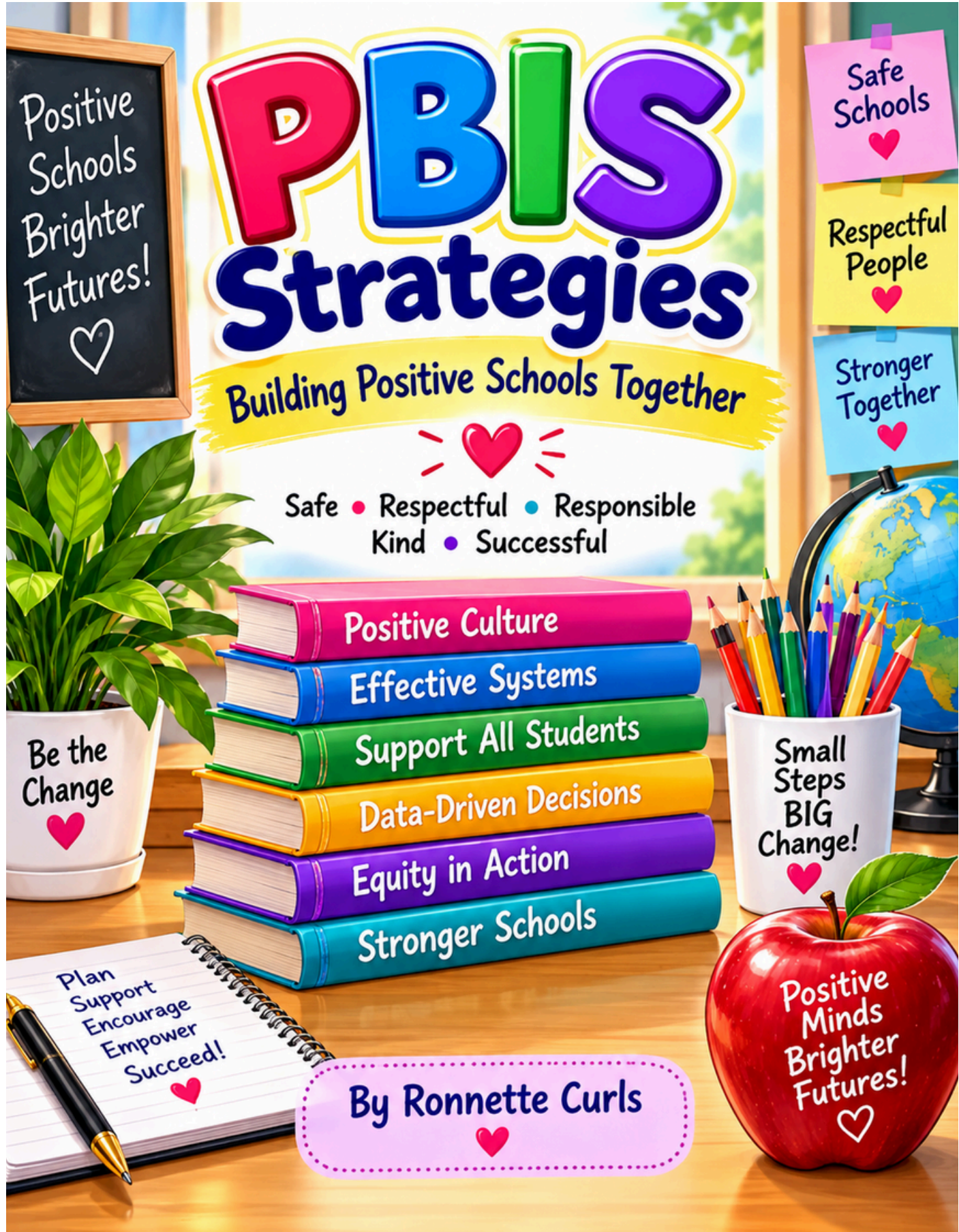




Positive
Schools
Brighter
Futures!



