



E11 - Starting Strong: Utilizing PBIS to Support 9th Graders

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Haines City High School

Key Words: High School, Tier I, Systems Alignment, Transition



Session Outline



Why
Freshmen?

More PBIS!

4 Key
Practices
to Consider

Great
Examples

Why Freshmen: FACT or FICTION???

- Research indicates that students are twice as likely to fail a class in 9th grade than in any other grade.
- In a large multi-school study, 15% of students performing in the top quartile of their 8th grade class were found to be off track by the end of their 9th grade year.
- The national SWIS dataset demonstrates that 9th grade behavioral infractions in high schools across the country dramatically outnumber those of students in the upper grades.
- Lower attendance during the first 30 days of 9th grade is a stronger indicator that a student will drop out than any other 8th grade predictor, including test scores, other indicators of academic achievement, and age.
- Students who fall behind in 9th grade have a graduation rate 30% lower than that of student who are able to stay on track during the 9th grade year.

• P

- 9TH GRADE IS A CRITICAL YEAR
 - ALL STUDENTS STRUGGLE
 - ACADEMIC AND BEHAVIOR

Fact or Fiction References

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4. Jerald, C. D. (2006). *Dropping out is hard to do: Issue Brief*. Center for Comprehensive School Reform and Improvement. Washington, DC. Retrieved from www.cenrforsci.org/files/CenterIssueBriefJune06.pdf
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Protective Factors



Connection to school



Understand key knowledge
and skills



Positive relationships with
teachers and staff



Positive relationships with
older peers

NEW! High School Monograph

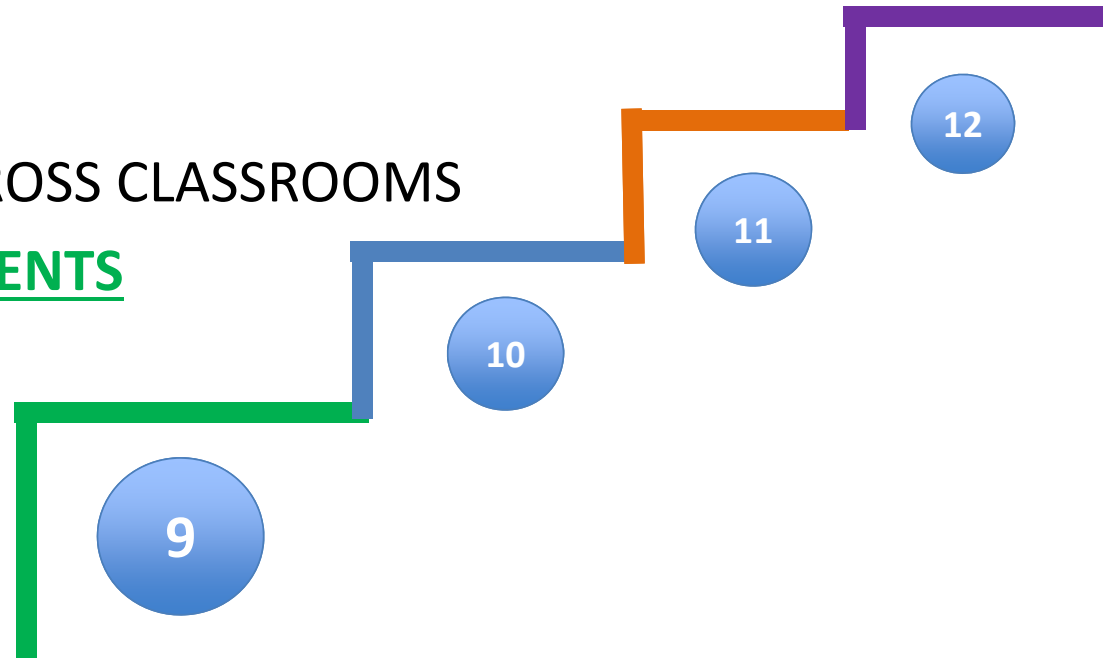
- <https://www.pbis.org/common/cms/files/pbisresources/Monograph%20-%20PBIS%20in%20High%20Schools.pdf>

Amplify PBIS for 9th Graders!

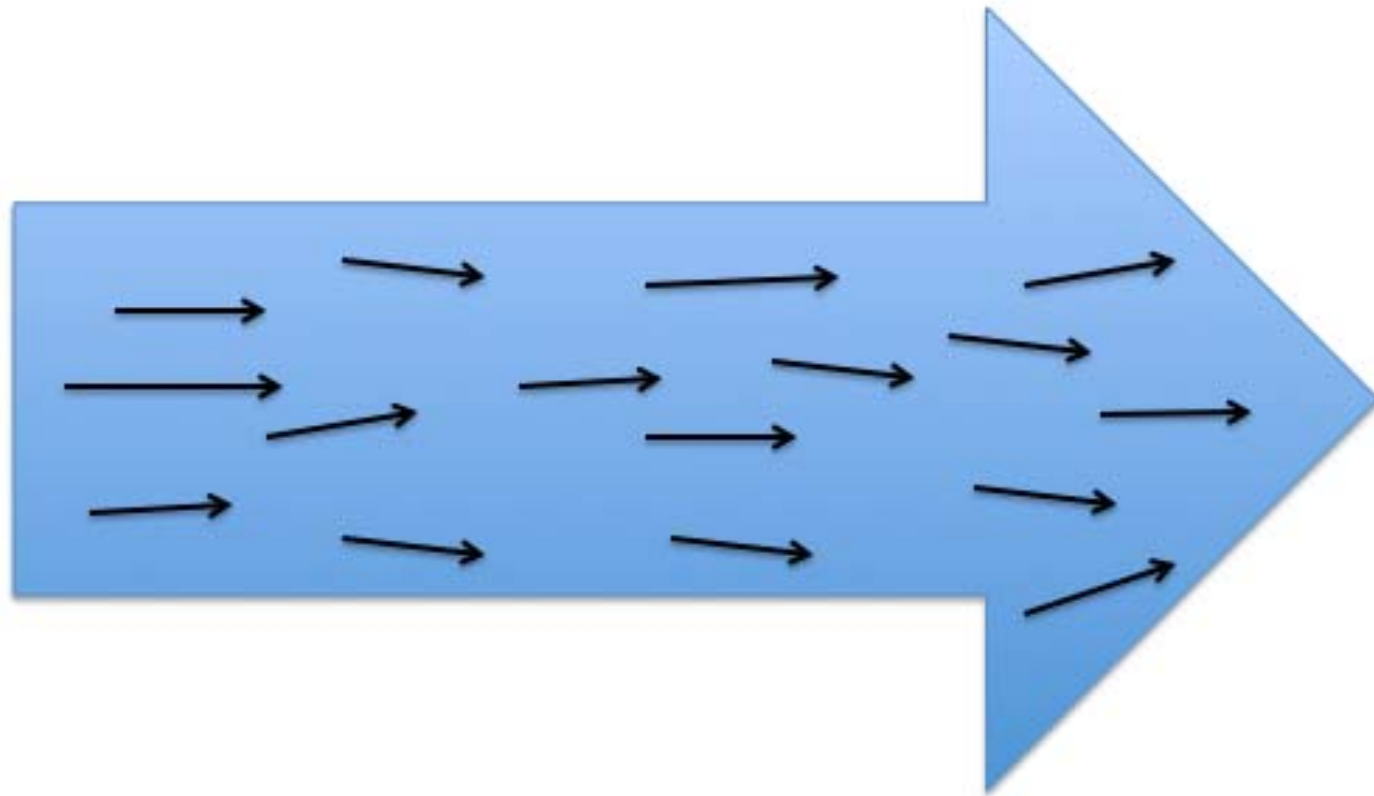
The fundamental purpose of PBIS is to make schools more effective, efficient & equitable learning environments.

FOR 9TH GRADE....

