Welcome! Please Sign In

https://forms.gle/P6T5Dj6s4hjHxxNC9

Or, use this QR Code

PBIS Tier 1, Day 2B Training
December 6, 2021

Acknowledgement Systems

https://www.ycoe.org/pbis

WELCOME
Who is in the room today?

Patwin Elementary

Plainfield
Small School with Big Expectations
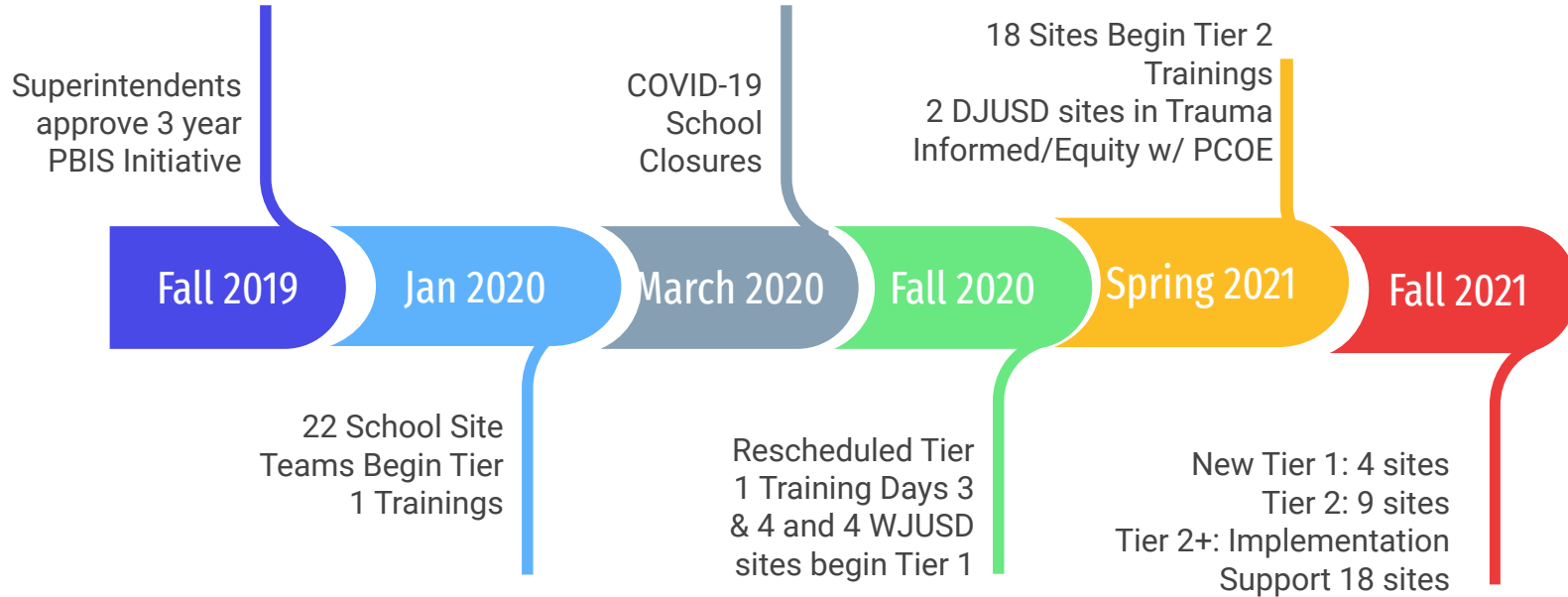
Virtual Academy

Beamer Park
Preparing and empowering all students for a future of endless possibilities

Yolo County PBIS Timeline

Superintendents approve 3 year PBIS Initiative

COVID-19 School Closures

18 Sites Begin Tier 2 Trainings
2 DJUSD sites in Trauma Informed/Equity w/ PCOE

Fall 2019   **Jan 2020**   **March 2020**   **Fall 2020**   **Spring 2021**   **Fall 2021**

22 School Site Teams Begin Tier 1 Trainings

Rescheduled Tier 1 Training Days 3 & 4 and 4 WJUSD sites begin Tier 1

New Tier 1: 4 sites
Tier 2: 9 sites
Tier 2+: Implementation Support 18 sites

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Garth Lewis, *Yolo County Superintendent of Schools*

Micah Studer
Assistant Superintendent,
Equity & Support Services

Deborah Bruns
Director, Teaching & Learning

Unfilled
MTSS Program Specialist

Andrea Barajas
Administrative Secretary, C&I

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Differentiation Specialist

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Director Student Support
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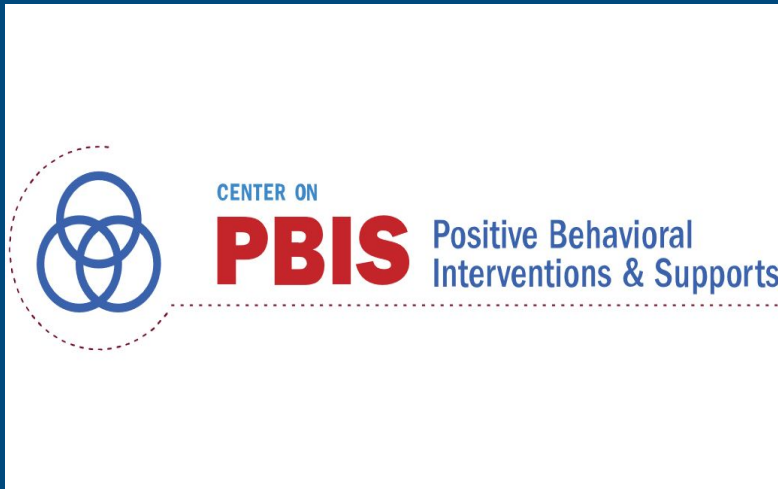maalfaro@placercoe.org

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Acknowledgments

Center on PBIS
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Co-Directors:
- Heather George, University of South Florida
- Tim Lewis, University of Missouri
- Kent McIntosh, University of Oregon
- Brandi Simonsen, University of Connecticut

Senior Advisors:
- Robert Horner, University of Oregon
- George Sugai, University of Connecticut

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Acknowledgements

California PBIS Coalition
www.pbisca.org

Midwest PBIS Network

Northwest PBIS

Nevada PBISTA Center

Group Agreements

Respectful	• Start and end on time. • Listen actively (and without distractions). • Mute yourself when not speaking.
Responsible	• Your participation will result in systems and practices that will benefit all students. • Participate in live or virtual discussions and activities. • Practice self care. • Give your full attention.
Committed	• Expect to begin tasks that will need to be finished later. • Expect committed trainers that will provide feedback and encouragement, listen and meet you where you are.

