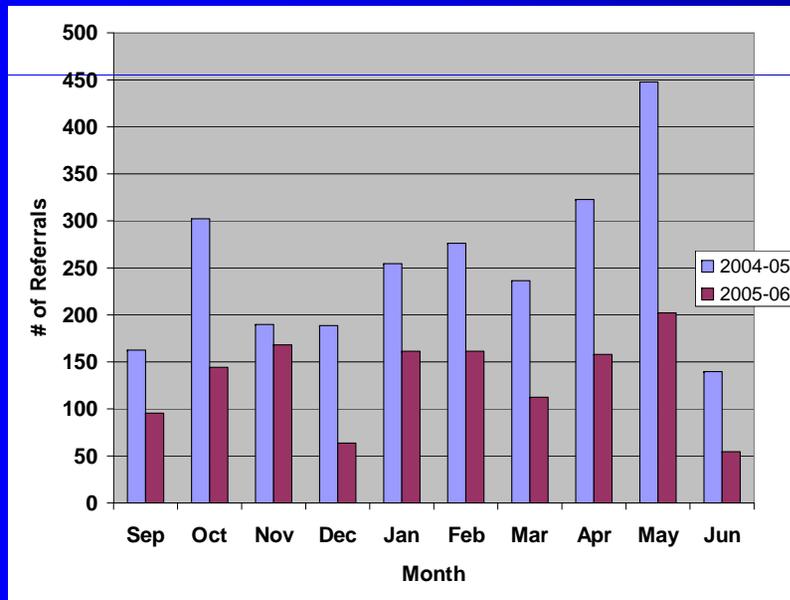
Feature Scores & Implementation Average



Are student problem behaviors decreasing? Sample from 88 Oregon Schools



An Oregon Middle School Discipline Referral Data Pre/Post PBIS



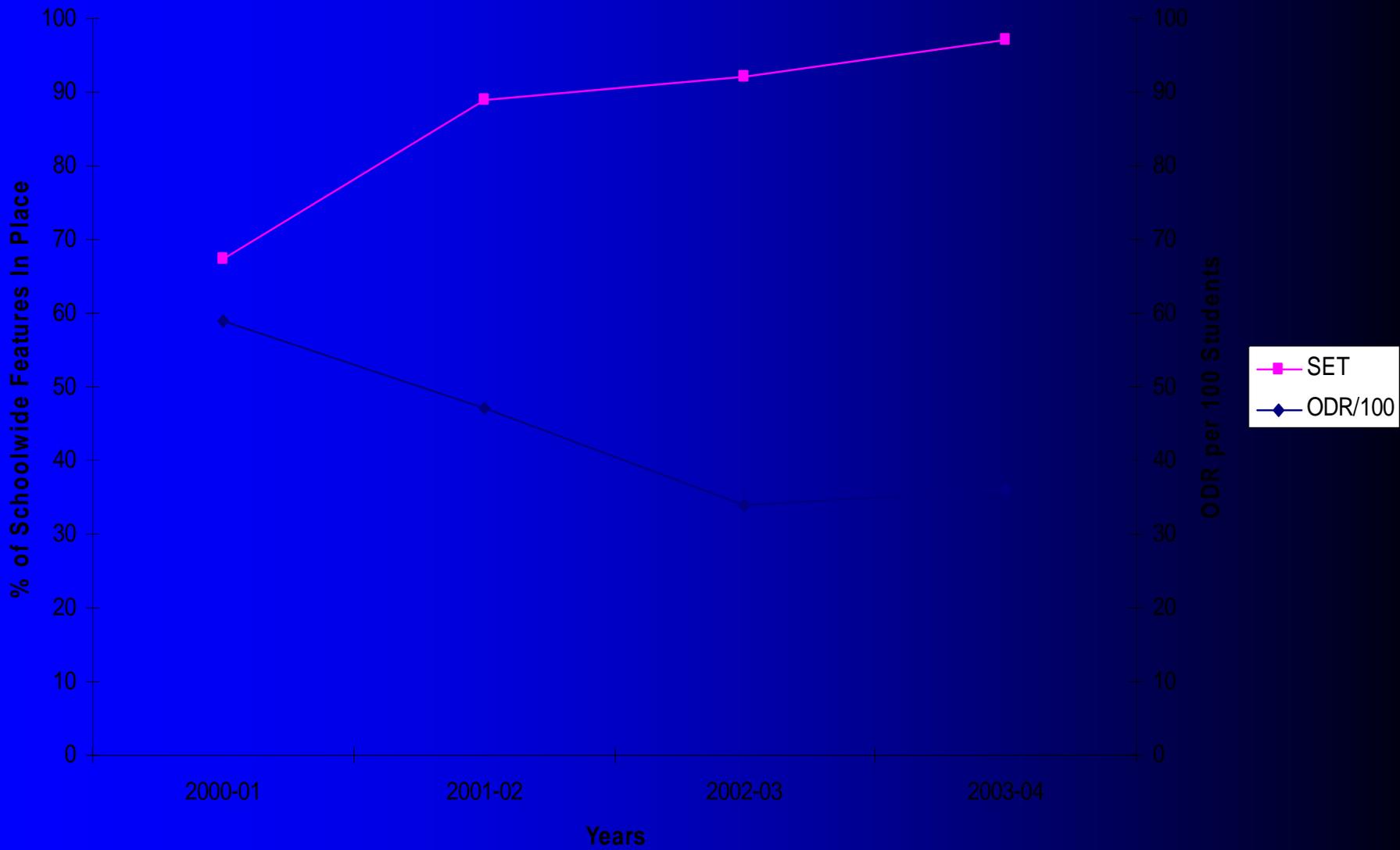