- INCREASE CONSISTENCY ACROSS CLASSROOMS
- INCREASE ACKNOWLEDGEMENTS
- INCREASE TEACHING



Consistency: It's About the Adults



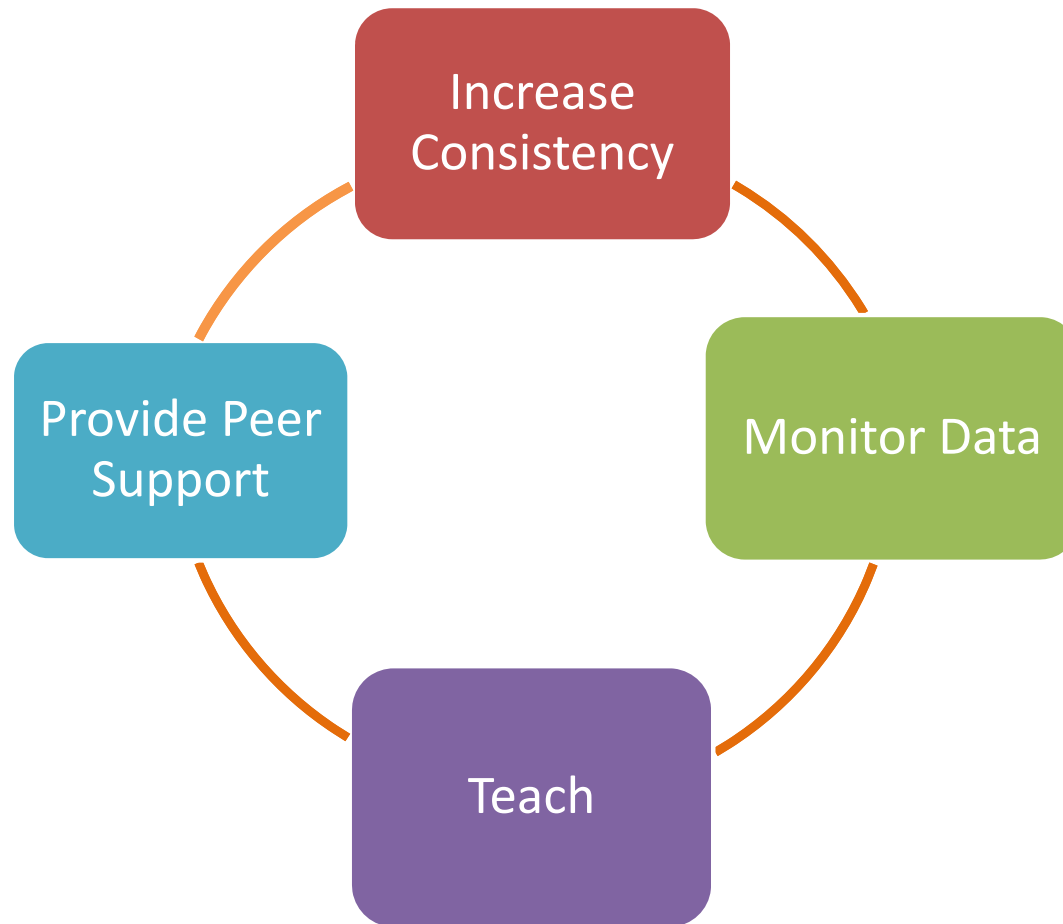
Acknowledgement & Teaching Systems

- Increased frequency of teaching
- Increased variety, frequency, intensity of acknowledgements



*Reflected in Action
Plan and Fidelity Data?*

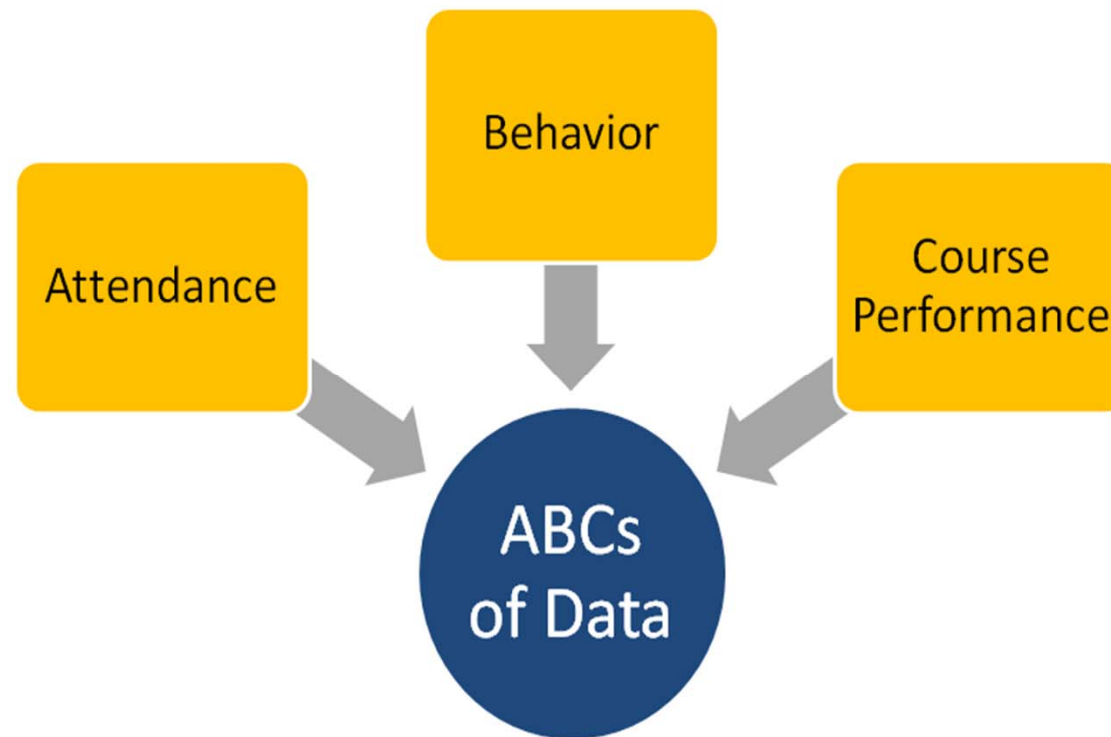
Effective 9th Grade Practices



Use Data Based Decision Making

“The single most efficient process for achieving a valued outcome in a complex system is to define, measure and report progress toward achieving that outcome on a regular cycle.”