Tier 1 Training Sequence

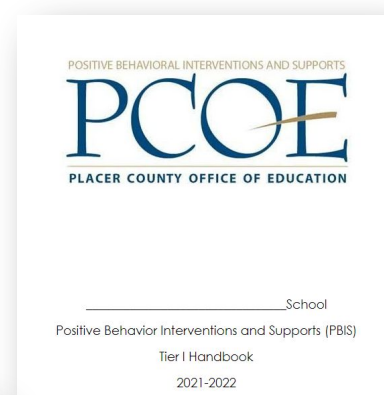| ☐	Day	Content
	1	Overview, Team Development, Behavioral Expectations
☐	2	Lesson Plans, Posters, Acknowledgement System
	3	Function of Behavior, Responding to Problem Behavior, Consequence Systems
	4	PBIS and the Classroom, Kickoff,
	SWIS	School-Wide Information System

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Training Objectives

Teams will:

- Develop a Teaching Expectations Plan

- Develop Expectations Posters

- Develop Lesson Plans and a schedule for teaching them

- **Develop a Feedback and Acknowledgement System**
    - **Acknowledgement Ticket**
    - **Menu of Reinforcers**

- **Develop a Staff Recognition System**

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Action Plan and Team Handbook

- The Tier 1 Action Plan continues to guide your work.
- Continue to document your work in your Team Handbook.
- Be sure that you are working from your team's Action Plan and Handbook.

Feedback and Acknowledgement System

TFI Items related to this section:

- **1.9 Feedback and Acknowledgement:** A formal system (i.e., written set of procedures for specific behavior feedback that is [a] linked to school-wide expectations and [b] used across settings and used by at least 90% of a sample of staff and received by at least 50% of a sample of students.

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Feedback and Acknowledgement System

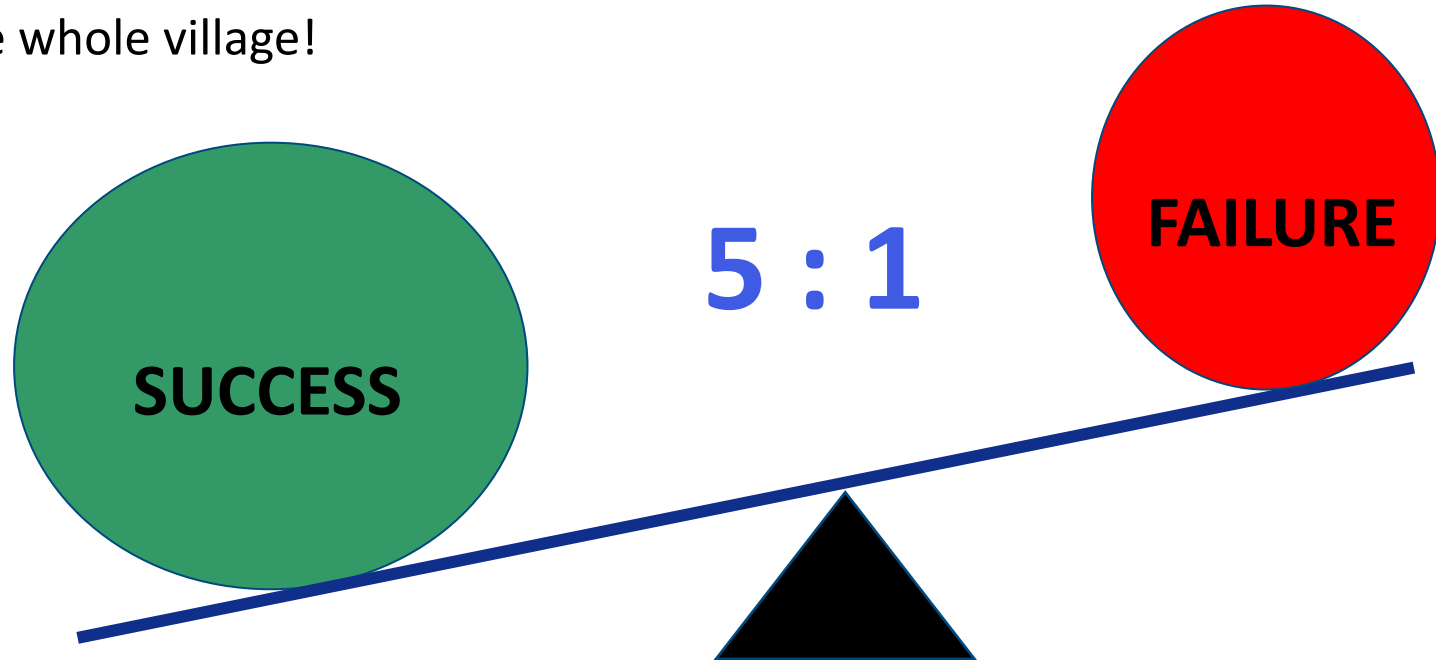## What do you already have in place at your site?

School wide system across settings?

Specifically linked to school wide expectations?

Used by 90% of staff?

Received by at least 50% of students?

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Acknowledging Positive Behavior

What families, teachers, peers, and others do to increase student success –the whole village!

5 : 1

SUCCESS

FAILURE

5:1 Ratio…It's Not Just for Kids

This was asynchronous assignment - may want
to share the video with your staff

https://www.youtube.com/watch?v=Xw9SE315GtA

Being Trauma-Informed

Why it is important to have positive feedback and acknowledgement systems.

Source: Teaching With Poverty In Mind – Eric Jensen

Environment may be more chaotic or unstable

Disproportionally exposed to adverse environment
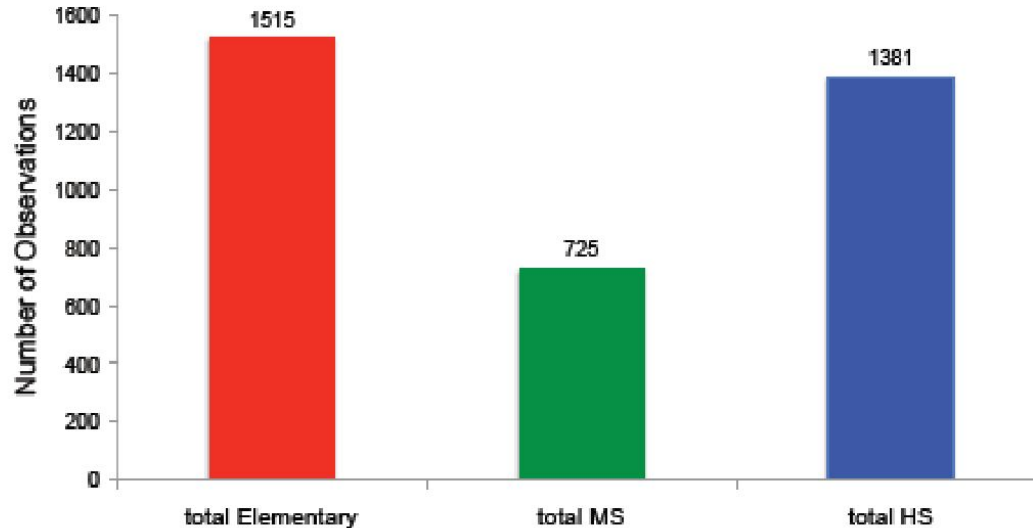
Common mental health issues (depression, dependency, etc.)