Safe
Schools



Respectful
People



Stronger
Together



PBIS Strategies

Building Positive Schools Together



Safe • Respectful • Responsible
Kind • Successful

Positive Culture

Effective Systems

Support All Students

Data-Driven Decisions

Equity in Action

Stronger Schools

Be the
Change



Small
Steps
BIG
Change!



Plan
Support
Encourage
Empower
Succeed!



By Ronnette Curls



Positive
Minds
Brighter
Futures!



PBIS Strategies:

Building Positive Schools Together

A proactive, evidence-based approach to support behavior, create inclusive learning environments, and help every student succeed.

Safe
Respectful
Responsible
Kind
Successful!

Positive
Students
Brighter
Futures!

Every
Student.
Every Day.
A Brighter
Tomorrow!

Targeted.
Focused.
Action!

- ✓ Individualized plans
- ✓ Additional support
- ✓ Data-driven decisions
- ✓ Family and community collaboration

Support
Before
Struggles
Grow!

Tier 3:

Intensive Individualized Support

Specialized interventions for students with significant behavioral needs using Functional Behavior Assessments (FBA) and Behavior Intervention Plans (BIP).

Tier 2:

Targeted Support

Small group interventions for students who need extra support, such as social skills training, check-in/check-out systems, and targeted lessons.

- ✓ Small group support
- ✓ Teach positive skills
- ✓ Monitor progress
- ✓ Prevent bigger issues

Strong
Foundations
for Success!

Tier 1:

Universal Prevention

School-wide expectations and positive school climate where expected behaviors are clearly taught, modeled, and reinforced for all students.

- ✓ Teach expectations
- ✓ Recognize and reinforce
- ✓ Create a positive climate
- ✓ Include all students

Core Implementation Strategies

Define & Teach Expectations



Clearly model and teach positive behaviors, such as "Raise Your Hand" and "Be Respectful."

Create a Positive School Climate



Build a safe, inclusive, and welcoming environment where all students feel they belong.

Use Positive Reinforcement



Recognize and celebrate positive behaviors using praise, incentives, and opportunities.

Monitor & Adjust with Data



Track behavior patterns and use data to refine supports and improve outcomes.

Support Today.

Stronger Students Tomorrow!



PBIS Three Tiers of Support

Positive Behavior Intervention and Support

A proactive, three-tiered approach to help all students succeed in school and in life!

Positive Choices Build Brighter Futures!

Support Encourage Guide Succeed

More Support with Each Tier!

Tier 3

Intensive Support for Individual Students

The third tier is the most intensive. It's for students who need individualized supports and services because of ongoing behavior concerns.

Examples:

- Individual behavior plans
- 1:1 support
- Counseling / mentoring
- Specialized services

Tier 2

Targeted Support for Struggling Students

Some students need extra support to build behavior skills and social skills. The school provides evidence-based interventions and instruction.

Examples:

- Small group instruction
- Social skills training
- Check-in / check-out
- Mentoring

Tier 1

Universal Schoolwide System for Everyone

All students learn basic behavior expectations, like respect and kindness. School staff recognize and praise students for good behavior.

Examples:

- School-wide rules
- Positive reinforcement
- Classroom and hallway routines
- Tokens, rewards and celebrations

PBIS Works!



Builds a positive school culture



Improves behavior and social skills



Increases academic success



Creates a safe and supportive learning environment



Helps every student feel valued and capable

Kind Behavior Leads to Big Dreams!



Same Goals • Same Expectations • Success for All!



SOAP4HOPEAND LITERACY

PBIS

IN U.S. SCHOOLS

What is PBIS?

Positive Behavioral Interventions and Supports (PBIS)

is an evidence-based, tiered framework that supports students' behavior, academics, social and emotional skills, and mental health. PBIS helps create positive, predictable, equitable, and safe learning environments where everyone thrives!

Safe
Supportive
Successful!

PBIS Helps Everyone Thrive!