McIntosh, et al., 2014

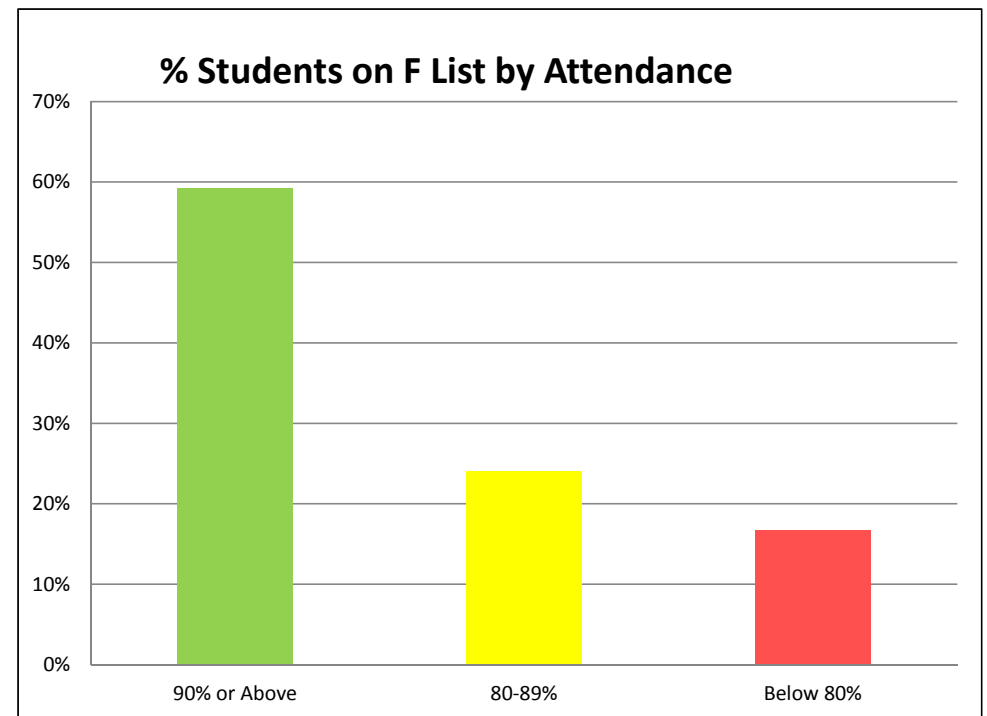
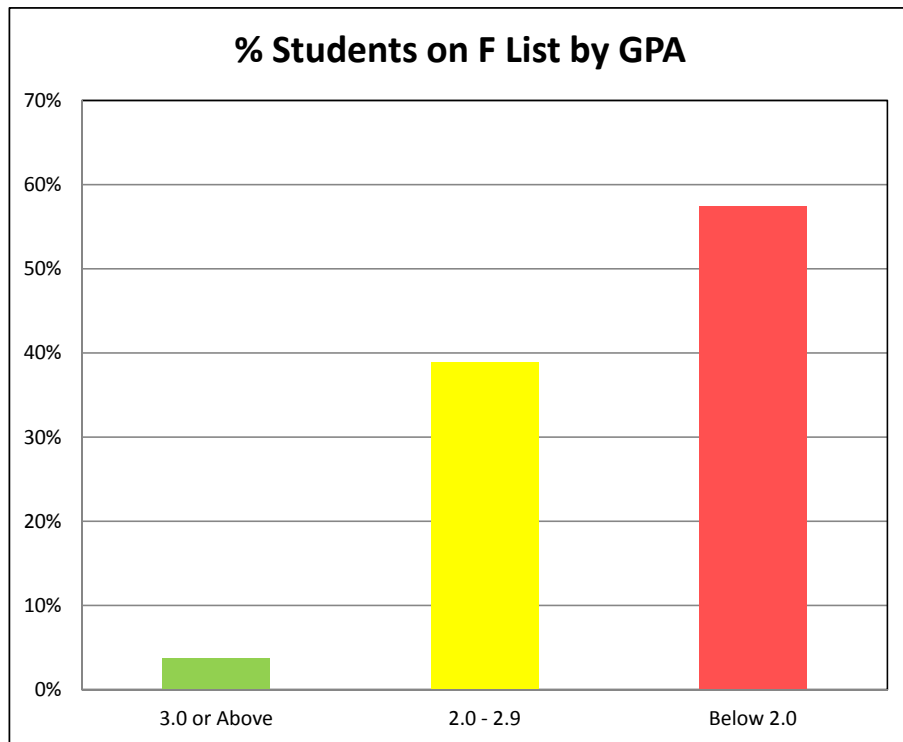


Set Goals and Monitor Progress

Indicator	15-16 Goal	15-16 Year End	16-17 Goal	16-17 Year End
GPA	2.5	2.49	2.5	2.6
Honor Roll	25%	18%	25%	28%
On Track (6+ Credits)	85%	72%	80%	81%
Attendance	92%	86%	90%	93%

Indicator	16-17 Goal	16-17 Year End
GPA above 2.5	70%	70%
On Track (6+ Credits)	85%	86%
Attendance 90% or better	90%	75% (overall attendance was 92%)

Utilize Multiple Data Types to Dig Deeper



Data Goals: Communication is Essential!

FLT language

- 85% of 9th graders at 90% or higher attendance
- 85% of 9th graders with zero F grades
- 90% of 9th graders on track to graduation



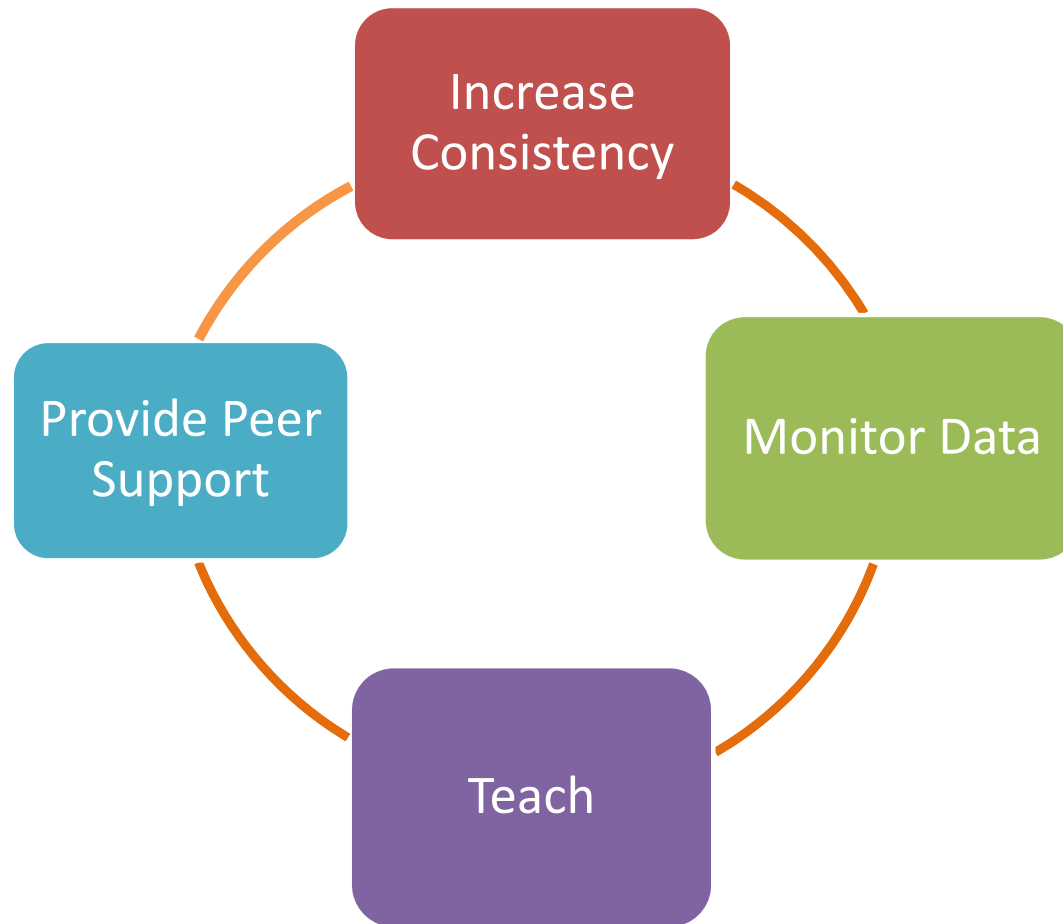
Student & family language

- 90% attendance (“max 8 days” or “fewer than 5”)
- Passing grades in all classes
- 6+ credits

“A student who is just 10 minutes late each day misses 30 hours of teaching and learning over the course of the school year. A student who is absent from school 1½ days each month on average from kindergarten through high school loses a YEAR of education.”

