Creating the Culture of Learning

Glacier Middle Schools Journey from Frustration to Celebration

Every Opportunity
Our Team

Classroom Teachers: Kelci Bleasdale, Melanie Gillingham
Paraeducators: Bonnie Pattison
School Administrators: John Schumacher, Bryan Howisey
Central Office Rep: Adam Uhler
Kelci’s Story
joining the PBIS team at GMS
Learning Objectives

I will learn why a collaborative student/staff matrix is important for school-wide ownership.

I will learn why it is important to have a system that recognizes positive student/staff behaviors while tracking the data.
Learning Objectives

I will learn how to set up an effective PBIS team.

I will learn practical tips to create a positive school culture.
The White River Promise

Our mission is to ensure high levels of learning for each of our students and prepare them for life and success after high school.
VALUES

Our foundational beliefs that guide the work.

CORE INITIATIVES

Emerge from our values. These are how we put our values into action.

Educating the Whole Child

We will focus on policies, practices, and relationships that ensure each child is healthy, safe, engaged, supported, and challenged.

The Whole Child Initiative

- Support for early learning/early intervention
- Core instruction- all students interact with grade level standards
- Core intervention
- Systems of support (RTI, PBIS, SEL)
- Music, Arts, Activities, Athletics, CTE
- Building positive relationships
White River’s Pillars

Be Safe
Be Respectful
Be Responsible
We need to remember...

THERE ARE NO BAD KIDS

ONLY HAPPY LITTLE CLASSROOM CHALLENGES
Jimmy gets kicked out
“Kids aren't broken; they need more help. We should teach them the skills, not label them.”

—Robert Eaker
Staff Naysayers

Sets clear expectations

Teaches his players and parent the expectations

Uses systems to recognize kids for positive behavior.

Uses systems to respond to inappropriate behavior.

White River Girls Basketball Coach, Chris Gibson
Collaborative Matrix
Student Matrix 2014-15

- Built a matrix at a PBIS conference
- We gave every teacher a copy

And....
Staff and Student Matrix 2015-16

- New Facilitator
- Fired members of the PBIS team
- PBIS team added a staff matrix for staff accountability
Staff and Student Matrix 2016-17

- We added areas of the school
- PBIS team-owned vs Staff owned
- We gave staff a chance to edit the classroom part of the school matrix
Staff and Student Matrix 2017-18

- The survey says.....”I vs They” gap
- Needed open staff communication and input
- Taught the expectations in the first two weeks
Why is this important?

- Students know the expectations
- Staff/Student have a common language
- It clearly defines all areas of the school
- Staff knows what to support - SAME PAGE!
Positive Recognition
GMS Positive Referrals

- ODRs vs PRRs
- Online system that tracks the data
- All Staff has access

Next steps:
Students having the ability to write PRRs
Multiple Ways of Recognition

• Student/Family and Staff recognition
  • Contacting Home Early - Emails to families before school started
• **Grizzly Bucks**
• **PBIS for Guest Teachers** & Sub Bucks
• Grizzly Tracks
Why We RECOGNIZE Students

- Grizzly Bucks in the moment
- Grizzly Tracks fast/easy and comes with an ice cream sandwich on Fridays
- Positive Recognition Referral
- Post cards
How do we collaborate, communicate and follow through?

- 4 Critical Questions of a PLC
  - What do we expect all students learn?
  - How will we know if they have learned it?
  - How will we respond when they don’t learn?
  - How will we respond when students demonstrate proficiency?
- What would it look like “if we really meant it?”
- Is it “good enough for my own child?”
Impacting Student Learning in a Professional Learning Community
Robert Eaker and Janel Keating

Uncontrollable Variables

Children cannot
pick their parents.
pick where they live.
pick the school they attend.
pick their teachers.
pick the high-stakes, summative assessments.

Controllable Variables

A school culture in which collaborative teams develop
a school and classroom culture of caring and encouragement.
a guaranteed, viable curriculum.
effective, researched-based teaching strategies.
frequent formative monitoring of student learning.
additional time, support, and enrichment.
frequent recognition and celebration of improvement.

©Eaker, Keating 2010
How do we collaborate, communicate and follow through?

- **Surface Our Reality**: TFI, SWIS, StPBD, SPBD, CEE,
- **Build Shared Knowledge & Shared Leadership of Best Practice**
- **Clarify the Moral Imperative** → Remember our Why
- **Get Started, Get Better**: The goal is to get more kids learning more each day.
- **Reciprocal Accountability**: Publically share our work & data and seek feedback
- **Celebrate**: Incremental Growth
- **Plan Next Steps**: Continual growth
How do we collaborate, communicate and follow through?

- SW Tier 1 Team 1-2x’s a month...team share with whole staff quarterly
- Tier 2/3 Teams meeting weekly
- District-wide PBIS facilitator meeting monthly
- District-wide PBIS/SEL focused leadership meetings every 6 weeks
  - Forum to collaboratively learn, model & scale-up best practice
  - Time to revisit prior commitments with each building bringing evidence of further/sustained implementation
  - Share SWIS data & how teams (school wide & intervention) use data to inform our practice
  - Making our practice public, giving us the opportunity to learn from each other, celebrate our incremental growth, as well as keeps us accountable to following through with our next steps
Effective Team
The importance of creating a teacher led PBIS team

- Why we use TIPS
- How we created our team
- Who should be on the team
- When to meet and how often
Practical Tips
Visible signs around the campus
Flowchart for Problem Behavior
GMS Sub Folders
PBIS Centered Lessons

- Used the first two weeks of school
- Made it easy and accessible for teachers to have materials
- Taught positive recognition first day of school
Commonly Defined Language

- KHFAAOOTY
- Voice Levels
- Give me 5
- One sec
- Grizzly way...all day
Data Driven

- Data only vs Action Required
- Identify blind spots
Jobs for Jimmy

- Computer Boss
- Greeter
- Learning Target Reader (LT Lieutenant)
- The Closer
- Materials Master
- The Opener
- Board Boss
The Journey Continues
Questions????

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