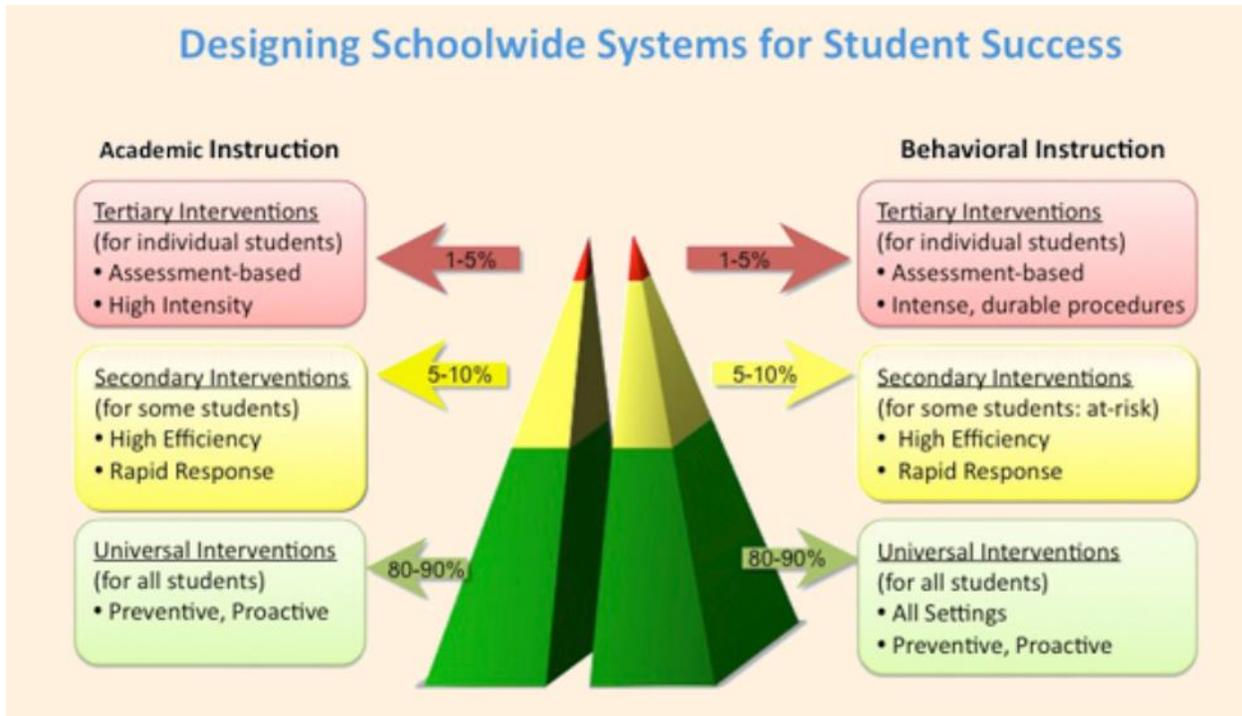


Positive Behavioral Interventions and Supports (PBIS)

PBIS is a multi-tiered system of support. It is the framework for a continuum of practices that foster positive relationships, connectedness to school, and feelings of safety. These practices reach all students on a traditionally 3-tiered level. PBIS is data-driven and proactive rather than reactive. Your data tells you what your next steps should be.

We have all seen the pyramid but do we actually understand it?



Just as you have different levels of academic interventions, you have different levels of behavioral interventions. PBIS organizes all 3 levels of interventions.

Tier 1- Universal

This is the foundational level for PBIS but it is just the first tier of support in PBIS. Remember that there are 3 tiers on the pyramid. Expectations and incentives are a major part of universal PBIS. It is how we universally teach the correct behavior and reward our students for following the expectations. Your universal PBIS is in place in all settings of your school and ALL staff are a part of teaching the expectations and using your reward system. When you meet with your PBIS Team, you should look at your data and make decisions on what needs to be done in order to prevent discipline referrals. What discipline incidents occur most often? Who is writing them? Where is this happening? What time of day? What can we do as an entire school to prevent these discipline actions?