-Supt. Welcome Letter 2017-2018

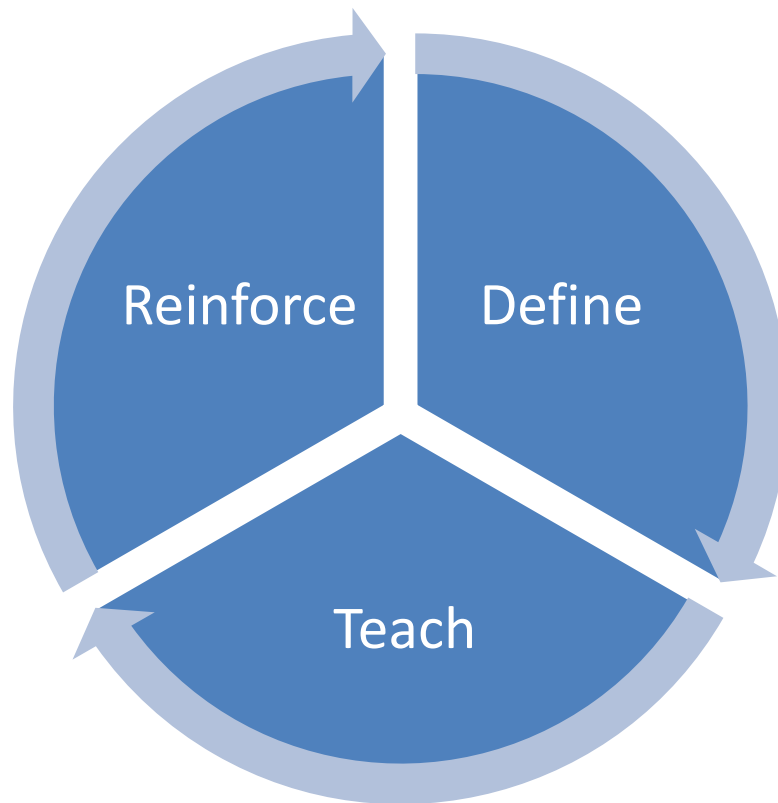
Effective 9th Grade Practices



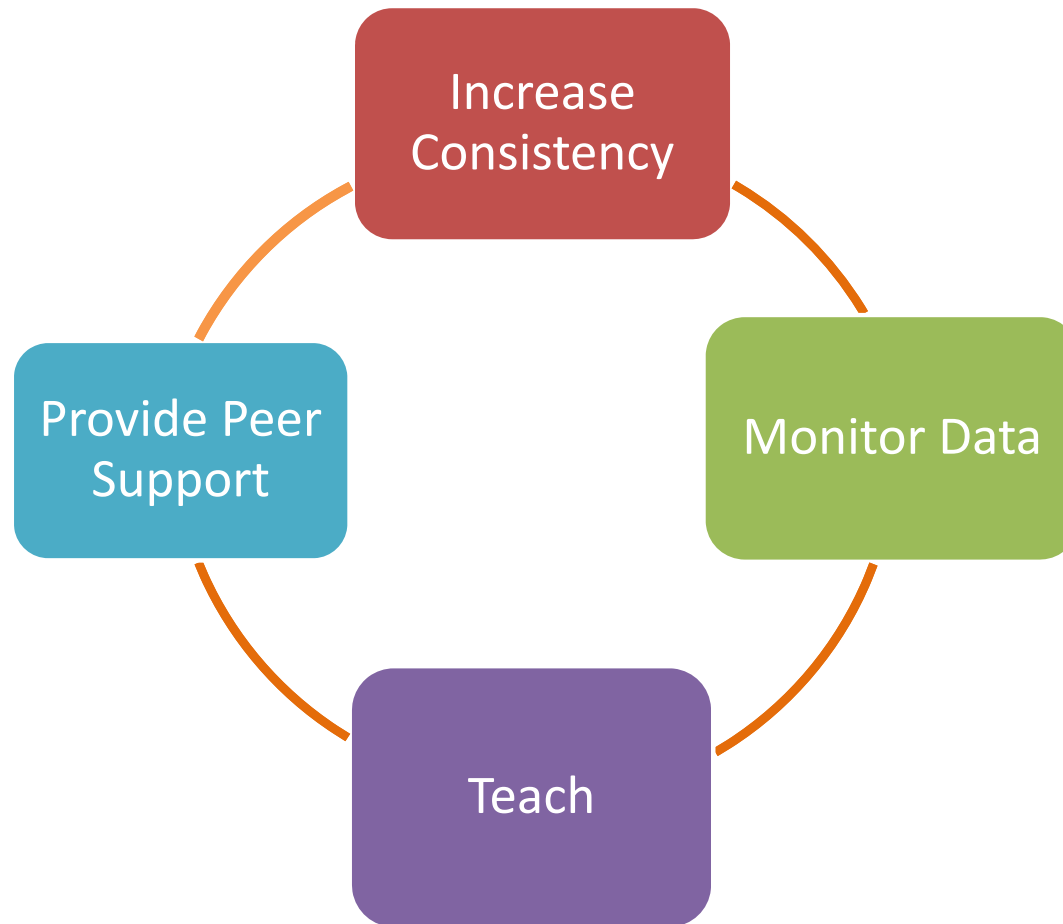
Teaching Freshmen “How to Do School”

- Identify content
- Link to Schoolwide Expectations
- Teach brief lessons
- Smallest change to yield greatest impact
- Relevant for ALL students