May lack caring dependable adult in their life

Higher sense of alienation

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General Education Settings

Feedback

ELEMENTARY
60 min x .09/min = 5.4 praise/hour; 1 every 11 minutes

MS
60 min x .04/min = 2.4 praise/hour; 1 every 25 minutes

Ratios: 1.8 : 1   .8 : 1   .6 : 1

©Scott, 2013
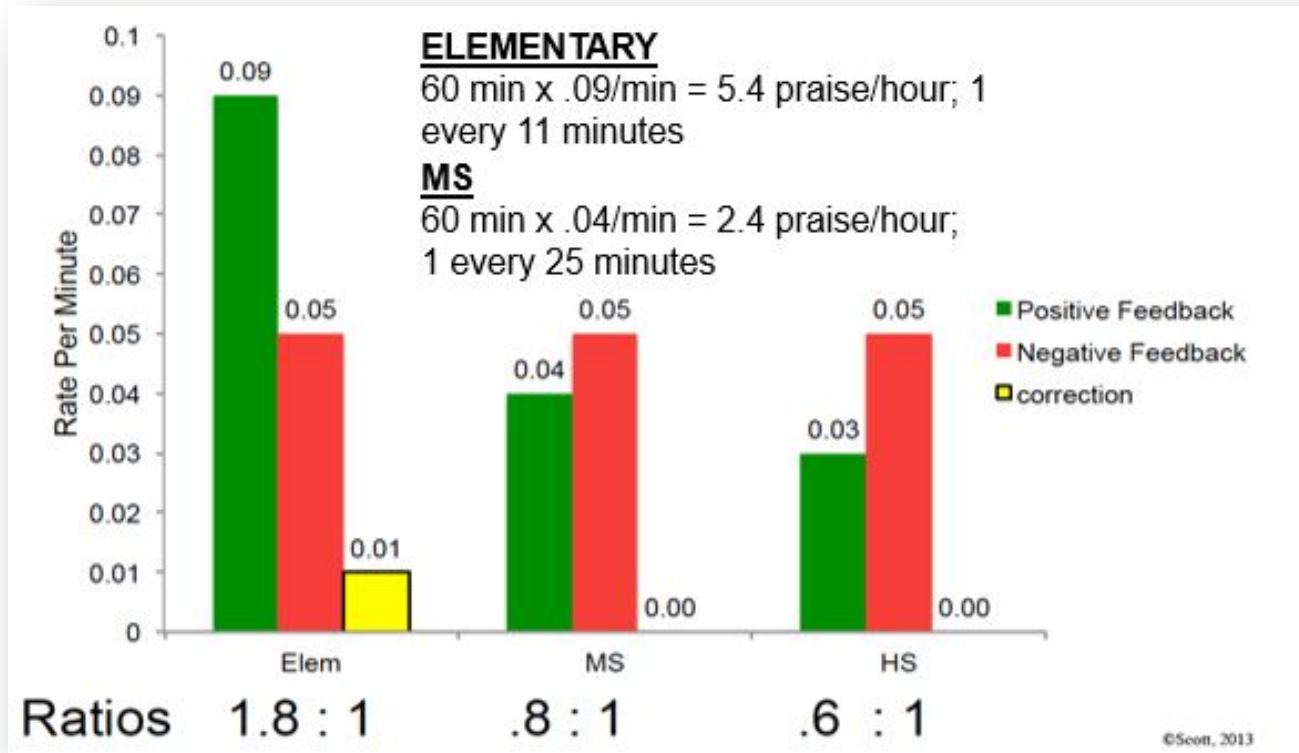
Adults May Need 5:1 Strategies

Teacher_____		Rater_____		Date_____	
Instructional Activity				Time Start_____ Time End _____	
Tally each Positive Student Contacts		Total #	Tally each Negative Student Contacts		Total #
Ratio^3 of Positives to Negatives: _____ to 1					

- Paperclips or Pennies in your Pocket
- Wristbands on your arm

Pennies in Your Pocket

Acknowledgement Teaching Tip:

First week, each day:
    5 pennies in your pocket.

Second week, each day:
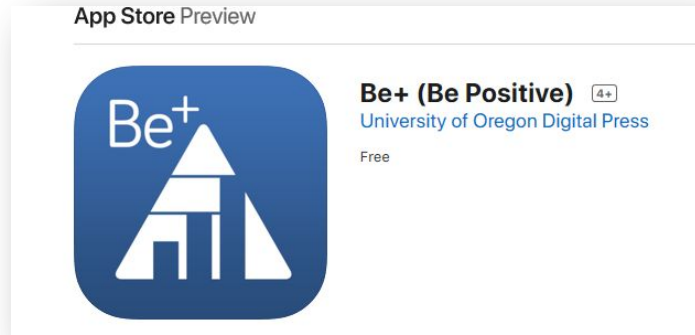   10 pennies in your pocket.

Third week, each day:
    5 pennies in your pocket.

There's an App for That! B+ (Be Positive)

https://www.pbis.org/announcements/track-positive-reinforcement-with-our-be-app OR just type "B+ (Be Positive)" into your favorite app store

App Store Preview

Be+ (Be Positive) 4+
University of Oregon Digital Press
Free

Another app (not free) used by some of the schools in WJUSD: PBIS Rewards, https://www.pbisrewards.com/

PBIS Rewards.

- Center on PBIS, and PBISApps
- **Free!**
- Set up reminders for specific behaviors
- Create alarms on scheduled days and times
- Count the number of times something happens
- Track your progress

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Feedback and Acknowledgement System

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Frequently Asked Questions:

Shouldn't students be expected follow rules and expectations without being rewarded?

or Practice

Frequently Asked Questions:

"Why should I acknowledge students for something they should be doing anyway?"

How do rewards shape *our* behavior?

	What "should" you be doing?	How do you get reinforced for this?
Driving		
Work		
Credit card		

Dr. Robert Horner on Acknowledgements

https://www.youtube.com/watch?v=0Sxo7gt2eNk

It's About the Conversation

Tell the student what specific positive behavior they were doing and what rule it is tied to.

"You just earned an acknowledgment ticket, Luke. You were being **Respectful** when you **waited your turn to speak**."

Behavior Specific Acknowledgements

As you watch, consider:
1- Why did Mohammad not understand what Mr. Lutz was looking for?
2 – What could Mr. Lutz have done better at the end of the scene to increase the effectiveness of his feedback?

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Behavior Specific Praise in High Schools

https://www.youtube.com/watch?v=oCnZu8sqWhA

Google Activity Slides

Positive Feedback Practice

Be sure to use student name, acknowledge specific behavior, and link back to school-wide expectation.