Reduced Discipline Referrals

- 1201 fewer referrals in 2005-06 compared with 2004-05 school year
- 47.6% decrease in discipline referrals

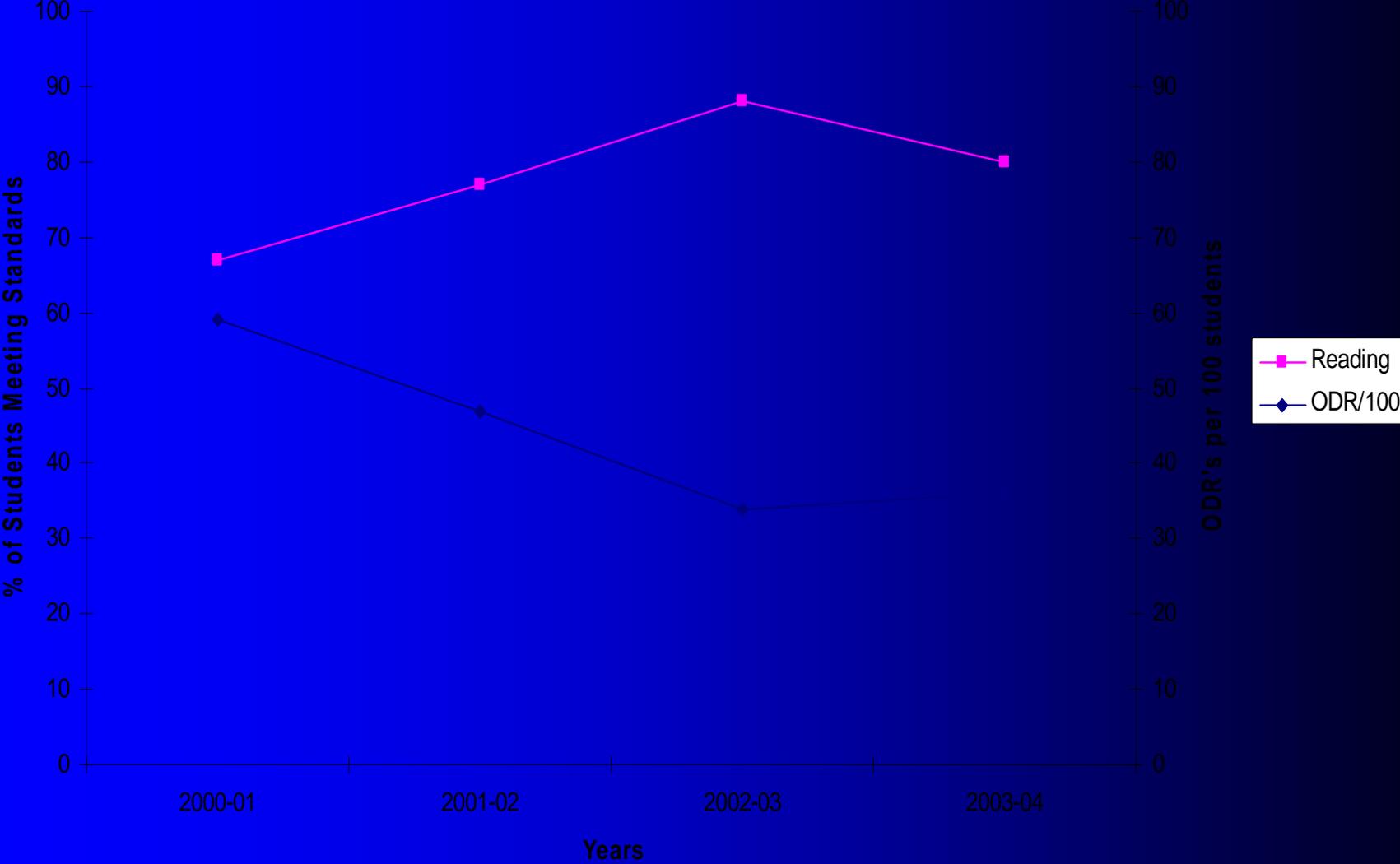
Savings due to Reduced Discipline Referrals following SW-PBIS Implementation

