Successful Implementation of PBIS in an Alternative School

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MURRAY COUNTY SCHOOLS

Committed to Student Success, No Exceptions, No Excuses
2008-2009
Year 1: PBIS Pilot

- Murray began with five schools
  - Coker Elementary
  - Mountain Creek Academy
  - Gladden Middle
  - Bagley Middle
  - Ninth Grade Academy (Murray County High School)
PBIS was adopted system wide:
- 2 High Schools
- 2 Middle Schools
- 6 Elementary Schools
- 1 Alternative School
2011-2012 (Year 4)

- **Four Emergent PBIS Schools**
  - Murray County High School
  - North Murray High School
  - Mountain Creek Academy
  - Gladden Middle School

- **Seven Operational PBIS Schools**
  - Bagley Middle Schools
  - Chatsworth Elementary School
  - Coker Elementary School
  - Eton Elementary School
  - Northwest Elementary School
  - Spring Place Elementary School
  - Woodlawn Elementary School
2012-2013 & 2013-2014 (Year 5 & 6)

- Eleven Operational PBIS Schools-District Wide
  - Bagley Middle Schools
  - Chatsworth Elementary School
  - Coker Elementary School
  - Eton Elementary School
  - Gladden Middle School
  - Mountain Creek Academy
  - Murray County High School
  - North Murray High School
  - Northwest Elementary School
  - Spring Place Elementary School
  - Woodlawn Elementary School
What have we gained?
# Behavioral Improvement and Increased Time in Class

<table>
<thead>
<tr>
<th>Referrals</th>
<th>Student Time Regained (days)</th>
<th>Admin Time Regained (days)</th>
</tr>
</thead>
<tbody>
<tr>
<td>505</td>
<td>-13</td>
<td>8</td>
</tr>
<tr>
<td>304</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>72</td>
<td>27</td>
<td>18</td>
</tr>
</tbody>
</table>

**Legend:**
- **Orange:** 2012-2013
- **Green:** 2011-2012
- **Yellow:** 2013-2014
Academic Gains - MCA

Percentage of Students Meeting or Exceeding

<table>
<thead>
<tr>
<th>Year</th>
<th>CRCT-Math</th>
<th>CRCT-ELA</th>
<th>GHSGT-Math</th>
<th>GHSGT-ELA</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010-2011</td>
<td>4.00%</td>
<td>41.00%</td>
<td>60%</td>
<td>40%</td>
</tr>
<tr>
<td>2011-2012</td>
<td>13.00%</td>
<td>70.00%</td>
<td>14%</td>
<td>8%</td>
</tr>
<tr>
<td>2012-2013</td>
<td>23.00%</td>
<td>73.00%</td>
<td>0.00%</td>
<td>67.00%</td>
</tr>
<tr>
<td>2013-2014</td>
<td>35.00%</td>
<td>65.00%</td>
<td>0.00%</td>
<td>67.00%</td>
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</tbody>
</table>
## Academic Gains - MCA

### Average EOCT Test Scores

<table>
<thead>
<tr>
<th></th>
<th>9th Lit</th>
<th>Am Lit</th>
<th>Cord Alg</th>
<th>Math 1</th>
<th>Math 2</th>
<th>Bio</th>
<th>Phy Sc</th>
<th>US Hist</th>
<th>Econ</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011-2012</td>
<td>66</td>
<td>66</td>
<td>0</td>
<td>61</td>
<td>63</td>
<td>56</td>
<td>55</td>
<td>56</td>
<td>57</td>
</tr>
<tr>
<td>2012-2013</td>
<td>71</td>
<td>69</td>
<td>56</td>
<td>61</td>
<td>66</td>
<td>61</td>
<td>66</td>
<td>57</td>
<td>66</td>
</tr>
<tr>
<td>2013-2014</td>
<td>67</td>
<td>71.5</td>
<td>58</td>
<td>0</td>
<td>61</td>
<td>70</td>
<td>64</td>
<td>63</td>
<td>66.25</td>
</tr>
</tbody>
</table>

*Axis Title: Average EOCT Test Scores*
Philosophy
“People don't care how much you know until they know how much you care” Theodore Roosevelt
Make the student an audience and they will push you over the edge.
PBIS Rewards

- When your school does not have money to buy items you have to become creative.