Improves
Academic
Success



Builds
Social & Emotional
Skills



Creates a Positive
School Climate

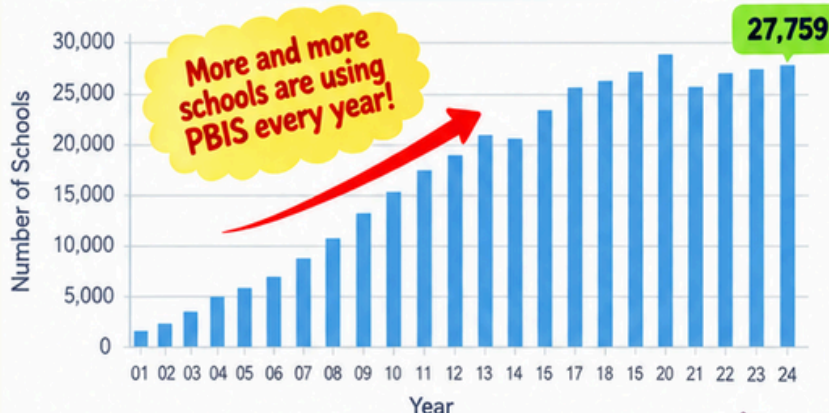


Supports
Mental Health
& Wellbeing



Helps All
Students
Thrive!

U.S. Schools Using PBIS



Schools Using PBIS:

- ✓ Use a continuum of evidence-based practices to support student needs.
- ✓ Engage students, families, and community members to create culturally responsive practices.
- ✓ Regularly check the effectiveness of their practices.
- ✓ Rely on teams to guide implementation.
- ✓ Use data to identify strengths, uncover needs, and monitor student progress.
- ✓ Implement universal screening.
- ✓ Develop content expertise through coaching and ongoing professional development.

Important to Know:

- PBIS is **NOT** a curriculum you purchase.
- It is **NOT** something you learn in a one-day training.
- It is an ongoing commitment to supporting students, educators, and families through systems change.

STRONG
SCHOOLS
BRIGHTER
FUTURES

When PBIS is implemented well...

- ✓ Students have better behavior, social, emotional, and academic outcomes.
- ✓ Schools reduce exclusionary discipline practices.
- ✓ Teachers and staff feel healthier and more supported.
- ✓ The overall school climate improves.

Same Goals • Support All Students • Stronger Schools • Brighter Tomorrows!

The Five Elements of PBIS

Working Together for Positive, Lasting Change! ♥

♥
Positive
People
Build
Brighter
Futures!
♥

Same
Students
Same
Goals
Brighter
Tomorrows!
♥

SYSTEMS

Build the foundation for success.

- Team structures
- Policies and procedures
- Training and coaching
- Ongoing support

DATA

Use information to make smart decisions.

- Collect and track data
- Identify strengths and needs
- Monitor progress
- Use data to improve

PRACTICES

Use evidence-based strategies that work.

- Teach expected behaviors
- Provide positive reinforcement
- Use consistent, research-based strategies
- Support all students

Students
Staff
Families
Communities

♥
Better Together!

OUTCOMES

Create positive results for students, staff and schools.

- Improved behavior
- Greater academic success
- Stronger social-emotional skills
- A positive school climate
- Healthier, more supported staff

EQUITY

Ensure fair access and opportunities for all students.

- Inclusive practices
- Culturally responsive supports
- Remove barriers
- Opportunities for every student to succeed



Safe Schools ♥ Supportive People ♥ Successful Students

Positive Behavior. Brighter Futures!



**Data
Drives
Better
Decisions!** ♥

PBIS Data

Use Data to Support All Students! ♥

**Collect
Learn
Plan
Improve
Together!** ♥

What is PBIS Data?

Your school or program generates a wide range of data about your students every day. Within the PBIS framework, teams use data to select, monitor, and evaluate outcomes, practices, and systems across all three tiers.

Data Helps Us...

- ✓ Understand student needs
- ✓ Identify strengths
- ✓ Monitor progress
- ✓ Make informed decisions
- ✓ Evaluate what is working
- ✓ Improve outcomes for all students



**Right Data
Right Support
Brighter
Futures!** ♥

Examples of PBIS Data



**Behavior
Referrals**
(office discipline
data)



**Attendance
and Tardies**



**Academic
Performance**



**Social-Emotional
Screenings**



**Student, Staff
and Family
Surveys**



**School Climate
and Safety
Data**



Guiding Question

As you think about the data available to you, ask yourself:

**What information do we need
to make effective decisions
about our PBIS implementation
and outcomes?** ♥

Use Data Across All Three Tiers

- 1** Monitor schoolwide trends (Tier 1).
- 2** Identify students who need additional support (Tier 2).
- 3** Evaluate intensive support plans (Tier 3).