Freshmen Expectations



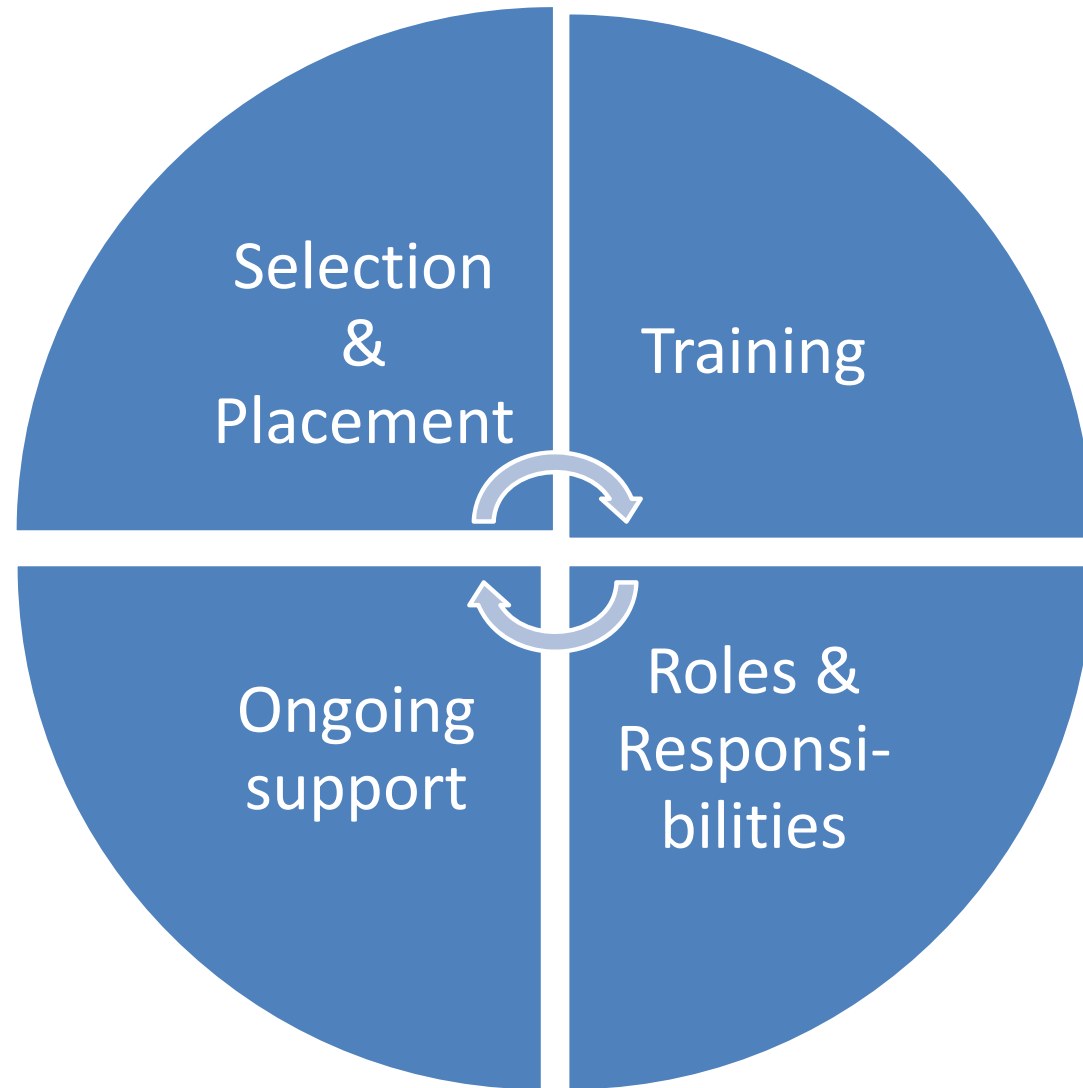
Effective 9th Grade Practices



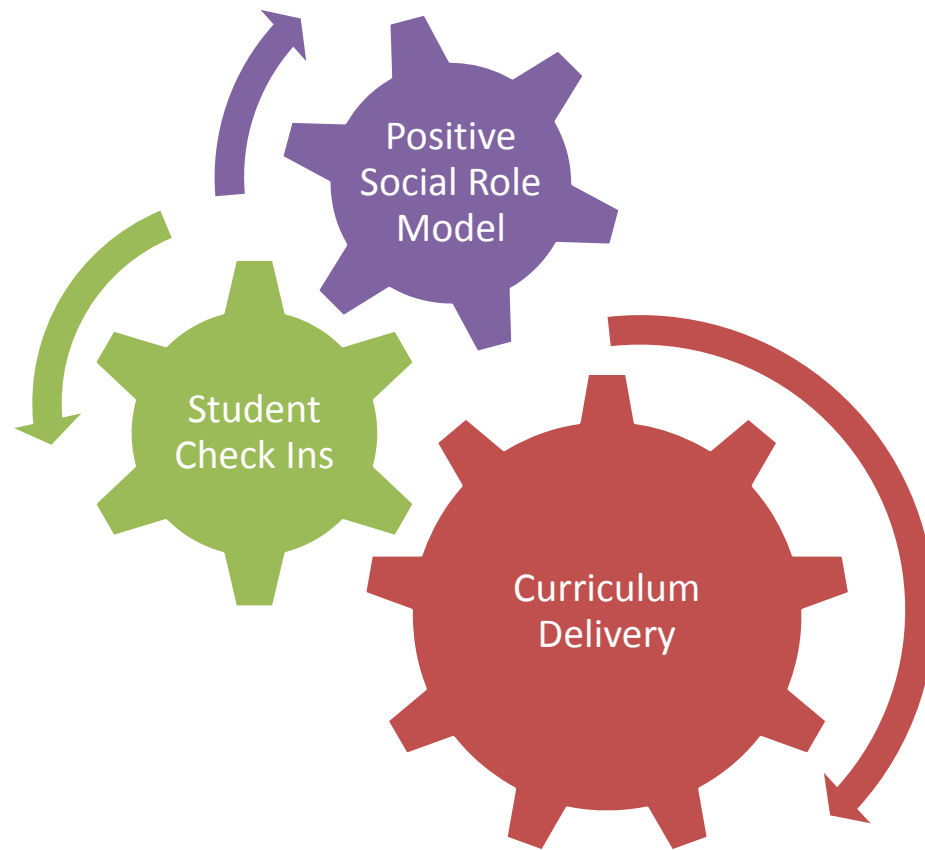
Why Peer Support?



- Freshmen are striving for autonomy, especially from adults (Daddis, 2008; 2011; Russell & Bakken, 2002).
- Engagement can be enhanced through positive relationships with older peers (Dennison, 2000; Karcher, 2005).
- Peer mentors 1-2 yrs older than mentees facilitate social and academic development; these peers understand the rules and develop positive strategies to overcome issues or problems (DuBois, Holloway, Valentine & Cooper, 2002; Gensemer, 2000; Karcher, Nakkula, & Harris, 2005).



Peer Support Tasks



Haines City High School

Freshman Supports



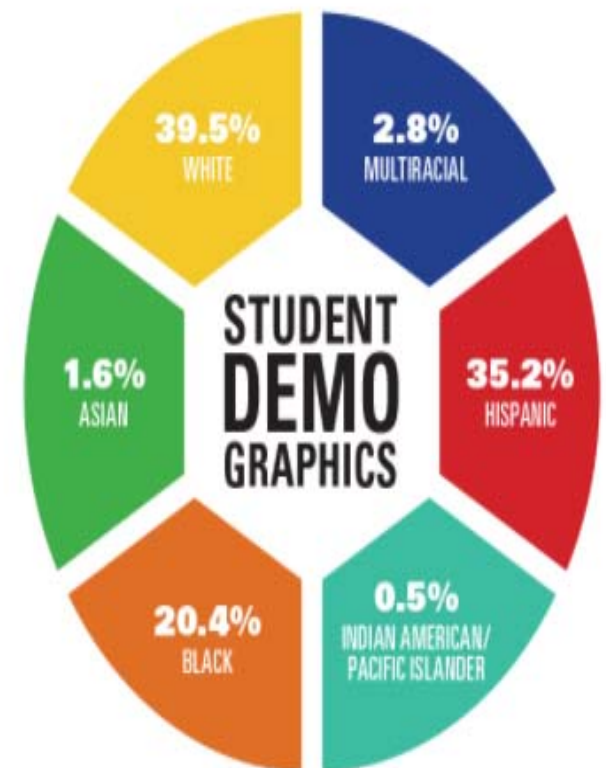
Polk County Public Schools District at a Glance



MISSION:

Our mission is to provide a high-quality education for all students.

MORE THAN **150** SCHOOLS MORE THAN **105,000** STUDENTS

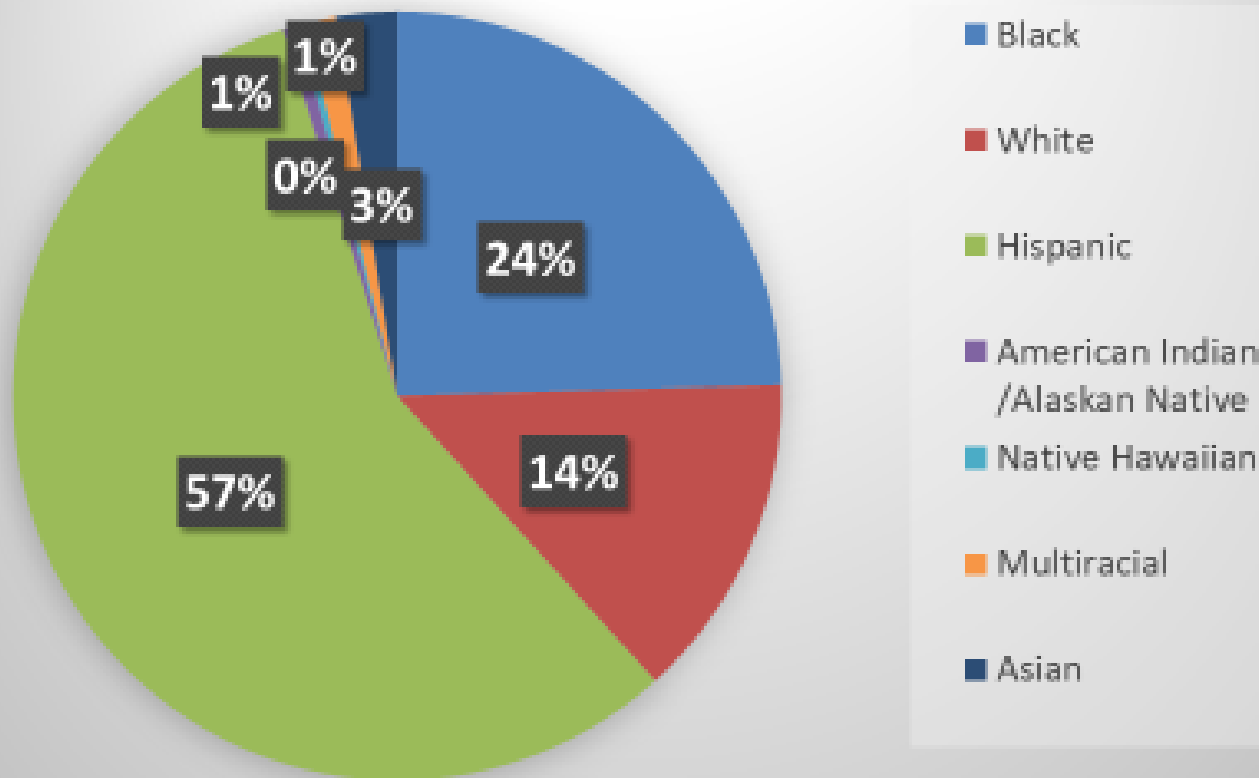


Haines City High School

Haines City, FL



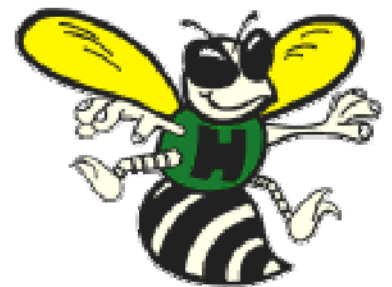
Demographics



- 2,550 students
9th -12th grade
- 200 staff members

HCHS Academies & Special Programs

- International Baccalaureate
- Academy of Media Production (AMP)
- Environmental Agriculture & Technology Academy (EATA)
- Academy of Children & Educational Studies (ACES)
- Visual Arts Academy
- Performing Arts Academy
- Junior Reserve Officer's Training Core (JROTC)



