Our Journey: Implementing PBIS
At Rialto High School

NW PBIS Conference
February 22, 2018
THE BIG IDEAS

Build Team

Instruction

Intervention
ESSENTIAL QUESTION

How do we work together to support PBIS?
PURPOSE

Describe an effective way to build team.

Understand potential barriers to buy-in for your students, staff, and community.

Describe the creation of transformation leaders to create culture change, not top down, but to allow natural leaders to emerge.
OUTCOMES

Team building

Barriers to implement PBIS

The influence of leaders for change
BUILD TEAM

Why am I here?
Enrollment of 2900 students
89.3% Latino Students
6.2% African American Students
2.2% White
3% other ethnicities
250 Staff Members
August of 2015
<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Academy</th>
<th>Rm</th>
<th>Dept</th>
<th>Period 0</th>
<th>Period 1</th>
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<th>Period 3</th>
<th>Period 4</th>
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<td>Larry</td>
<td>Soph</td>
<td>E202</td>
<td>Eng</td>
<td>ENGLISH 9</td>
<td>RSP ENGLISH 9</td>
<td>RSP ENGLISH 9</td>
<td>ENGLISH 9</td>
<td>PREP</td>
<td>RSP ENGLISH 9</td>
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<td>Frank</td>
<td>FROSH</td>
<td>FROSH</td>
<td>Asst. Principal</td>
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<td>Carroll</td>
<td>Robert</td>
<td>Blue</td>
<td>CTE</td>
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<td>Advance Law (10-12)</td>
<td>Careers in Law Enforcement (10-12)</td>
<td>PREP</td>
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<td>Cordaro</td>
<td>Anne</td>
<td>Silver</td>
<td>GYM</td>
<td>PE 9 / APE</td>
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<td>Gia</td>
<td>ADMIN</td>
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<td>School Psychologist</td>
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<td>Bibiana</td>
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<td>Fresh</td>
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<td>ENGLISH 9-12</td>
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<td>ED US HIST</td>
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Theory for Collaboration
Read: START WITH WHY
Learn: CHANGE OR DIE
Grow: INFLUENCER
Use: RESTORATIVE PRACTICES HANDBOOK

Read: THE STARFISH AND THE SPIDER
Learn: 13 REASONS WHY
Grow: MINDFULNESS FOR TEACHERS
• Fate of most programs
• We will be different
• Concepts from our growth
• Make them believe
WHAT

HOW

WHY
• School Culture Lacking

• Fate of Rialto High Students

• School To Prison Pipeline
BUY IN

Connection

Support

Shared Leadership

Value the Why

Trust
THE JOURNEY...

One Man’s Story

Digital Stories
BUY IN

• Culture of support
• Teacher support days
• Individual Help
• Assistance based on feedback
TEAM BUILDING

- New Staff Connections
- Activities in PD’s
More than ## stakeholders directly involved in implementation
STAFF VOICE

- Small Group
- Ideas Used
- Google Forms
- Multiple Input Opportunities
CHALLENGES AHEAD
BE THE CHANGE YOU WANT TO SEE IN THE WORLD!

-GHANDI-

• Tragedy

PBIS
Wellness Center
Restorative Practices
Meditation Garden
CIRCLES
REFRAMING FOR TRANSFORMATION
• Positive Language

• Change the Dialog

• 5 to 1 Ratio

• Influence interactions
Functions/Motivations for problem behavior in the classroom

- Attention seeking
- Avoidance
- Power

An observable behavior contains three main elements.

- The Antecedent
- The Behavior
- The Consequence

A.B.C.'s
<table>
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<th>Classroom Matrices</th>
<th>Lunch Area</th>
<th>Hallways/Quai</th>
<th>Office/Academie</th>
<th>After School</th>
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<td>Stay in class</td>
<td>Recycle</td>
<td>- Move with purpose.</td>
<td>- Use your phone only with permission</td>
<td>- Move quickly to your appropriate destination</td>
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<td>Respect</td>
<td>Educational purposes.</td>
<td>Trash your trash.</td>
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<td>School Wide Matrix</td>
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<td>Consistent Script</td>
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- Be drug and alcohol free.

- See something, say something.
COMMITMENT
• Island Philosophy
• Pathways to the island

PBIS AT RIALTO

- Incentives
- School Culture
- Intervention
- Staff Support
- Family Engagement
ACCOUNTABILITY

- PBIS Team Accountability
- Schoolwide Accountability
- Our Data System
Consistency

Clear Pathways

Opportunities for dialogue
When someone claps twice
80,000 Incentives Given

Reduced suspension rates

Positive School Culture
Suspension Data 1st Semester
Comparing 2016/17 to 2017/18

Suspension Rates Reduced
Alternatives to suspension developed
Restorative Practices
Testimonials
CA PBIS Coalition Silver Award In Second Year
Where are we now?

Tier I
- Implemented

Tier II system
- Developing formal

Integrated wellness center and meditation garden
- Electronic incentives

Electronic Referral
- 97% student participation
Why

How

What

Influence

Leaders

Culture

Change
WE GROW BECAUSE WE STRUGGLE, WE LEARN AND OVERCOME.

Robert C. Allen
Reflect