*Data Today...
Stronger Support Tomorrow!* ♥



Data • Collaboration • Positive Change • All Students Thrive!



Students
Families
Educators
Communities

Stronger
Together! ♥

PBIS Outcomes

Positive Supports. Brighter Futures! ♥

When
We Work
Together
Everyone
Thrives!
♥

What are PBIS Outcomes?

The ultimate goal of PBIS data, systems, and practices is to improve outcomes. Families, students, and educators set goals and work together to achieve them. Outcomes may include behavioral, social, emotional, and academic growth; a positive school climate; or fewer office discipline referrals.

PBIS Outcomes Lead to...

- ✓ Improved student behavior
- ✓ Greater academic success
- ✓ Stronger social-emotional skills
- ✓ A positive and inclusive school climate
- ✓ Fewer office discipline referrals
- ✓ Healthier, more supported students and staff



Positive
Results
for a
Brighter
Tomorrow!
♥

Examples of PBIS Outcomes



Improved Behavior

More positive choices and fewer discipline referrals.



Academic Success

Increased engagement and achievement for all students.



Social-Emotional Growth

Stronger self-regulation, relationships, and problem-solving skills.



Positive School Climate

Safer, kinder, more inclusive schools where everyone feels they belong.



Support for Staff & Families

Healthier, happier, and more connected school communities.



Success for All

Students, families, and staff thrive together!



Guiding Question

What is important to each of our communities?
♥

Let's Set Goals Together!

- ✓ List the outcomes we want to achieve.
- ✓ Involve students, families, and staff.
- ✓ Use data to monitor progress.
- ✓ Celebrate success!

Same
Goals
Brighter
Futures!
♥

♥ Respect ♥ Kindness ♥ Inclusion ♥ Safety ♥ Success

PBIS Works! ♥

Different
Backgrounds
Different
Strengths
Brighter
Futures! ❤️

PBIS Equity

All Students. All Voices. All Belong. ❤️

equity
Creates
Stronger
Schools!
❤️

What is PBIS Equity?

When PBIS is implemented with fidelity, it fits seamlessly within your local context, regardless of the type of school. A focus on equity means creating a sense of connectedness and belonging, working with students, families, and community members, and ensuring high expectations and support for **every student**.

Equity Means Everyone Belongs! ❤️

Why Equity Matters in PBIS

- ✓ Builds connectedness and belonging
- ✓ Centers the voices of students, families, and the community
- ✓ Promotes high expectations for all students
- ✓ Supports and values educators
- ✓ Adapts practices to meet individual needs
- ✓ Uses disaggregated data to ensure equitable outcomes for all

Inclusion
Belonging
Opportunity
for All!
❤️

How We Promote Equity in PBIS



Partner Together

Work with students, families, and community members to set goals and make decisions.



Create Belonging

Ensure all students feel safe, valued, respected, and included.



Set High Expectations

Believe in the potential of every student and provide the right supports.



Adapt & Support

Adjust practices to meet individual needs and support educators in implementation.



Use Data for Fairness

Look at data by student group to identify and remove barriers so everyone can succeed.

FAIR
SUPPORT
OPPORTUNITY
SUCCESS
FOR ALL! ❤️

Guiding Question

How can we enhance the experiences and outcomes of each educator and student? ❤️

Stronger Together
Brighter Futures!
❤️

Respect ❤️ Inclusion ❤️ Equity ❤️ Kindness ❤️ Success

PBIS
Works!
❤️

Tiered PBIS Framework

One Framework. All Students. Brighter Futures! ❤️

Safe
Kind
Respectful
Inclusive
Successful
❤️

Educators and practitioners provide a continuum of academic, behavioral, social, and emotional support matched to students' needs. We describe this continuum across three tiers of support.

