



# School Climate Transformation through Positive Behavior Support

Oklahoma School Climate Transformation Grant  
Regional Behavioral Specialist

# Brain Sparker



**3 WORDS**

that come to mind when  
you think

**School Climate?**

1978 • 1997 • 2014

The unwritten personality and atmosphere of a school that involves the norms, values, and expectations.

+

2009

The quality and character of school life.

+

2018

“How a School Feels”

The Schools “norms, goals, values, interpersonal relationships, teaching and learning practices, and organizational structures.”

# Policy and School Climate

A **POSITIVE** school climate is the product of a schools focus on

## Promoting a Supportive Environment

- ACADEMIC
- DISCIPLINE
- PHYSICAL

## Encouraging and Maintaining Relationships

- RESPECTFUL
- TRUSTING
- CARING

*“throughout the school community **NO MATTER** the setting-from Pre-K/elementary school to higher education.”*

# Positive Behavior Supports and School Climate

*According to U.S. Department of Education School Wide-Positive Behavior Interventions and Supports (SW-PBIS) aligns with ESSA.*

## SW-PBIS

- Cross-Cutting
- Schoolwide
- Evidence-based

## Funding Avenues and Guidance

- Title I, Part A Improve School Conditions
- Title IV, Part A, Student Support and Academic Enrichment “Safe and Healthy Schools”

# Acronym Key

Acronym	Meaning	Tier
<b>OKSCT</b>	Oklahoma School Climate Transformation ( <b>OKTransform</b> )	All
<b>PBIS</b>	Positive Behavior Interventions and Supports	All
<b>SW-PBS</b>	School Wide Positive Behavior Supports	All
<b>MTSS</b>	Multi-Tiered Systems of Support	All
<b>OTISS</b>	Oklahoma Tiered Interventions Systems of Support	All
<b>T1</b>	Tier 1-Universal	All
<b>T2</b>	Tier 2-Secondary	Some
<b>T3</b>	Tier 3-Tertiary	Individual

# Sustainable Systems

## SUSTAINABLE SYSTEMS

Secure  
Administrative  
Support

Establish Team

Secure  
Coaching  
Support

Run Effective  
Meetings

Team Roster

Meeting Agenda



(Rich & Stein, 2019)

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# Evidence Based Practices

## TIER 1 EVIDENCE-BASED PRACTICES

Set School-wide Expectations

Behavior Expectations

Behavior Expectations Posters

Teach Expected Behavior

Behavior Expectations Lesson Plans

Prevention Programming Integration

Acknowledge Expected Behavior

School-wide Acknowledgement System

Respond to Problematic Behavior

Corrective Consequences Flowchart

Office Discipline Referral Form



(Rich & Stein, 2019)

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# Data Based Decision

## DATA-BASED DECISION MAKING

Evaluate Fidelity of  
**SYSTEMS** and  
**PRACTICES**

Tiered Fidelity  
Inventory

Identify Students  
in Need of  
Additional Supports

Data-Based Decision Making Rules  
Office Discipline Referral Data System

Evaluate  
Effectiveness of  
**SYSTEMS** and  
**PRACTICES**

# What is Positive Behavior Intervention Supports (PBIS)?

- Collaborative decision-making framework
- Universal language and expectations
- Behavioral teaching practices
- Response guidelines
- Data

# What is PBIS?

- Consistent expectations across the school
- Explicitly teaching behavioral expectations
- Acknowledging expected behaviors
- Handling behavioral violations consistently
- PBIS is **not** a curriculum or a single intervention

# Science of Behavior

- **“If we teach it, they will learn it”**
  - If a child doesn't know how to read, we **teach** her to decode and build fluency
  - When a student struggles in math, we teach him to add, subtract, etc. and build fluency
- ***Students CAN and DO learn better ways of behaving by being TAUGHT directly & receiving positive feedback***
  - When a student has difficulty getting along with peers, talks back and/or disrupts class...

***... Punish?***

***.... Teach?***

# What do students & educators gain in PBIS schools?

- **The Goal: All students develop**

- Social-emotional learning
- Behavioral competence
- Support in their academic engagement.

- **The Goal: All educators develop**

- Positive, predictable, and safe environments that promote strong interpersonal relationships with students through teaching, modeling, and encouragement.