School Wide Rules	Student Name	Behavior You Observed
Be Safe, Be Respectful, Be Responsible	Kim	Walking safely in the hallway
Be Responsible, Be Resourceful, and Be Respectful	Jose	Helping a friend clean up materials after the science fair
Responsibility, Ready to Learn, and Respect Others	Kerri	Using kinds words in the cafeteria
ROARS: Respect Others, Act Responsibly and Safely	Samuel	Remembering to return his fieldtrip permission form after forgetting it the past two times
Be Safe, Be Respectful, Be Responsible	Kim	Asks a peer to join the group in the cafeteria
ROARS: Respect Others, Act Responsibly and Safely	Mike	Picks up litter while walking in the hallway

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Acknowledgement Systems

Why?	
To **reinforce** school rules, behavioral expectations, and positive behavior	To **prompt** busy adults to remember to reinforce positive behavior

Why?	
To **increase** positive interactions between and with staff and students	To **promote** a more positive school environment

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Acknowledgement Systems

Accessible to ALL students	Beginning of the Year Emphasis	Ticket/ Token	Variety of Incentives
Make sure all students are able to be acknowledged	Use the acknowledge-ment system to reinforce the teaching	Develop ticket or token system that is easy for staff and students to use	• Time • Items • Group Reward • Activity • Link to celebrations

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Teach Acknowledgement Systems

Who

- Teach all students
- Teach all staff
- Teach all families

When

- Beginning of year
- After breaks
- When data indicates

What/How

- How to deliver
- What incentives are available

Where

- Where to turn in tickets
- Where to locate additional tickets for staff
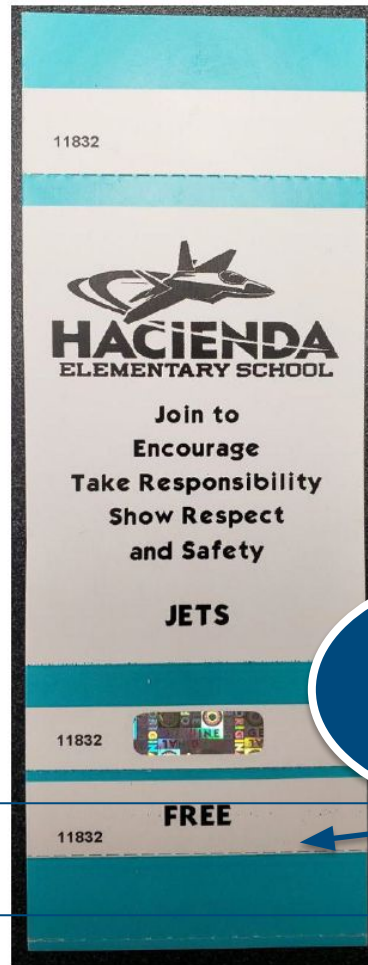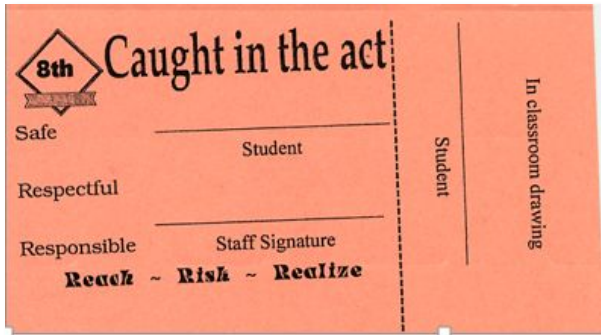
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Developing an Acknowledgement Ticket

- Consistent with school-wide rules
- Easy for staff to use
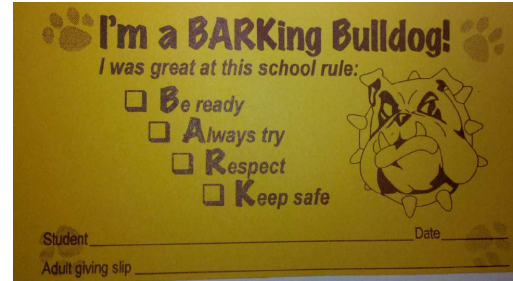- Limit writing…quick & easy!
- Make it catchy

Developing an Acknowledgement Ticket

- ALL staff should use tickets
- ALL students should be able to access tickets & acknowledgement
- At least 50% of the students should be acknowledged every 2 months

Examples

Olympic High School
- Prepared to Learn
- Respect for Community
- Integrity
- Diversity
- Encourage Others

To: _____
From: _____
You have Character

8th Caught in the act
Safe _____
Student
Respectful _____
Responsible _____ Staff Signature
Reach ~ Risk ~ Realize
Student
In classroom drawing

11832

HACIENDA
ELEMENTARY SCHOOL

Join to
Encourage
Take Responsibility
Show Respect
and Safety

JETS

11832

FREE
11832

Perforated Tickets

I'm a BARKing Bulldog!
I was great at this school rule:
☐ Be ready
☐ Always try
☐ Respect
☐ Keep safe
Student_____ Date_____
Adult giving slip_____

Blosser
GOLDEN TICKET
PRESENTED TO: _____
ISSUED BY: _____ ON: _____
SAFE   RESPECTFUL   RESPONSIBLE   YOURSELF

West Street School
HONORABLE HONEYBEE
GOLDEN TICKET
FROM SUBSTITUTE
☐ YOU ARE SAFE
☐ YOU ARE RESPECTFUL
☐ YOU ARE RESPONSIBLE
NAME:_____
TEACHER:_____
GRADE:_____

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Token Rewards – A Source of Data

Your PBIS Reinforcement system can provide your team with invaluable data.

- Which students are being reinforced

- Are staff giving out acknowledgement tickets

- Are there areas needing additional focus

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One-Line Acknowledgement Systems

Yes! You can use an acknowledgement system in a virtual environment.

- Remember to refer to your matrix
- Use Behavior Specific Praise
- Use when students are: on time, participate in discussions, complete assignments

Virtual Learning Incentives

FREE Incentives:
- Stay after on ZOOM with a friend for a chat
- Virtual lunch date with the teacher, principal, etc. *(check with that staff member before offering them up of course)*
- Teacher wears stickers or has a sign with the student's name
- Dress up ZOOM day (hats, PJs, costumes, etc.)
- Virtual Greeting Cards (sent via email)
- Show & Tell Time (or some kind of star student spotlight time)

Personalized stickers in See Saw (2nd grade has been using this)

Virtual Class Reward Menu

5 Tickets
- Show and Tell
- Hat Day

20 Tickets
- Legos
- Art Time with Teachers

10 Tickets
- Pick a Go Noodle
- Read Aloud to the class

25 Tickets
- Take the class on a virtual field trip

15 Tickets
- Lunch with Teachers
- PJ Day

30 Tickets
- Exercise with Teachers
- Music with Teachers

High School Acknowledgement Systems

Five Elements of a High School Acknowledgement System:

- Schoolwide commitment and logic

- Data system to guide decisions

- A recognition rhythm

- Faculty and staff acknowledgement of student behavior

- Student acknowledgement of student behavior

HIGH SCHOOL ACKNOWLEDGEMENT SYSTEMS

K. BRIGID FLANNERY
ROBERT HORNER
PATRICIA HERSHFELDT
STEPHANIE MARTINEZ
TAMIKA LA SALLE

August 2020
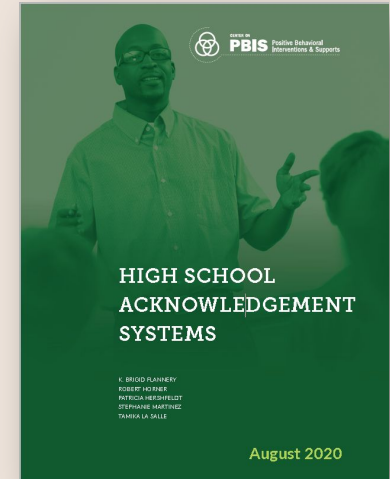
Document 128

Action Plan and Team Handbook

- The **Tier 1 Action Plan** continues to guide your work.
- Continue to document your work in your **Team Handbook.**
- Be sure that you are working from your team's Action Plan and Handbook.