Foundational Systems Across All Three Tiers

These key elements support successful PBIS implementation:



A **shared vision** for a positive school social culture.



A representative **leadership team** that meets regularly and shares expertise in coaching, social, emotional, behavioral, academic, equity, mental health, physical health, wellness, and trauma.



Families are actively engaged.



A supportive and involved **school administration**.



On-going access to **professional development** for preparing all staff to implement each tier of PBIS.



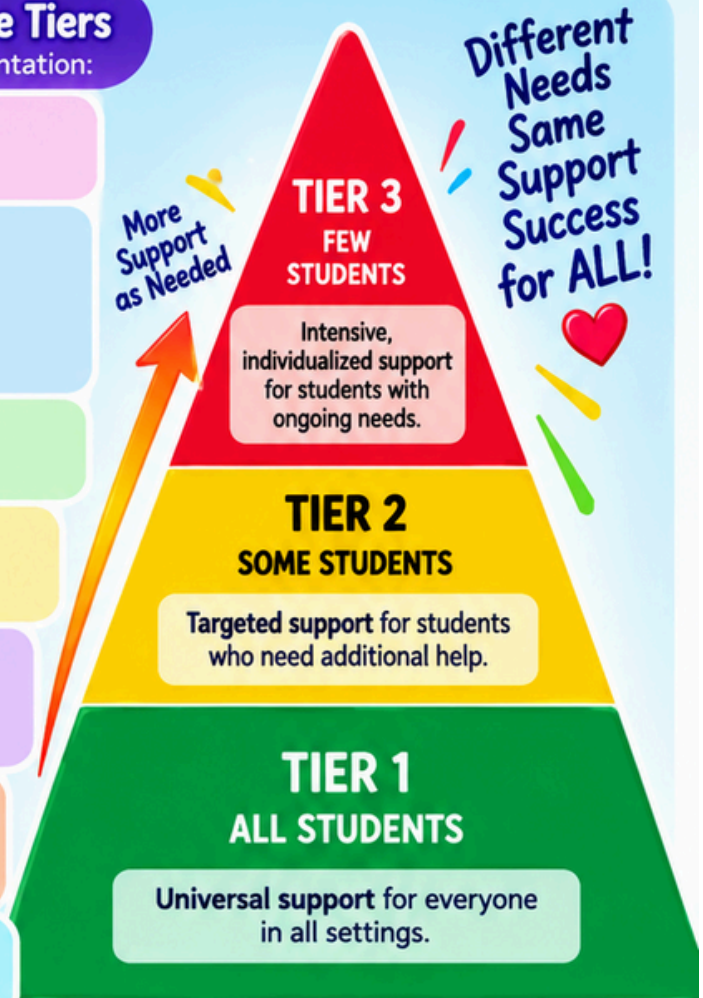
Systematic **collection of screening, progress-monitoring, outcome, and fidelity data**.



Ongoing use of **data for decision making**.



Disaggregating data to **examine equity** among student subgroups.



**Stronger Systems.
Brighter People. Better Schools!** ❤️

SOAP4HOPEAND LITERACY

POSITIVE SCHOOLS

STRONGER STUDENTS

BRIGHTER FUTURES

Same
Goal...
Support
Every
Student!

PBIS Recap

Three Tiers. One Stronger School Community! ♥

Positive
Supports
Brighter
Futures!

Tier 1

Universal, Primary Prevention
(All)



ALL STUDENTS
(about 80% or more)

Tier 1 systems, data, and practices support **everyone** – students, educators, and staff – across all school settings. They establish a foundation for positive and proactive support. Tier 1 support is robust, differentiated, and enables most students to experience success.