Systems- The Problem

- 9th grade discipline extremely concerning
- Students had difficulty transitioning to high school
- Time spent on discipline = time out of classroom
- Many students coming from diverse backgrounds
- Teachers spend time focusing on standards and don't have time to focus on other skills needed to be successful in high school

The Solution

- Create an alternative elective for ALL Freshman Students
- Utilize PBIS as a way to teach & support all students

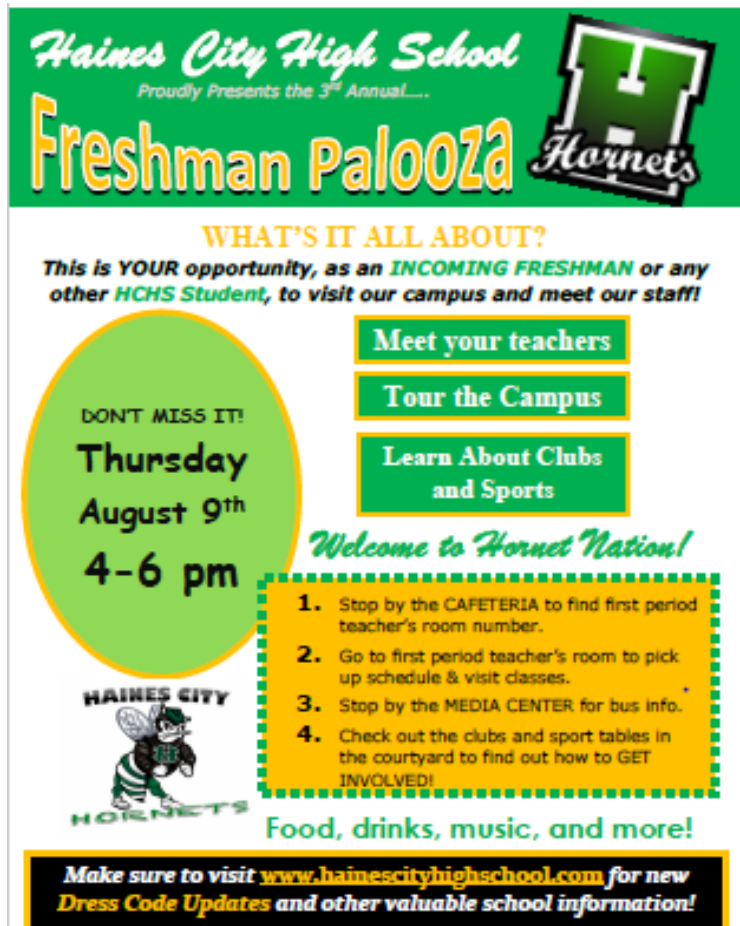
Practices that work-


- Freshman Leadership Course-
 - Leadership Class Track
 - JROTC Track
- Designed to teach leadership skills to incoming Freshman

Empowering Students to Choose

- Visits to 8th grade feeder schools with administrator and counselors to share information, generate excitement, and allow students to sign up for their preferred track
- Informational Night for Freshman Parents

High School Experience-Get Involved!



Haines City High School
Proudly Presents the 3rd Annual....
Freshman Palooza 

WHAT'S IT ALL ABOUT?
This is YOUR opportunity, as an INCOMING FRESHMAN or any other HCHS Student, to visit our campus and meet our staff!

DON'T MISS IT!
Thursday
August 9th
4-6 pm

Meet your teachers
Tour the Campus
Learn About Clubs and Sports

Welcome to Hornet Nation!

1. Stop by the CAFETERIA to find first period teacher's room number.
2. Go to first period teacher's room to pick up schedule & visit classes.
3. Stop by the MEDIA CENTER for bus info.
4. Check out the clubs and sport tables in the courtyard to find out how to GET INVOLVED!

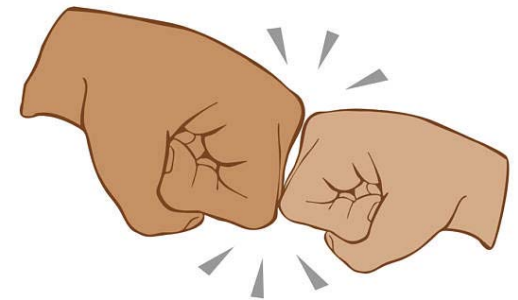
Food, drinks, music, and more!

Make sure to visit www.hainescityhighschool.com for new Dress Code Updates and other valuable school information!

- Dedicated 9th grade assemblies- small group to help clarify expectations
- Exposure to clubs, sports, and academies
- Leadership courses help all students learn basic skills not taught in classroom- such as notetaking

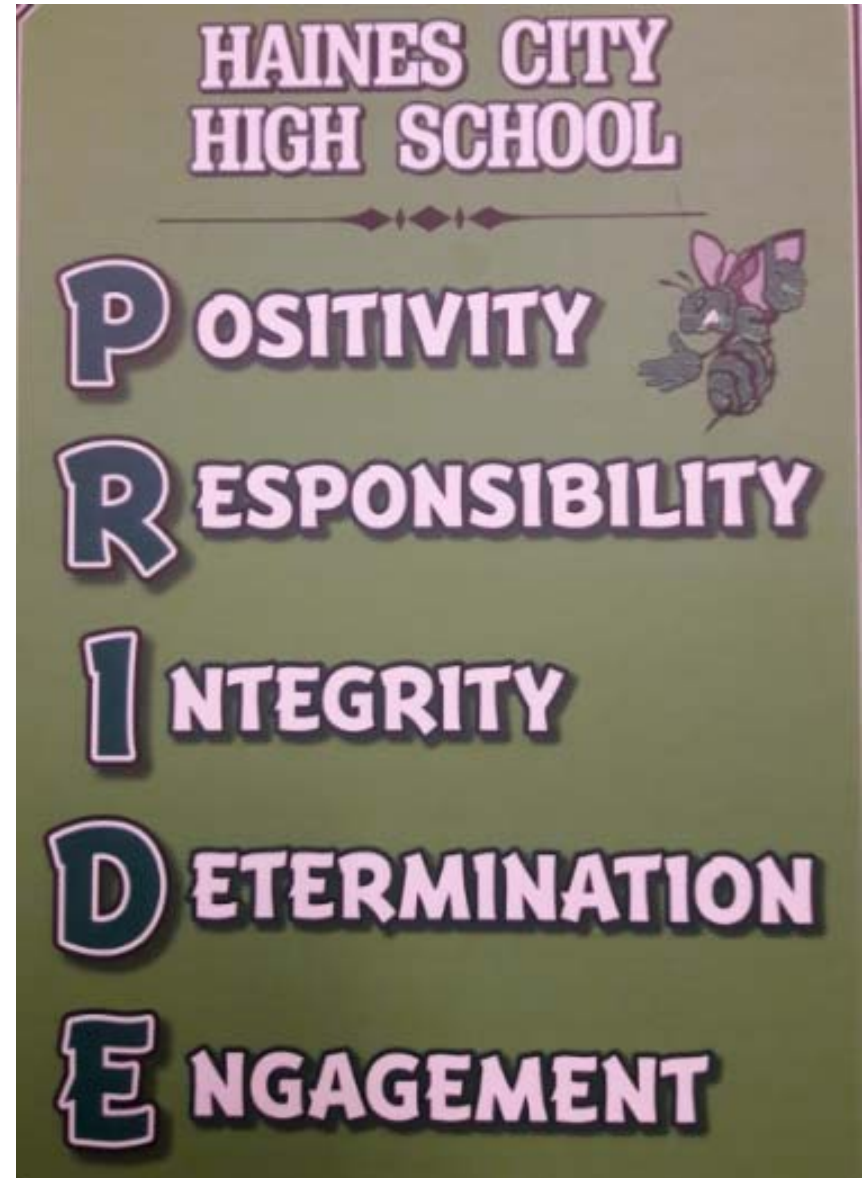


It's about Building
Positive
Relationships.