Today we are focusing on
Action Items #15-18

POSITIVE BEHAVIORAL INTERVENTIONS AND SUPPORTS

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_____School
Positive Behavior Interventions and Supports (PBIS)
Tier I Handbook
2021-2022

Focus	Action Item #	Action Item	Reference Documents/Links	Who
Return to Top			**2021-2022 PBIS Tier 1 Action Plan:**	
Tier 1 Teaming	1	Tier 1 Handbook downloaded, copied and shared with PBIS Tier 1 Team Members.	113 PBIS Tier 1 Team Handbook	
	2	Team member roles assigned and documented in your Tier 1 Handbook.	102 PBIS Tier 1 Team Members / 103 TIPS Team Member Responsibilities	
	3	Team Purpose created and documented in your Tier 1 Handbook.	Your Tier 1 Handbook	
	4	Team Agreements created and documented in your Tier 1 Handbook.	Your Tier 1 Handbook	
Defining Behavior Expectations	5	Elements of Culture - activity presented to Staff	106 Elements of Culture	
	6	3-5 Schoolwide Expectations created and documented in Tier 1 Handbook.	108 Behavior Matrix Template / 109 Behavior Matrix Example	
	7	Schoolwide Behavioral Matrix completed and documented in your Tier 1 Handbook.	108 Behavior Matrix Template / 109 Behavior Matrix Example	

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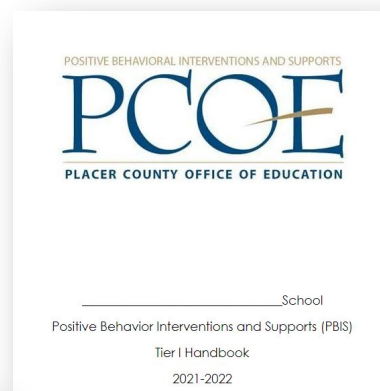
Collaborative Worktime

Action Item 15:
Acknowledgement ticket aligned with your schoolwide expectations created and documented in handbook

POSITIVE BEHAVIORAL INTERVENTIONS AND SUPPORTS

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_____School
Positive Behavior Interventions and Supports (PBIS)
Tier I Handbook
2021-2022
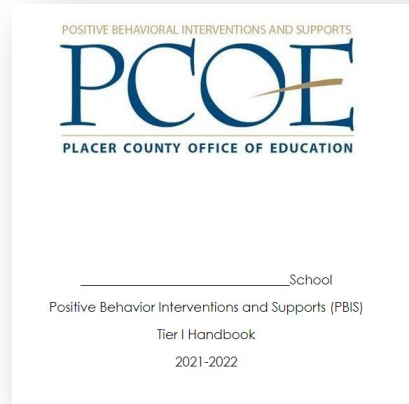
Add ticket to handbook here

Acknowledgement Ticket
Place your ticket example here

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Break Time

We will return at X:XX.

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Acknowledgement System Logistics

TFI Items related to this section:

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Incentive Categories

Time

Items

Group Reward

Activity

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Incentive Ideas - Elementary

- Coupon/prize paired with public recognition
- Extra recess
- School supplies
- Special activities
- Time with an adult: co-teacher or principal for day
- Time with a friend

Many online ideas!

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Incentive Ideas – Middle and High School

- Homework pass
- Discounts at school store
- Tickets to school dance or game
- Time with peers
- Listen to music
- Staff serve lunch
- In-class movie
- Early release from class
- Movie tickets
- Game room

50 Reward Ideas for High Schoolers!

Many online ideas!

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Incentives – Student Input

Ask

Student and Staff Surveys - Incentives

What incentives (rewards) are you interested in? Please check all that apply:
282 responses

- Virtual movie night (during p... — 116 (41.1%)
- Virtual dance party (during p... — 20 (7.1%)
- Virtual lip-sync battle (during... — 12 (4.3%)
- cardboard cut out at sports e... — 21 (7.4%)
- Free homework pass — 212 (75.2%)
- Pass to re-take a quiz or test — 143 (50.7%)
- school materials from amazon — 76 (27%)
- gift cards — 218 (77.3%)
- video games — 130 (46.1%)
- sports equipment — 87 (30.9%)
- music app downloads — 54 (19.1%)
- technology (I.e phones or co... — 131 (46.5%)
- treats or goodies (snacks, so... — 156 (55.3%)
- make-up or hair products — 67 (23.8%)
- phone or wifi credits — 89 (31.6%)

(x-axis: 0, 50, 100, 150, 200, 250)

Student input

Student and Staff Surveys - Incentives

Check the incentive options that you agree with as rewards for our students. Please take the the student feedback data into account as you make your choices (see chart below).
24 responses

- Virtual movie night — 13 (54.2%)
- Free homework pass — 16 (66.7%)
- Pass to re-take a quiz or test — 16 (66.7%)
- Gift cards — 22 (91.7%)
- Video games — 9 (37.5%)
- Sports equipment — 14 (58.3%)
- Treats or goodies (snacks, s... — 18 (75%)
- Phone — 7 (29.2%)
- Airpods — 10 (41.7%)
- Money — 7 (29.2%)
- Fieldtrips — 16 (66.7%)
- Custom facemasks — 10 (41.7%)
- Netflix (or similar) subscripti... — 9 (37.5%)

(x-axis: 0, 5, 10, 15, 20, 25)

Staff input

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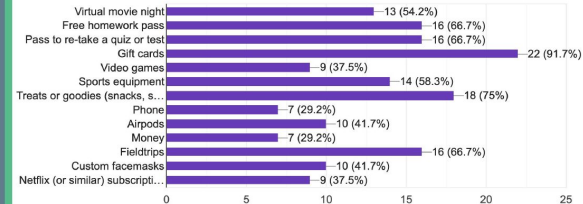
Granite Bay High School

Use the resources that you already have.