Tier 1 Practices Include:

- ✓ Collaborating with students, families, and educators to define positive school/program-wide expectations and prioritize appropriate social, emotional, and behavioral skills
- ✓ Aligning classroom expectations with school/program-wide expectations
- ✓ Explicitly teaching expectations and skills to set all students up for success
- ✓ Encouraging and acknowledging expected behavior
- ✓ Preventing and responding to unwanted behavior in a respectful, instructional manner
- ✓ Fostering school/program-family partnerships



**Strong Foundations
Help Everyone Grow!**

Tier 2

Targeted, Secondary Prevention
(Some)



SOME STUDENTS
(about 10–15%)

In addition to your Tier 1 foundation, students receiving Tier 2 supports get an added layer of systems, data, and practices targeting their specific needs. The support you provide at Tier 2 is more focused than at Tier 1 and less intensive than at Tier 3.

Tier 2 Practices Include:

- ✓ Providing additional instruction and practice for behavioral, social, emotional, and academic skills
- ✓ Increasing adult support and supervision
- ✓ Providing additional opportunities for positive reinforcement
- ✓ Increasing prompts or reminders
- ✓ Increasing access to academic supports
- ✓ Increasing school-family communication



**Extra Support
Helps Students
Stay on Track!**

Tier 3

Intensive and Individualized,
Tertiary Prevention (Few)



FEW STUDENTS
(about 1–5%)

At most schools and programs, there are a small number of students for whom Tier 1 and Tier 2 supports have not been sufficient to experience success. At Tier 3, students receive more intensive, individualized support to improve their outcomes. Tier 3 supports are available to any student with intensive need, whether they receive special education services or not.

Tier 3 Practices Include:

- ✓ Engaging students, educators, and families in functional behavioral assessments and intervention planning
- ✓ Coordinating support through wraparound and person-centered planning
- ✓ Implementing individualized, comprehensive, and function-based support



**Individualized Support
Helps Every Student
Reach Their Potential!**

Safe Schools ♥ Supportive People ♥ Successful Students!

**BELONG
ACHIEVE
THRIVE**



Advantages of Using Rewards in the Classroom

Small Rewards. Big Impact! ♥

Motivated Students
Brighter Futures!



Whether we like it or not, humans need motivation. As we mature, most of us become intrinsically motivated. This means we can motivate ourselves based on an internal desire to do something, such as reading because you genuinely enjoy it and not just because you're told to. This is a tough concept for kids and even some adults. So you can see why there would be advantages to using rewards in the classroom to motivate students in the short term, with the goal of eventually phasing the system out as students learn to find satisfaction in their achievements. ♥



When Should You Consider a Classroom Reward System?

Consider implementing a reward system for students if you're struggling with any of the following classroom challenges:

- ✓ Failing grades
- ✓ Incomplete assignments or homework
- ✓ Low student motivation and interest
- ✓ Chronic behavior problems
- ✓ Refusal to do work
- ✓ Poor attention and focus
- ✓ Students not getting along with one another



Positive Choices
Happier Classrooms!



Implementing a reward system on the first day of school can help you and your class start the school year right. Although it's not a magic potion, a reward system in the classroom can alleviate the challenges listed above. A few advantages of a whole-class reward system include:

Key Advantages of Classroom Rewards



Better Grades

Rewards increase student motivation to complete assignments and participate in class. And, of course, when teachers reward students for a job well done, students are more likely to repeat the behavior. All of this can lead to better academic performance.



Better Behavior

Reward-based systems like PBIS help encourage positive behavior. Research shows that positive reinforcement is more effective than punishment at reducing undesirable behaviors. This makes it especially important for teachers to find alternatives for encouraging positive behavior.



Helping Students with Special Needs

A class reward system can benefit students with special needs. Students with autism often benefit from clear guidelines. Children with ADHD may be more successful when they are rewarded for positive behaviors and effort.



Happier Students (and Parents and Caregivers)

Kids who are constantly nagged, fussed at, and punished do not enjoy coming to school. Their parents will also begin to dread sending them, as they'll receive more negative phone calls and notes. A reward system won't get rid of all problems, but it can reduce referrals, conferences, and phone calls significantly.

Positive Motivation
Creates Brighter Tomorrows! ♥



Today
A Kinder
Brighter
Stronger
Classroom!



Good Choices
Big Results!



Setting Up a Classroom Reward System

Simple Steps. Meaningful Change!