# Expected Outcomes of PBIS

- Improvements in perceptions of organizational health and school safety
- Improvements in perceptions of school climate
- Improvements in emotional regulation
- Improvements in academic engagement and achievement

# Expected Outcomes of PBIS - 2

- Reductions in major disciplinary infractions, antisocial behavior, and substance abuse
- Reductions in aggressive behavior
- Reductions in teacher and student reported bullying behavior and victimization
- Reductions in teacher turnover

# PBIS = positive school climate, school safety, student-educator relationships

- Involves prompting, modeling, practicing and encouraging positive expected social skills across settings and individuals.
- When students are taught to effectively use relevant expected social skills for themselves and with others
- School climates are more positive and environments are safer
- Student-educator relationships are referred to as more trusting and respectful.



# PBIS Framework Implementation

- **Systems** - What do educators experience to support their use of evidence-based academic and behavior practices?
- **Practices** - When Students experience support the learning and improvement of their academic and behavior success?
- **Data** - What information is needed to improve decisions?
- **Outcomes** - What students need to do for academic and behavior success?

# Tier I ~ Universal (80-90%)

**Universal practices** are experienced by all students and educators across ALL settings to establish a predictable, consistent, positive and safe climate

- Set School-wide Expectations
- Teach Expected Behavior
- Acknowledge Expected Behavior
- Respond to Problematic Behavior

# Examples from Schools

- Three (3) - Five(5) Positive Behavioral Expectations
- Schools often incorporate their mascot
- Universal expectations from elementary to secondary, to allow for implementation district-wide

# THE BEEHIVE

- BE RESPECTFUL
- BE SAFE
- BE RESPONSIBLE

# ABC Elementary School PBIS Expectations Matrix

## SETTINGS

<i>Expectations</i>	Classroom	Hallway	Bathroom	Cafeteria
<i>Be Responsible</i>	<p>Take care of classroom materials</p> <p>Bring my materials</p> <p>Participate in class</p>	<p>Throw away trash in trash can</p> <p>Walk on hallway line</p>	<p>Wash hands</p> <p>Flush toilet</p> <p>Dispose of paper products appropriately</p>	<p>Only take what you are going to eat</p> <p>Throw away trash in trash can when finished</p>

# ABC Secondary School PBIS Expectations Matrix

## SETTINGS

<i>Expectations</i>	Classroom	Activities	Universal Setting	Technology
<i>Safe</i>	<p>Communicate concerns with teacher</p> <p>Follow directions</p>	<p>Report unsafe behavior</p> <p>Listen to adults</p>	<p>Respect other's personal space</p> <p>Wear your ID</p>	<p>Visit age appropriate sites</p> <p>Report unsafe behavior</p>



## Tier II ~ Secondary (5-10%)

**Targeted practices** are designed for groups of students who need more structure, feedback, instruction and support than Tier 1 alone

- Continued Tier I Supports
- Targeted Interventions
- Small Group Setting
- Rapid Response

# Tier III ~ Tertiary (1-5%)

## Individualized

interventions to meet the challenges of students who need more support than Tiers I and II alone