Public Display – Best Practices

- How will you display your acknowledgement tickets?
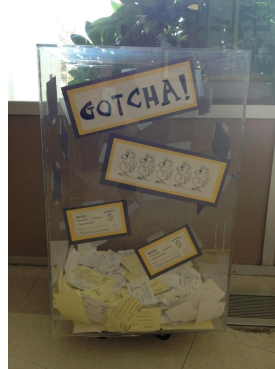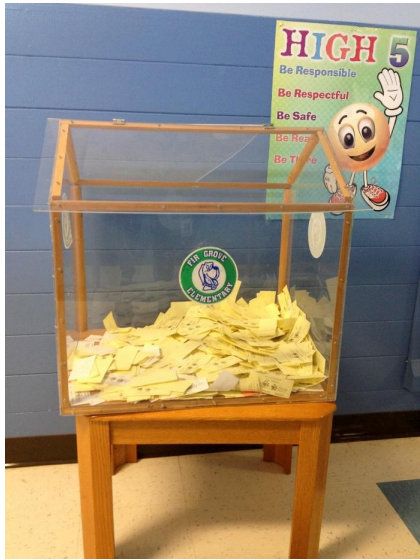
Frequently Asked Questions:

What if a student doesn't want or care about the token reinforcer?

- The reinforcement system is primarily shaping adult behavior, to prompt adults to have positive and specific interactions with students.
- The most important outcome of the praise interaction is positive specific feedback – relationship building

Consider this scenario:

Ms. Jones: "Brian, you sat down, opened your book, and are ready to learn. Awesome job showing *Be Responsible*! You earned a Tiger Token.

Brian: "That's ok Ms. Jones, I don't need one.

Ms. Jones: "No problem. I just want you to know what a great job you did. Keep it up!"

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Document Your Recognition System

Acknowledgment System Worksheet

Guiding Question/Task	Ticket System		Staff Acknowledgment
How does the system work?			
Which behaviors/ outcomes will be acknowledged?			
Who will provide recognition?			
Who will receive recognition?			
How often will recognition occur?			
What will be the incentives?			
How will rewards be provided?			
How/when will the system be taught to the			

Acknowledgment System Worksheet

Guiding Question/Task	Hoot Loot Ticket System	Growth Mindset Effort Award	"Classy" Lunch Recognition	Staff Acknowledgment
How does the system work?	Staff gives ½ of perforated ticket to student, circles expectation, write student's and staff's name on ticket, and place other ½ in jar in classroom	Each department nominates a student that has demonstrated effort, process, and perseverance monthly	Each class (e.g., freshman) will have the opportunity to earn DJ'ed music during the last Friday of the month	Faculty/staff whose student is selected in the weekly drawing is also acknowledged
Which behaviors/ outcomes will be acknowledged?	Refer to behavior matrices in classroom, cafeteria, hallway, etc. to identify positive behaviors	Effort, process, and perseverance	Clean lunch areas as rated by lunch supervisors (rubric will be completed each week)	Participation in PBIS ticket system, other work and contributions to a positive school climate
Who will provide recognition?	All faculty/staff will have tickets including bus drivers, nutrition services, custodians, secretaries, instructional aides	Each department will identify one student each month	Mr. Lombardo, the Media teacher	Administrators, PBIS Team
Who will receive recognition?	All students. Aim for 50% of students to receive ticket every 2 months	One identified student per month as choses at department meeting	All classes are eligible	Faculty/staff who delivered ticket to student acknowledged in weekly drawing
How often will recognition occur?	Daily Weekly drawings	One time per month	Last Friday of each month	At weekly faculty meetings
What will be the incentives?	Larger incentives (weekly drawing, spinning wheel): Lunch with the principal, 15 minutes extra recess, stuffed owl on desk for a week Smaller incentives (student store): school supplies, owl sticker, fresh fruit	Selected students will earn a mini grant that can be used to support a local passion project (e.g., money to support a biology experiment or money for a new computer program)	Music in the quad with student DJ during lunch break	Admin covers their class, Starbucks card, preferred parking space

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Components of a Well-Rounded Acknowledgement System

High Frequency/Predictable

- Schoolwide acknowledgement tickets
- Delivered at high rates

Intermittent/Unexpected

Short-term Celebrations

Mid-term Celebrations

Layered Plan

- **Individuals:** tickets or token (used with specific praise)
- **Classroom/Group:** class or teams work for specific goals
- **Grade level/schoolwide:** school tracks whole class reinforcers

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Components of a Well-Rounded Acknowledgement System

Unexpected/Intermittent

- Bring "surprise" attention to certain behaviors at scheduled intervals
- Unpredictable use of tickets – lottery, raffles, special announcements

Mid-term Acknowledgements

- Weekly, bi-weekly class or school wide rewards
- Extra recess, game choice, DJ Fridays

Long-term Acknowledgements

- Assemblies
- Involve families
- Field trips
- Quarterly activities

Schoolwide/Classroom Group Contingencies

Small Groups
- Table Points earned for "responsible" by staying on task. First team to 5 points picks class reward

Whole Class
- Class works towards extra recess time
- Class works towards Friday movie

Schoolwide
- Principal has to work from the roof top
- Schoolwide extra recess

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Components of a Well-Rounded Acknowledgement System

Helpful Tips:

- Get student input
- Get staff input
- Once earned, acknowledgments and rewards are never taken away
- Deliver reward as quickly as possible
- Everyone is included in group celebrations
- Address inappropriate behaviors using continuum of strategies (Day 3)

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Include a Variety of Recognitions!

Improvement Awards

Attendance Awards

Academic Recognition

Effort Awards

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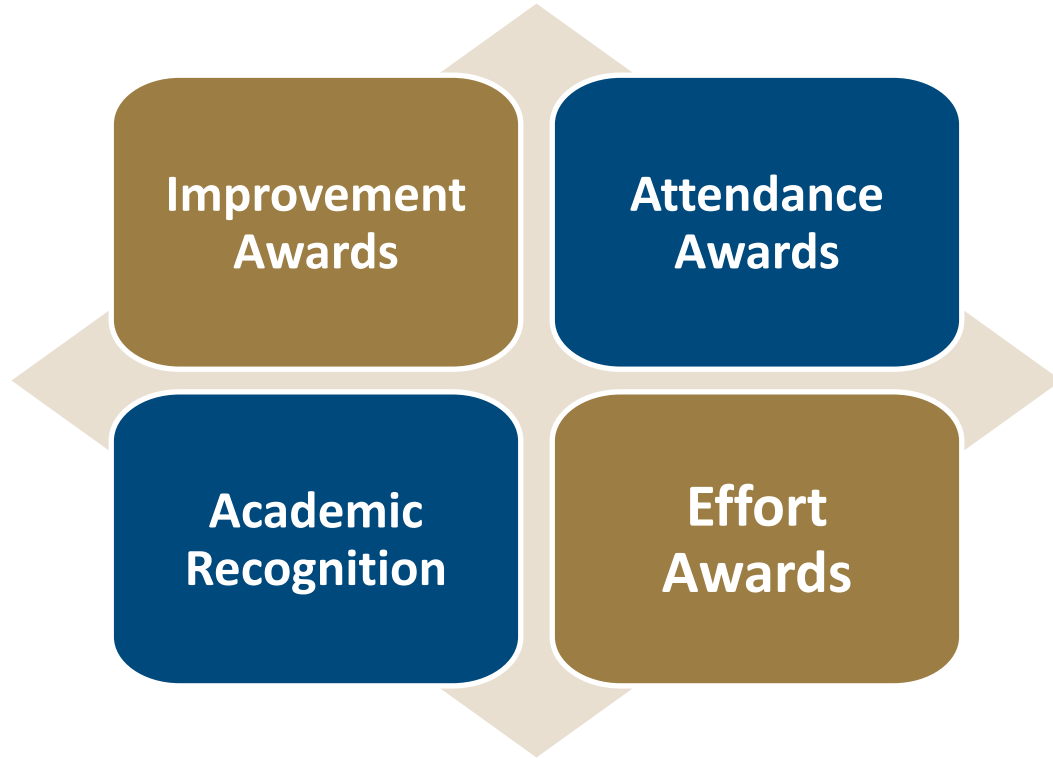
Recognizing All Students