Positive Students
Positive Classrooms
Brighter Futures!

1 Choose Your Classroom Point System

Start by choosing a point system that you can personalize for your own classroom.

Token-Based Systems



- Individual goals are set ahead of time and students earn tangible rewards like stickers, points, or classroom dollars for meeting these goals.

Table Points



- Each table or group earns points collectively while competing against other groups.

Class Points



- The whole class earns points together.

Many teachers use a mix of the three, offering individual, group, and whole-class rewards so that all students can be successful.



2 Set Goals



What do you want your students to achieve?
What behaviors do you want them to repeat?
Make a chart and display it for students.

Be clear and positive. For example, instead of saying "No talking in class," write, "Quiet and focused during lesson time." Remember, too many rules can confuse and overwhelm students. Stick to the important behaviors and attitudes you want to reinforce.

3 Decide on Rewards

Keep your reward system simple. If it becomes too tiresome or a chore, you'll be tempted to abandon it. Here are some free (or cheap) rewards you can use:

Treasure Box



Pencils, stickers, candy, tattoos, or other small prizes.

Reward Cards



Computer time, lunch with the teacher, swap seats with a friend.

Class "Bucks"



Can be saved to buy a prize from a classroom store.

Reward cards are a great option because they're free and easy to customize!

4 Classroom Reward System Ideas

Some of my students' favorite passes over the years include:

- ✓ No homework
- ✓ 15 minutes of computer time
- ✓ Bring a snack to class
- ✓ Lunch with the teacher
- ✓ Help teach the class
- ✓ Show and tell (bring a toy to class)
- ✓ Swap seats with a friend
- ✓ Take home a class game
- ✓ Sit at the teacher's desk
- ✓ Extra recess time

Happy Students
Make Happy Classrooms!



5 Final Thoughts to Consider

- ✓ Be clear with students. They need to know exactly how the reward system works for it to be effective.
- ✓ Give the rewards liberally, especially in the beginning, when you catch their 'good behavior.'
- ✓ Be flexible and adjust based on what works for your students.
- ✓ Remember, the goal is to build intrinsic motivation over time!

Today
A Kinder, Brighter,
Stronger Classroom!



Positive Systems ♥ Positive Behaviors ♥ Successful Students!

Listen
Adjust
Encourage
Keep It Fun!



Tips to Make Your Reward System Work Even Better!

Happy
Students
Brighter
Tomorrows!



1 Give Feedback with Rewards

I know it's time consuming, but taking a minute to talk with each student about what they did well and what they can improve is part of what makes a classroom reward system work well.



- ✓ Be specific about what they did well.
- ✓ Offer one kind suggestion for improvement.
- ✓ Use positive, encouraging language.
- ✓ Celebrate their effort and progress!

2 Ask for Their Opinions

Ask your students what rewards they like. Which ones do they find pointless? Keep your system fresh by incorporating their ideas.



- ✓ Survey your students or have a class discussion.
- ✓ Let them suggest new reward ideas.
- ✓ Remove or change rewards that aren't motivating.
- ✓ Involve students in choosing class goals and prizes.
- ✓ A system that includes their voices will be more meaningful and successful!

3 Reduce Gradually

You can raise the percentage needed over time or make earning rewards more difficult if you want to slowly phase out rewards. Just make sure you communicate these changes.



- ✓ Let students know when changes will happen.
- ✓ Explain the reason for the changes.
- ✓ Increase expectations little by little.
- ✓ Focus on building internal motivation.
- ✓ Continue to celebrate effort and growth!

Small
Changes
Lead to
Big Growth!

4 Make It Your Own

What works for one teacher may be a total flop for another. The key to any great classroom reward system is that you make it your own. Try things, find what works for you, and share with others. Your students will thank you for it.



- ✓ Be flexible and creative.
- ✓ Try different strategies.
- ✓ Keep what works and adjust what doesn't.
- ✓ Share ideas with other teachers.
- ✓ Most importantly, enjoy the process!



Happy Classrooms
Happier Students!

SOAP4HOPEAND LITERACY

Positive
Motivation
Creates
Brighter
Futures!