Tier 2- Secondary

All students are taught the expectations and given the chance to earn the rewards. However, there are some students that are not responding as well as others and may need a bit more attention. These behaviors are not dangerous but can be disruptive to the educational setting. These behaviors may not be worthy of a discipline referral, but over time they can be. What can we do to be proactive in response to this behavior? The PBIS team is the support for teachers who are dealing with students that exhibit these at-risk behaviors. The Tier 2 Referral form can be submitted to a PBIS Team member and the team can discuss with the teacher techniques and strategies to improve this behavior. PBISworld.com has an exhaustive amount of interventions that can be used on all tier levels. The most commonly used tier 2 intervention is Check in Check out (CICO). This intervention, when done with fidelity, can increase positive relationships and give the student a chance to learn the correct behavior. A short video of CICO is provided on the PBIS website. The goal here is to prevent the behavior from becoming increasingly worse. If the behavior does not improve and the intervention deems ineffective, Tier 3 may be necessary.

Tier 3- Tertiary (ABIT)

ABIT (Academic and Behavioral Intervention Team) is Tier 3 PBIS. Remember, the “B” in ABIT stands for BEHAVIORAL. If you have tried several interventions with fidelity to no avail, you may recommend your student to ABIT. If you have completed Tier 2 interventions, you should have documentation to submit with your referral. Someone from your PBIS team is also part of the ABIT and can advise the team on what has been done to address the behavior. Tier 3 interventions are more individualized and intense. This is where an FBA (Functional Behavior Assessment) and a BSP (Behavior Support Plan) can be administered and created.

PBIS Team-

Your PBIS Team should represent all grade levels and subject areas. Your support staff and administrators are actively involved. Each team member has a focus. An example of a team’s responsibilities are as follows:

-Leader- Plans meetings and submits the necessary documents to the district. (Implementation Plan, Monthly Meeting Reports, and TFI, Tiered Fidelity Inventory)

-Administrators/Deans- Runs data for meetings and supports initiatives.

-Social Worker/Counselor- Can give insight on how teachers can handle students. Can help with interventions on all 3 levels. Most effective on Tier 2.

-Behavior Interventionist- Expounds on student’s behavior and helps with interventions on all 3 levels. Most effective on Tier 2 (Can receive the Tier 2 Referral Form). Assists with the Tiered Fidelity Inventory (TFI) walkthrough tool. Also can run data.

-Staff Member 1- Assists or organizes events, incentives on a universal level.

-Staff Member 2- Assists or organizes events, incentives on a universal level.

-Staff Member 3- Assists with Tier 2 Interventions.

-**Staff Member 4**- Assists with Tier 2 Interventions.

-**Staff Member 5**- Represents ABIT. Participates on both teams.

-**Staff Member 6**- Represents ABIT. Participates on both teams.

-**Staff Member 7**- Publicity Person. Makes sure that ALL staff know what universal initiatives were discussed at the meetings, ensures all teachers have a Tier 2 Referral form and know how to use it, publicizes events and encourages community involvement.

-**Staff Member 8**- Community Contact. Makes sure that neighboring community stakeholders are aware of PBIS efforts and if possible, can contribute to efforts through events or prizes.

-**Staff Member 9**- Climate Club Adult Facilitator (High School only)- Organizes and coordinates meetings and efforts initiated by the student members of the Climate Club. Communicates efforts to the PBIS Team members in order to work collaboratively with PBIS and ensure that students have a voice in PBIS endeavors.

Teams meet every month and look at data to make decisions that are designed to proactively inspire students. In December and May, the team meetings are to conduct the TFI. The PBIS team will conduct TFI Tiers 1 & 2 and ABIT will conduct TFI Tier 3. All scores must be submitted to the PBIS Coordinator. Use the action planning forms to record your score for each feature and decide on action steps for a couple of areas.

All documents are found on the SWPBIS website. Go to the district website and click on Departments- District Affairs- SWPBIS. The Quick Links section has all of the necessary documents.

What we are saying is:

- We can teach and reteach behavioral expectations
- We can provide interventions and support
- We can monitor and address problem areas (infractions) and students in need of support

What we are not saying is:

- We can't write referrals
- We can't suspend students
- Unacceptable behavior is OK and should be ignored

Duties of PBIS Leaders:

Form a PBIS Team that reflects all grades/subjects and staff at school. Meet with team monthly to review data and make decisions about next steps to improve school climate. Submit monthly reports. Review Tier 2 referral forms and discuss support for teachers.

Submit an Implementation Plan to District Coordinator with input from team members and staff at first meeting.

Ensure all team members are aware of their duties.

Conduct the TFI walkthrough in November and April and the TFI Tiers 1, 2, and 3 in December and May. Submit your scoring page and documents to the District Coordinator.

Make sure all staff is aware of upcoming trainings provided through PBIS.

Ensure that all staff take part in universal PBIS and know what the focus of the month will be.