"Thunderbird" Award

- Student who consistently upholds your schoolwide expectations

"On-a-Roll" Award

- Student with significant improvement in academics and/or behavior

"Turn Around" Award

- Student who significantly turned around their academics and/or behavior

How will your system recognize **all** students?

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Coupon Ideas

PAWS Coupon
Good for entry into Game Room during Friday Lunch

Sub-Buck

Awarded to:

_____

For being:

Respectful – Responsible – Safe – Caring

to a guest teacher!

Double value at Pride Mart!

Teacher's Seat Swap

Name: _____

Staff: _____

Safe - Hardworking- Kind

Student and teacher switch chairs for one class period.

First to Lunch Pass

Name: _____

Staff: _____

Safe-------Respectful------Responsible

Good for one lunch period for you and a friend!

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Special Settings – Include ALL Staff
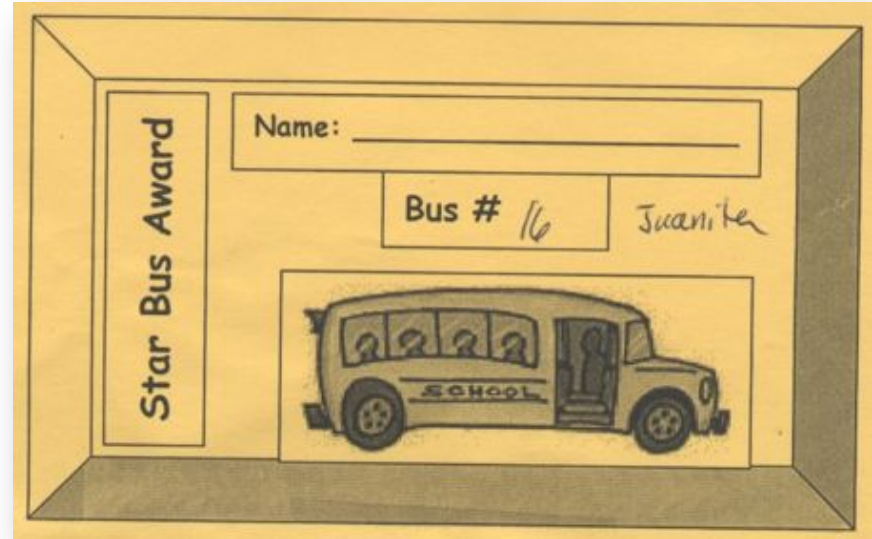
Google Activity Slides

Acknowledging All Students

Acknowledging All Students

School Name

Think of students on campus who are seldom recognized in a positive way.

How can (or have) adults and students acknowledge them in positive ways?

In the boxes - type in ways that these students could be included in your acknowledgment program.

Students who get in trouble regularly	Students in Special Education	Quiet kids who don't stand out

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High School Acknowledgement Systems

Emphasize PBIS in 9th Grade

- Consistent expectations and organizational structures across 9th grade classes
- Increase teaching
- Increase acknowledgements (new skills in a new context!)
- Classroom implementation!

UCONN

PBIS Forum 15 Practice Brief:
Focusing on Freshmen within MTSS

PBIS Leadership Forum- *Roundtable Dialogue*   December 2015

Introduction

Freshmen supports can take many forms, but need to have a set of key features. These features follow those of Schoolwide PBIS: Leadership team, Use of Data for Decision Making, Identify and Teach Expectations, Consequence System, Acknowledgement System, and Classroom Systems. Effective support of freshmen as a whole group within a school requires a Freshmen Leadership Team to guide implementation of freshmen efforts and to monitor both fidelity and outcome data at the freshmen level.

If schoolwide systems for consequences and acknowledgements are in place, then the freshmen work can utilize those systems and no new system needs to be developed. If those systems are not in place, however, then the freshmen leadership team will need to develop them for freshmen.

Many schools, when focusing on freshmen, identify a set of knowledge and skills that they want all freshmen to learn. These are not a new set of broad behavioral expectations like those that are developed schoolwide, but instead are a

Leadership Team, Data & Decision System, Classroom Systems, 6 Key Features, Expectations, Consequences, Acknowledge-ments

Document 170

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Collaborative Worktime

Action Item 16:
Developed and documented schoolwide acknowledgement system.

Acknowledgment System Worksheet

Guiding Question/Task	Hoot Loot Ticket System	Growth Mindset Effort Award	"Classy" Lunch Recognition	Staff Acknowledgment
How does the system work?	Staff gives ½ of perforated ticket to student, circles expectation, write student's and staff's name on ticket, and place other ½ in jar in classroom	Each department nominates a student that has demonstrated effort, process, and perseverance monthly	Each class (e.g., freshman) will have the opportunity to earn DJ'ed music during the last Friday of the month	Faculty/staff whose student is selected in the weekly drawing is also acknowledged
Which behaviors/ outcomes will be acknowledged?	Refer to behavior matrices in classroom, cafeteria, hallway, etc. to identify positive behaviors	Effort, process, and perseverance	Clean lunch areas as rated by lunch supervisors (rubric will be completed each week)	Participation in PBIS ticket system, other work and contributions to a positive school climate
Who will provide recognition?	All faculty/staff will have tickets including bus drivers, nutrition services, custodians, secretaries instructional aides	Each department will identify one student each month	Mr. Lombardo, the Media teacher	Administrators, PBIS Team
Who will receive recognition?	All students. Aim for 50% of students to receive ticket every 2 months	One identified student per month as choses at department meeting	All classes are eligible	Faculty/staff who delivered ticket to student acknowledged in weekly drawing
How often will recognition occur?	Daily Weekly drawings	One time per month	Last Friday of each month	At weekly faculty meetings
What will be the incentives?	*Larger incentives (weekly drawing, spinning wheel):* Lunch with the principal, 15 minutes extra recess, stuffed owl on desk for a week *Smaller incentives (student store):* school supplies, owl sticker, fresh fruit	Selected students will earn a mini grant that can be used to support a local passion project (e.g., money to support a biology experiment or money for a new computer program)	Music in the quad with student DJ during lunch break	Admin covers their class, Starbucks card, preferred parking space

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Staff Acknowledgment System

- **Develop a Staff Acknowledgement System linked with your schoolwide expectations**

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Appreciate Your Co-Workers

https://www.youtube.com/watch?v=HtJTXyYGbTc

Why Acknowledge Adults?