- 500 hours of Administrative time saved processing referrals
 - @ 25 min/referral
 - Not to mention teacher time saved
- \$22,520 saved in Administrative time spent processing referrals
 - @ \$45/hour of administrative time
- 900 hours of student instructional time saved
 - @ 45 min./referral

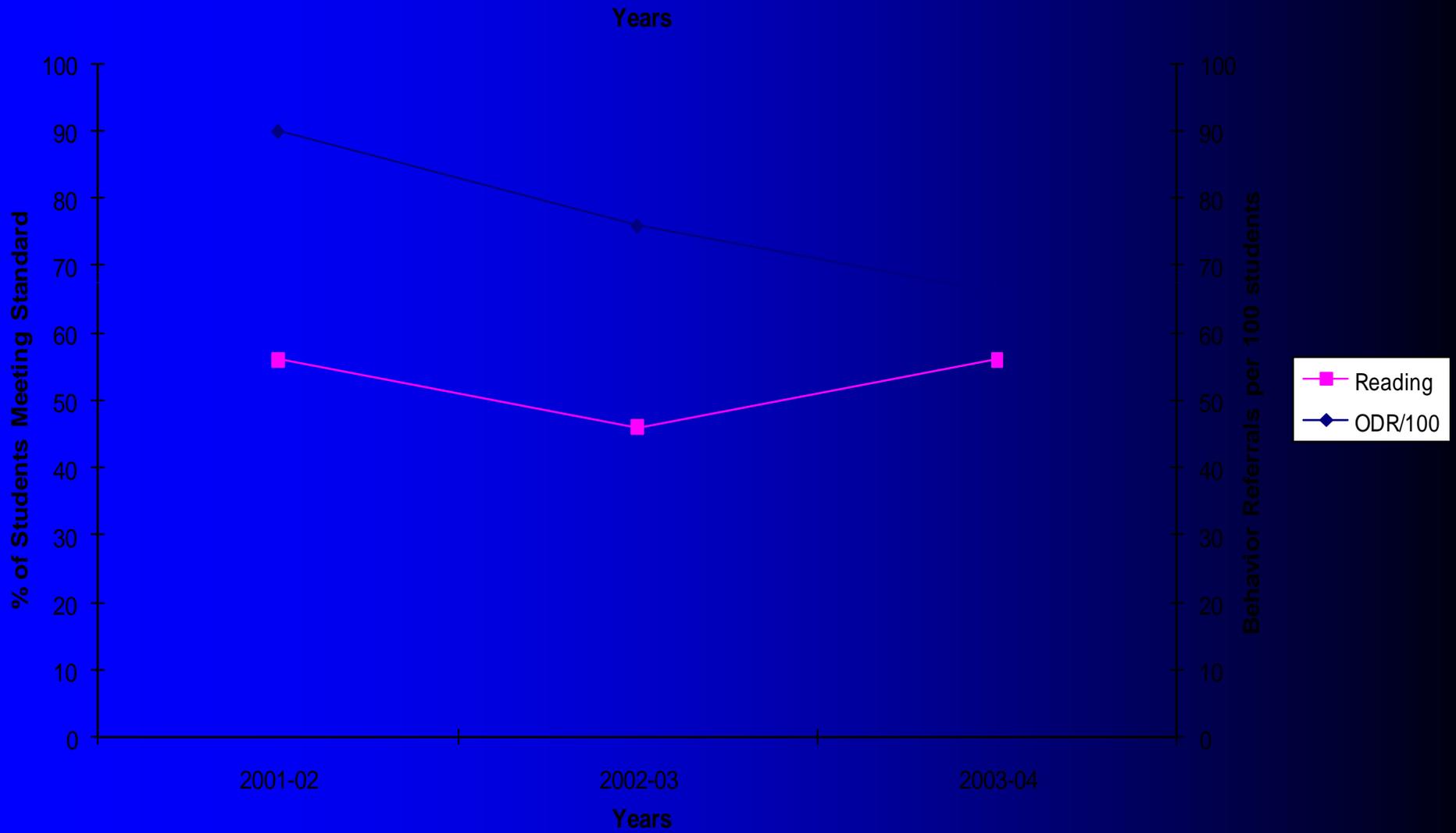
Elementary Schools



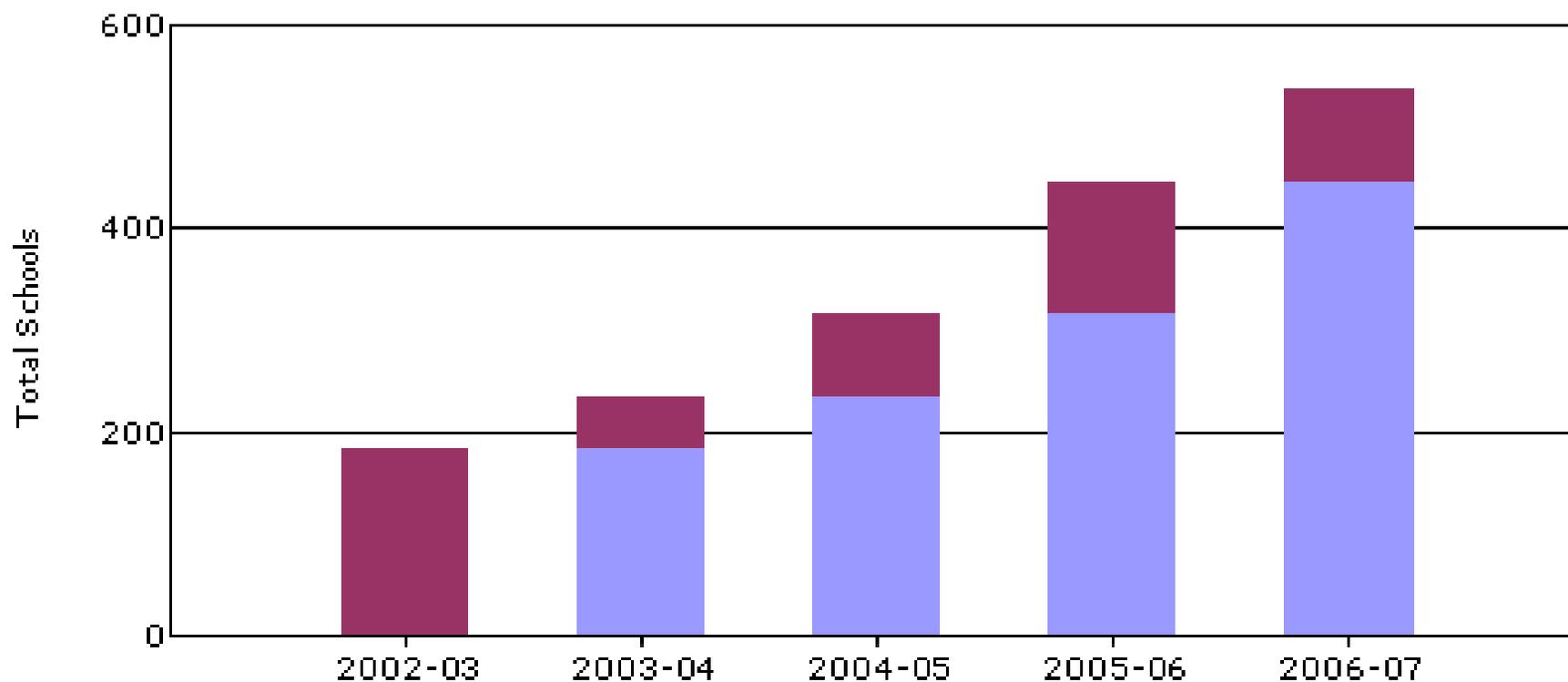
