Starting High School PBiS with P.R.I.D.E.

At Hood River Valley High School we teach and support positive behavior so students and staff feel valued, engaged and successful.
What we hope you will take away:

How to implement PBS without a playbook.

1. How we found our PRIDE - finding out what is important to staff and students.

2. Putting PRIDE into action.
Cornerstones of our PBiS program:

HRVHS believes that building and sustaining relationships is one of the most important things we can do.

1. Establish an equitable, consistent approach to behavioral expectations for all students and staff at the high school level.

2. Be transparent and authentic in our PBiS’s team communication to our staff and students.
Our journey.....

★ This is year 3 of a 5 year plan
★ Started as a district initiative but we made it OUR school program
★ The team was (and still is) prepared for many hours of hard work - on and off the clock
★ We had a vision and deadline to roll-out at the start of the school year.
WHY?

When your why is strong enough, you will figure out how.
Where to start?

We are a good school. How do we become a GREAT school?

How can we support staff and students in making changes they feel are important?
Start with a survey!

**HRV All Staff PBIS Exploration Survey**

- Disruption: 33 (39.8%)
- Defiance/ Non-compliance: 28 (33.7%)
- Disrespect: 32 (38.6%)
- Physical Contact: 2 (2.4%)
- Inappropriate Language: 19 (22.9%)
- Technology Violation: 6 (7.2%)
- Bullying/ Harassment: 3 (3.6%)
- Use of illegal substance: 52 (62.7%)
- Truancy/Attendance: 60 (72.3%)

**Student Leader PBIS Survey**

- Tardies: 52 (26.9%)
- Cell phones: 60 (31.1%)
- Disrespect: 76 (39.4%)
- Apathy: 43 (22.3%)
Now our work begins!

Getting to P.R.I.D.E.
Exploring our values and beliefs
Coming up with a mission statement to guide us
Summer work!!
Always come back to our “whys”

Matrix Development:
Behaviors we wanted to teach our students
Used schools across the nation as examples - “googled it”
Completed Matrices

Communication:
Transparency with students, staff, and parents
Home Grown Inservice
Communication Loop

At Hood River Valley High School we teach and support positive behavior to students and staff feel valued, engaged and successful.
COMMUNICATION CHANNELS

- Letters sent home to parents and families
- Communication channels to staff (emails, weekly update newsletter, area rep, site council, inservice)
- Hallway conversations, asking questions
- Practice listening skills
- Presentation to the school board
- Conversation with student government, ASB
- Signage, lesson plans to teach expectations
- Future: (social media), Town Hall for students, Parent Night
The Eagle's Nest
An Invaluable resource which supports PBiS and Healthy Snack Choices for our students
How did we get our staff onboard

- Responding to the Surveys
- Conversations in the spring
- Staff Meeting - SPIRIT PACK for each staff member
- Our enthusiasm was contagious!
What to do about the big 4.....?

★ Cellphones?
★ Attendance?
★ Hallways?
★ Dress Code?
If a student doesn’t know how to...

We Teach

★ Why this is important to teachers
★ Lesson Plan creations
★ Schedule/Implementation
★ Feedback loop
★ Quick and easy, as simple as possible with little to no prep.

HRVHS Initial Lesson Plan Folder

HRVHS Booster Lesson Plan Folder
Positive Behavior Recognition
Eagle Shout Outs

**Daily Incentives** with a 4:1 ratio of positive statements to correction
★ Verbal Affirmations
★ Positive Calls Home
★ Individualized Greetings
★ Simple Verbal Acknowledgements
★ Smiles, Eye-Contact, Thumbs up, High fives, Fist Bumps
★ Eagle Shout-Outs (500 Weekly)
Positive Behavior Recognition: ALL Staff Members can recognize positive behaviors in one of three ways (or all ways!)

Daily Eagle Shout Out (Thanks to French Prairie MS)

Less frequent - when more recognition is warranted + 2 Eagle Shout Outs given for the weekly drawing

Postcard home! + 2 Eagle Shouts given to the student for the weekly drawing (Thanks Salinas HS)
Incentive Process

Weekly Incentives
(5 students @ week)
Menu Examples
★ Coffee Cart Coupon
★ Jump the Lunch Line
★ Early Lunch Dismissal

Staff Members also win

Quarterly Incentives
(10 students)
Menu Examples
★ Student Activity Pass
★ Free Parking Pass
★ Jump the Activity Line
★ Parking Spot

Semester Incentives
GOLDEN TICKET (4 students)
Each student is awarded:
★ Free Yearbook
★ Homecoming/Prom ticket
★ VIP event seating
★ Lunch with superintendent
★ Media Announcement
★ GOLDEN EAGLE BASKET
The Student Perspective
Connor Truax & Lajames Wilson
HRVHS ASB/Student PBiS Reps
The Next Steps:
PBS → PBiS → PBIS
★ Tier 1 Shift/Assessment of Progress
★ PBS Budget
★ Continue the Shift... next steps
★ Utilizing staff support personnel
★ Approximately $34,000 investment
Is it working?

OVERALL, I feel the changes made through the PBS program have been positive at HRVHS.
You can find all of our resources/samples/examples and contact information by scanning your QR Code.

Thank you for joining us and GOOD LUCK!