- **Hat Day**
  Entitles the student to wear a hat

- **QUIZ PASS**
  Entitles the student to one free quiz grade
<table>
<thead>
<tr>
<th>Reward Description</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>&quot;Goofy Treasure Box&quot; Pass</td>
<td>1</td>
</tr>
<tr>
<td>Water Fountain Pass</td>
<td>2</td>
</tr>
<tr>
<td>Paper</td>
<td>2</td>
</tr>
<tr>
<td>Pencil</td>
<td>2</td>
</tr>
<tr>
<td>Office Entrance Pass</td>
<td>5</td>
</tr>
<tr>
<td>Vending Machine Pass</td>
<td>5</td>
</tr>
<tr>
<td>&quot;Regular Coke&quot; Pass</td>
<td>15</td>
</tr>
<tr>
<td>&quot;Get out of Silent Lunch&quot; Pass</td>
<td>20</td>
</tr>
<tr>
<td>&quot;Get out of Break Loss&quot; Pass</td>
<td>20</td>
</tr>
<tr>
<td>Free Hat Day</td>
<td>50</td>
</tr>
<tr>
<td>Odyssey Quiz Pass</td>
<td>50</td>
</tr>
<tr>
<td>Café Booth with a friend Pass</td>
<td>50</td>
</tr>
<tr>
<td>MCA T-Shirt</td>
<td>100</td>
</tr>
<tr>
<td>Odyssey Test Pass</td>
<td>100</td>
</tr>
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</table>
PBIS Rewards

- We provide immediate feedback to the student when they display positive behavior.
- Students are taught the expectations of the classroom, hallway and café.
Applications within the School
“There are no bad boys [or girls]. There is only bad environment, bad training, bad example, bad thinking.”

— FATHER EDWARD J. FLANAGAN, FOUNDER OF BOYS TOWN
Boys Town Skills

• Blended approaches for preventing and dealing with difficult behaviors.
• Individualized Approaches for Targeting specific behaviors and skills
• Proactive Social Skills Teaching that is integrated with all systems to enhance linkages and sustainability

Boys Town Skills

- Following Instructions
- Accepting “No” as an answer
- Getting the Teacher’s attention
- Making an Apology
- Disagreeing Appropriately
FOLLOWING INSTRUCTIONS

1. Look at the person
2. Say “Okay”
3. Do what you have been asked right away.
4. Check back.
1. Look at the person
2. Say “Okay.”
ACCEPTING “NO” FOR AN ANSWER

1. Look at the person
2. Say “Okay.”
4. If you disagree, ask later.
GREETING OTHERS

1. Look at the person
2. Use a pleasant voice.
3. Say “Hi” or “Hello.”
GETTING THE TEACHER’S ATTENTION

1. Look at the teacher.
2. Raise your hand and stay calm.
3. Wait until the teacher says your name.
4. Ask your question.
DISAGREEING APPROPRIATELY

1. Look at the person.
2. Use a pleasant voice.
3. Tell why you feel differently.
4. Give a reason.
5. Listen to the other person.
Student 1 – working at a local fast food establishment, he asked to be off for the weekend. The manager stated he could not because they would be short handed. Dillon calmly said okay and went back to work. Later an employee asked to work and the manager told Dillon he could be off because he was calm and did not get upset over not being able to get off for the weekend. He came to school on Monday telling me the Boys Town Skills really do work.
Student 2 – after transitioning back to his home school, he was asked (across the room) by his teacher to sit down. He complied to the teacher’s request, but later asked the teacher in future is she would mind to not make him an audience because at Mountain Creek they do not make you the audience.
Success!!

Office Referrals

<table>
<thead>
<tr>
<th>Year</th>
<th>Series 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>396</td>
</tr>
<tr>
<td>2013</td>
<td>36</td>
</tr>
<tr>
<td>2014</td>
<td>19</td>
</tr>
</tbody>
</table>
Increase in Graduation Rate

Graduation rate

2010-2011 13.50%
2011-2012 14.29%
2012-2013 14.60%
2013-2014 33.70%
Success!!

• Highest Graduation rate for alternative education in North Georgia
• Bravo Category with United Armed Forces
• Level II school with College Board
• 2014 Georgia Highest Progress School Award
Questions?

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