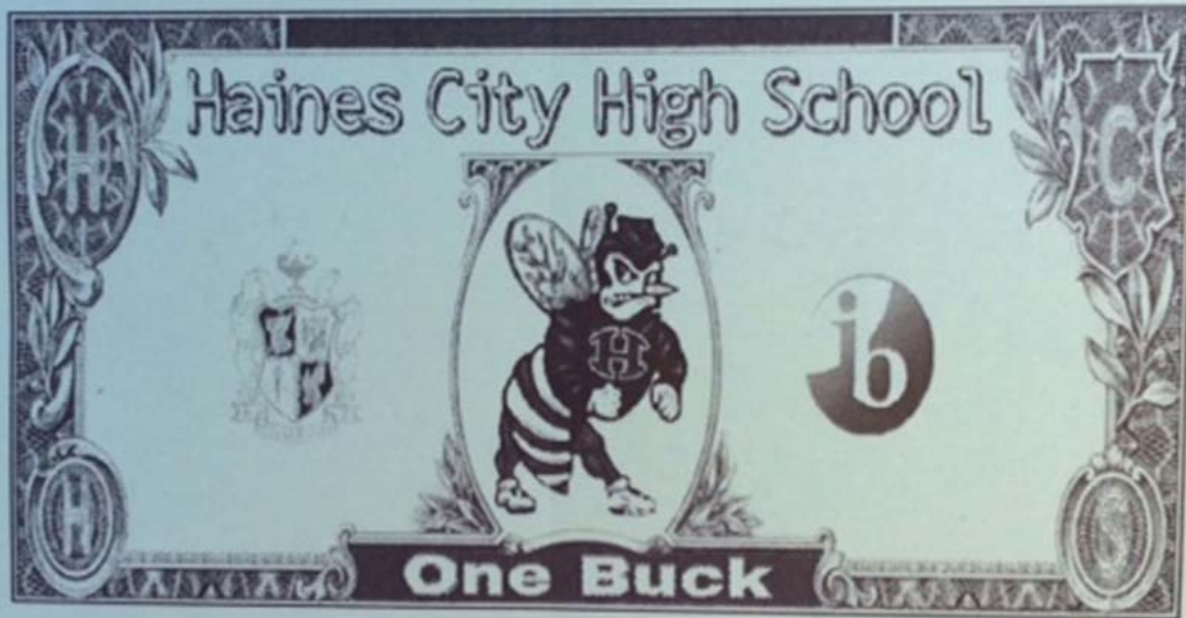


PRIDE Expectations

- Posted in all classrooms and common areas
- Taught by teachers the first week of school



The Hornet Buck



- Hand out when you see someone doing the right thing.
- Reinforces PRIDE expectations
- Staff given 100 per month

Hornet Nation Store

- Store is organized by PBIS Leadership class
- Items are voted on by students
- School supplies sold
- Chance tickets popular-
 - Pizza with the Principal
 - Homecoming/Prom tickets
 - Special ticketed events-
Movie events, Play previews,
holiday & sporting events



Pizza with the Principal



Positive Referrals

Haines City High School Positive Behavior Referral



Referring: _____ Date: _____

Referred by: _____ Grade: _____

The Hornet named above has received a Positive Behavior Referral for the following reasons:

- ____ Positivity
- ____ Responsibility
- ____ Integrity
- ____ Determination
- ____ Engagement

Positive Behavior Comments:



Signature: _____

White Copy - Students

Yellow Copy - Turn into student services or the 9th Grade office Positive Behavior Referral Box for monthly drawings.

- Student who is always doing the right thing
- Student who has done a turn around
- Staff Member who has helped you make it through the day, week, 9-nine weeks

Emerald Leadership Award

One more example of teachers building relationships with students & focusing on the POSITIVE instead of Negative behavior.



Certificate of PBIS Success

THIS CERTIFICATE IS AWARDED TO

HAINES CITY SENIOR HIGH SCHOOL

IN RECOGNITION OF BEING:

GOLD LEVEL
MODEL PBIS SCHOOL
FOR 2017-2018

Don Kincaid

Don Kincaid, Project Director

Heather George

Heather George, Project Co-Director



DATA.....


Is it Working?



Positive Culture- Beyond Hornet Nation


- Visitors from The Netherlands
- Presentation at PBIS Conference in Chicago
- Filmed by PCPS to showcase school culture
- Channel 10 News School of the Week





Creating a Positive High School Culture, Climate, and Community
Haines City High School, Haines City, Florida

Adam Lane, M.Ed.; Brandy Polly, M.Ed.; Eric Hutchinson, M.Ed.; Crystal Young, M.Ed.
Polk County Public Schools



Introduction

Haines City High School is located in Haines City, Florida. The school is one of the six target schools receiving additional support as part of the School Climate Transformation Grant. The Grant support team has partnered with the school to help develop a multi-tiered behavioral framework to help support the diverse needs of students.

The school has several programs and academies, such as the International Baccalaureate program, Children's Educational Studies, Media Production, Environmental Agriculture & Technology, Visual Arts, and Performing Arts. There are also multiple extra-curricular activities for students to participate in, such as U.S. Army JROTC, sports, clubs, and various programs involving the arts.

Haines City High School educates students in grades 9-12. The current enrollment of the school is 2,439 students, 143 teachers and 32 support staff. The student demographic information is 54% Hispanic, 26% Black, 14% White, 3% Asian, 2% more than one race, and 1% American Indian.

Mr. Adam Lane is the principal of Haines City High School. He believes in the vision of the school, in which all students should serve as productive, responsible citizens and be prepared to enter the work force, a branch of the military, or a post-secondary institution upon graduation.

The Haines City High School mission is to provide a high-quality education by forging strong communal relationships, achieving academic proficiency, and reinforcing positive behavior. Through these provisions, Haines City High School creates Hornet Nation, which is a sense of pride, a feeling of comfort and confidence, a common ground, and a connection felt between students, faculty, parents, and community members.

Implementation Timeline

- Shifting the mindset of all staff to catch students doing the right thing and also reward students doing the right thing
- Recognition of students on morning announcements for public praise involving athletics, clubs, activities and academic accomplishments
- Staff voice – staff presented with information and voted in favor of utilizing PBIS on a campus
- Core team selected with staff and student leaders to develop SWPBS system which involved creating expectations, preferred reinforcers, developing materials for visibility at the school and filming creative ways to teach expectations
- ALL staff are invited and encouraged to participate in PBIS meetings and all staff are provided professional development on using the PBIS system to reward students and teach behavior expectations.
- Clubs and student leaders involved in running school store used for students to spend Hornet Bucks in exchange for school spirit items
- Emerald Leader Award - Nominate a Student & Develop a Star
- Chance Tickets are exchanged for students to win various items – Pizza with the Principal, School Theater Productions, Movie Viewing, Athletic Events, and Tickets to the Homecoming Dance and Prom
- Hornet Nation Award – recognizes outstanding students at monthly faculty meetings. Family members are also included.
- Positive Behavior Referral – Positive written and verbal recognition from a staff member to a student

Results

School Discipline Data since PBIS Implementation

Category	2014-15	2015-16	2016-17
ODR	2783	2638	2200
OSS	2147	1905	1779
ISS	1666	1567	1356



Legend:
■ Year Prior to Implementation
■ Year of Planning/Partial Implementation
■ Year of Full Implementation

Data collected using student discipline information:

- Office Discipline Referrals decreased by 21%
- Out of School Suspension days decreased by 17%
- In School Suspension days decreased 19%

Initial Planning Stages

Student leaders worked to develop expectations, created signs for the school and designed Hornet Bucks to use as incentives.