Grade 5 Reading and ODR's



10th Grade Reading & High School ODR's

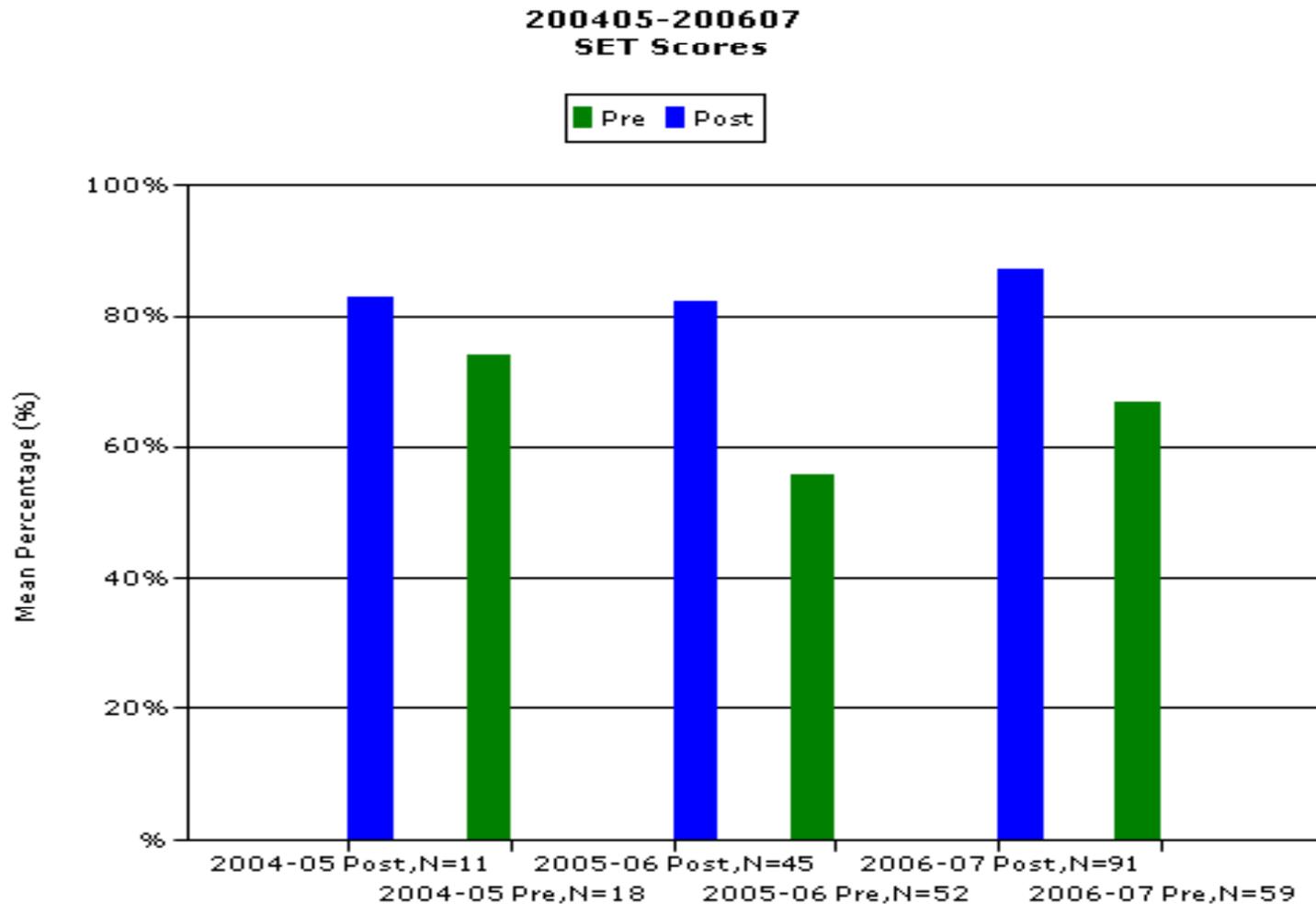


Oregon - Summary of Schools Adopting SWPBS 200203-200607



* - Total does not include schools that have no data in consecutive years

Summary of SET Scores for 3 Years Across 4 ESDs in Year 1 of OR-PBIS Initiative



Last but not least...

- ~ Team-based approach
- ~ Teaches pro-social competencies
- ~ Creates feedback loops
- ~ Data is used for decision making

PBIS is built to be sustained...

- 1. on-going FTE – building and district-wide*
- 2. on-going training – new staff, new students*
- 3. on-going monitoring – continued energy/effort*
(PBIS.org – PBIS Implementers' Blueprint)

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Please feel free to contact us!!