Studies show that businesses with high productivity have employees that:

- Feel the mission of the organization makes them feel like their jobs are important
- Receive recognition each week for good work
- Have a supervisor who cares and pays attention
- Receives encouragement to contribute and improve

Buckingham & Coffman, Gallup Organization, 2002

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Staff Acknowledgements

Link student incentive program with staff incentives.

Recognize Staff for using program with incentives.

Tie student ticket drawn to issuing staff and reward!

Some Ideas:

- Coffee gift cards
- Principal covers class for hour
- Front parking spot

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Poll: Which Reward Would You Prefer?

Coffee Card

Note from Administrator

Extended Lunchtime

Cookies

How Can We Acknowledge Staff?

- Share out your ideas.
- How can we identify what our staff prefers?
- "My Favorite Things"

These are a few of my favorite things:

Name: _____

Where is your favorite place to have lunch locally? _____

What is your favorite source of caffeine (coffee, tea, soda, energy drinks, chocolate)? _____

If you are a coffee, tea or smoothie drinker, where is your favorite local place to go? What is your order? _____

Favorite Candy? _____

Favorite Snack? _____

If you could avoid one duty on campus for a day, what would it be? _____

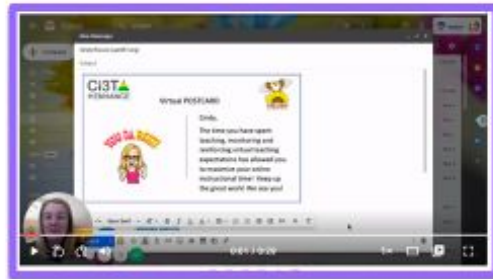My favorite thing to do on my free time is (i.e. hobby)? _____

My favorite sports team(s) are? _____

My favorite author is? _____

My favorite place to shop? _____

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Staff Acknowledgment – Remote Setting
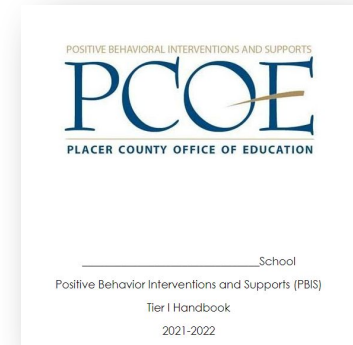
Collaborative Worktime

Action Item 17:
Develop and documented staff acknowledgement system

Acknowledgment System Worksheet

Guiding Question/Task	Hoot Loot Ticket System	Growth Mindset Effort Award	"Classy" Lunch Recognition	Staff Acknowledgment
How does the system work?	Staff gives ½ of perforated ticket to student, circles expectation, write student's and staff's name on ticket, and place other ½ in jar in classroom	Each department nominates a student that has demonstrated effort, process, and perseverance monthly	Each class (e.g., freshman) will have the opportunity to earn DJ'ed music during the last Friday of the month	Faculty/staff whose student is selected in the weekly drawing is also acknowledged
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Training Your Staff

- Find a link to shortened slides in your Action Plan:
- Modify/edit slides to fit your site:
  - Add your Classroom Handbook
  - Use LCAP, attendance, or other data to tell your story
- Use PBIS Staff Professional Development in your Team Handbook to outline training

POSITIVE BEHAVIORAL INTERVENTIONS AND SUPPORTS

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_____School
Positive Behavior Interventions and Supports (PBIS)
Tier I Handbook
2021-2022

Day 2 Condensed Slides				
Behavior Posters				
Teaching expectations & routines				
Lesson Plans				
Feedback and Acknowledgement System				

Collaborative Worktime

Action Item 18:
PBIS Staff Professional Development Plan completed and documented in Tier 1 Handbook, staff trained on Day 2 content

Review Action Items #11-18 (Day 2) to focus on your next steps

Team Handbook

Day 2 Condensed Slides				
Behavior Posters				
Teaching expectations & routines				
Lesson Plans				
Feedback and Acknowledgement System				

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Overview of Tier 1 Training Sequence

☐	Day	Content
☐	1	Overview, Team Development, Behavioral Expectations
☐	2	Lesson Plans, Posters, Acknowledgement System
	3	Function of Behavior, Responding to Problem Behavior, Consequence Systems
	4	PBIS and the Classroom, Kickoff,
	SWIS	School-Wide Information System

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Review of Training Objectives

Teams will:

- Develop a Teaching Expectations Plan

- Develop Expectations Posters

- Develop Lesson Plans and a schedule for teaching them

- Develop a Feedback and Acknowledgement System
  - Acknowledgement Ticket
  - Menu of Reinforcers

- Develop a Staff Recognition System

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Collaborative Worktime

Review the Tier 1 Day 2 Action Plan items 11-18 to focus on your next steps.

Teaching Behavior Expectations (Posters, Lesson Plans, Videos	11	Posters have been created for the common areas defind in the behavior matrix.	
	12	Lesson plans have been developed for the common areas defined in the behavior matrix - videos are optional.	115 Blank Lesson Plan 116 Cafeteria Lesson Plan 117 Elementary Lesson Plan 118 Middle School Lesson Plan 119 High School Lesson Plan 122 PBIS Video Worksheet
	13	Plan for initial teaching of behavior expectations of common areas documented in handbook.	105 Teaching schedule example 123 Teaching schedule blank
	14	Plan for yearly teaching or review of schoolwide expectations completed in handbook.	Your Tier 1 Handbook
Feedback and Acknowledgement Systems	15	Acknowledgement ticket aligned with your schoolwide expectations created and documented in handbook.	124 PBIS Acknowledgment Coupon Example
	16	Developed and documented schoolwide acknowledgement system.	Your Tier 1 Handbook 125 Acknowledgement System Worksheet - Blank 126 Acknowledgement System Worksheet - Example 128 High School Acknoledgement Systems
	17	Develop and documented staff acknowledgement system.	Your Tier 1 Handbook 121 My Favorite Things 126 Acknowledgement System Worksheet - Example
Staff Buy In/ Professional Development	18	PBIS Staff Professional Development Plan completed and documented in Tier 1 Handbook, staff trained on Day 2 content.	Your Tier 1 Handbook Condensed PowerPoint, Day 2

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Please a minute to fill out our Feedback Form!

Feedback
https://forms.gle/4FgrAJDW4HVHNpqD8

See you on **Monday, January 24 @ 3:00-5:00PM** for
PBIS Tier 1 Day 3A

FEEDBACK

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Break Time

We will return at X:XX.

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