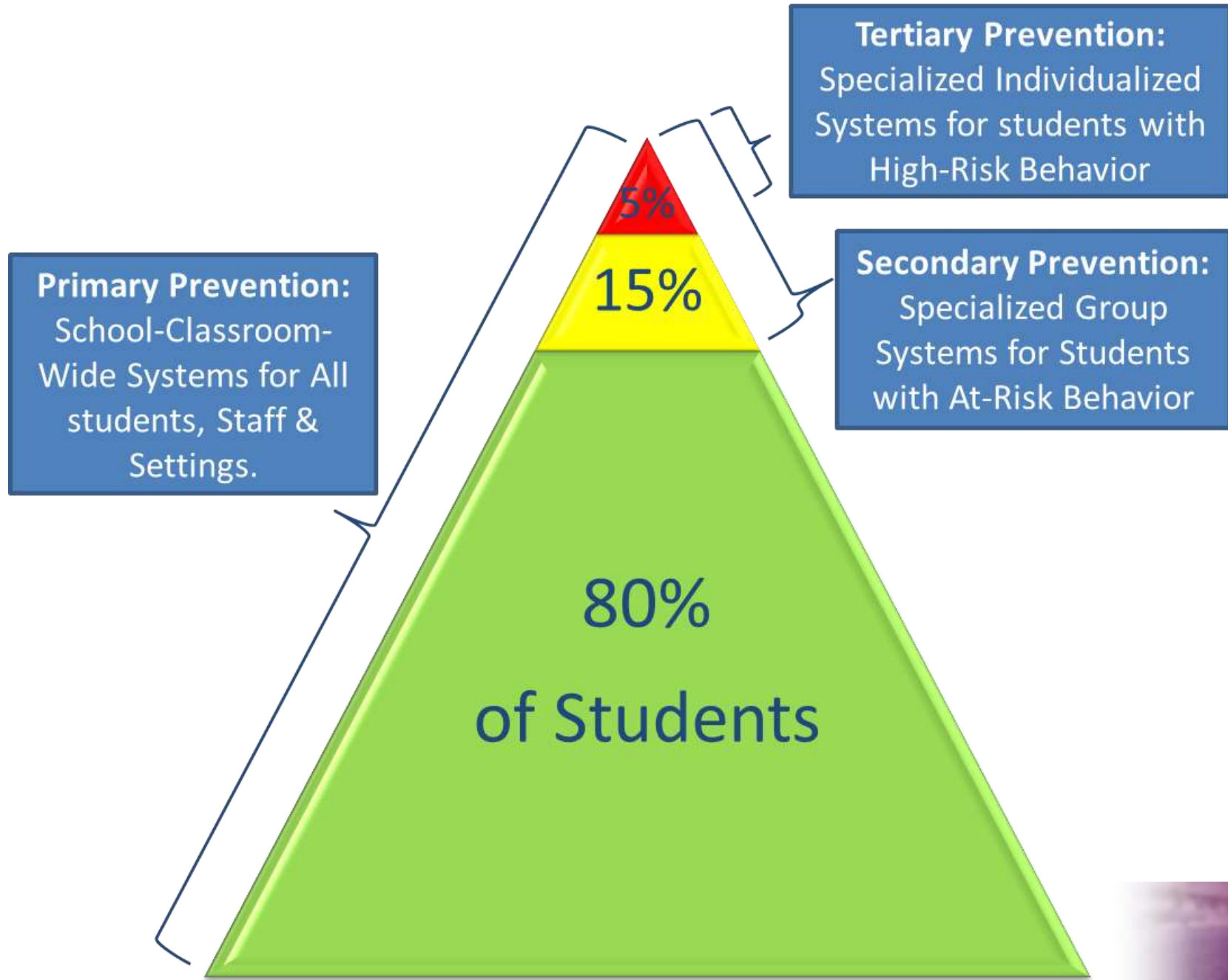
- Continued Tier I & II Supports
- Specially Designed, Individualized
- Intensive Supports
- Support Team In-Place



# In Review... SW-PBIS

- Supports a positive school climate
- Evidence-based and cross cutting
- Aligns with state and federal policies
- Provides tiered supports for ALL students
  - Tier I - ALL
  - Tier II - Small, specialized groups
  - Tier III - Individualized
- Teach behaviors in the same manner you teach academics
- Reduces disciplinary action and suspensions





## School-Wide Positive Behavior Support



Help ALL students succeed!  
Implement PBIS!



**OK Transform**  
SCHOOL CLIMATE TRANSFORMATION GRANT

**Using Positive Behavior Interventions and Supports  
to enhance  
School Climate**





**OKTransform**  
SCHOOL CLIMATE TRANSFORMATION GRANT

OK Transform provides training to all school districts in the state. Districts receive evidence-based strategies and services that promote ***positive transformation for ALL*** students and school success!

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**OKTransform**  
SCHOOL CLIMATE TRANSFORMATION GRANT

**Behavioral Specialists are able to provide training and technical assistance in:**

- Positive Behavior Interventions and Supports (PBIS)
- Social-Emotional Learning
- Trauma-Informed Training
- Suicide and Bully Prevention
- Mental Health Awareness
- Opioid/Substance Prevention

**Service Supports**

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