Student Leadership

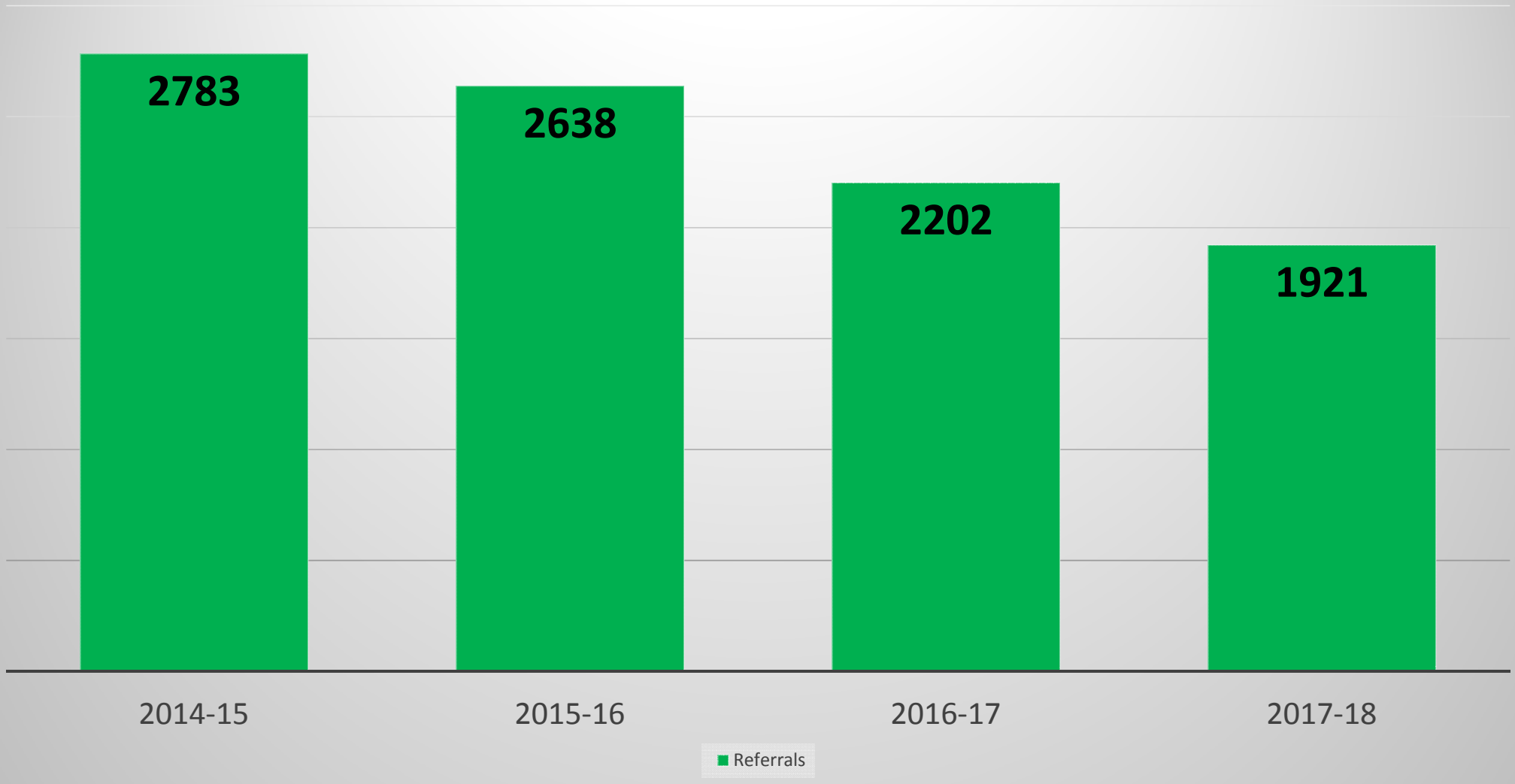
Leadership Skills Development is offered to 10th, 11th, and 12th graders as an elective credit. This class gives the student body the opportunity to serve the school as PBIS leaders while learning leadership skills that will benefit them in the future. The responsibilities for this class are as follows:

- Peer mediation through guidance department
- Peer mentoring through guidance department
- Development of video lessons for the *PRIDE* expectations
- Development of PBIS activities and events
- Data collection: *Hornet Bucks*, positive referrals, etc.
- Operate all aspects of the school store

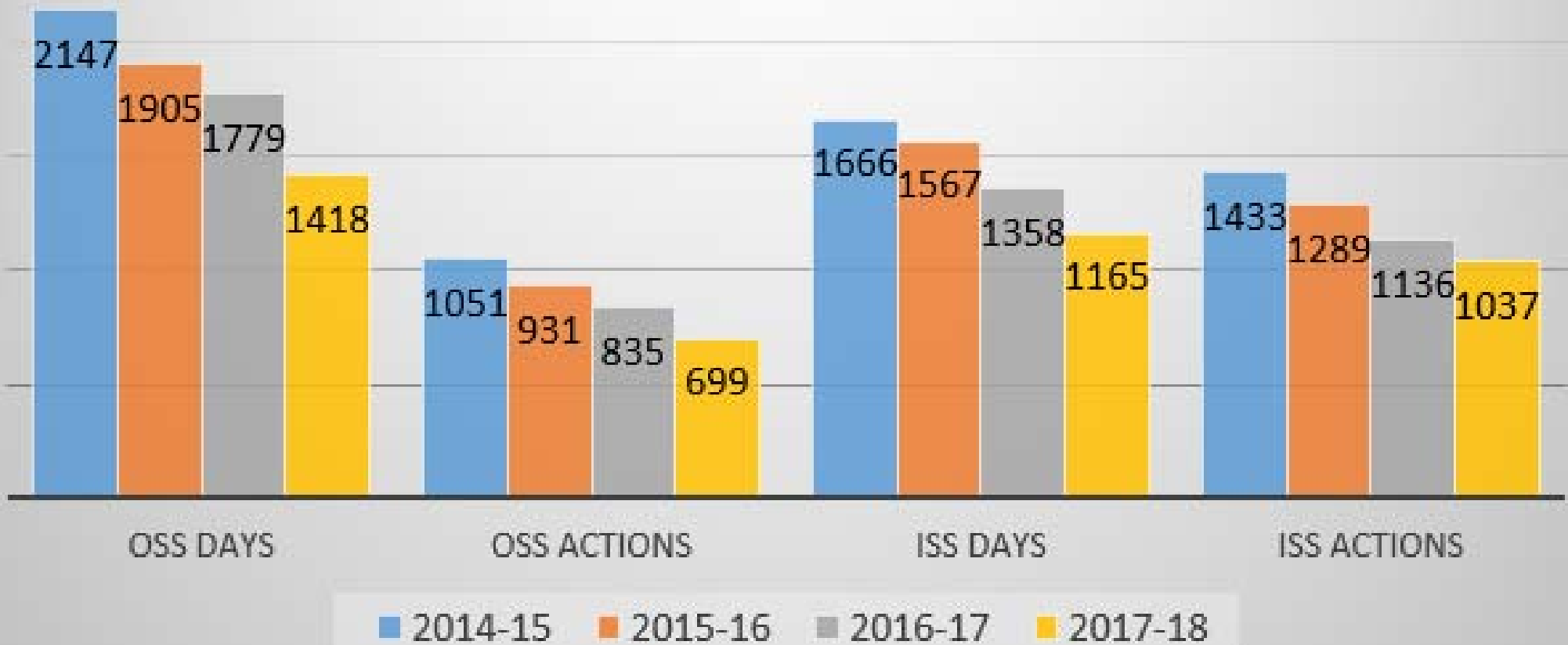
Reflections and Moving Forward

- Staff are continuously encouraged to build positive connections with students. They act as de-escalators, communicators, and peacekeepers.
- "People with their differences can also be right", is an approach to classroom teaching, discussions, and learning for all staff and students.
- Tier 2 & Tier 3 supports are implemented by using small group counseling, Second Step, behavior interventionist support & a mentoring program. Individual student counseling is an option for students identified as having more intense needs.
- Leadership classes are built into the schedule for all incoming 9th grade students.

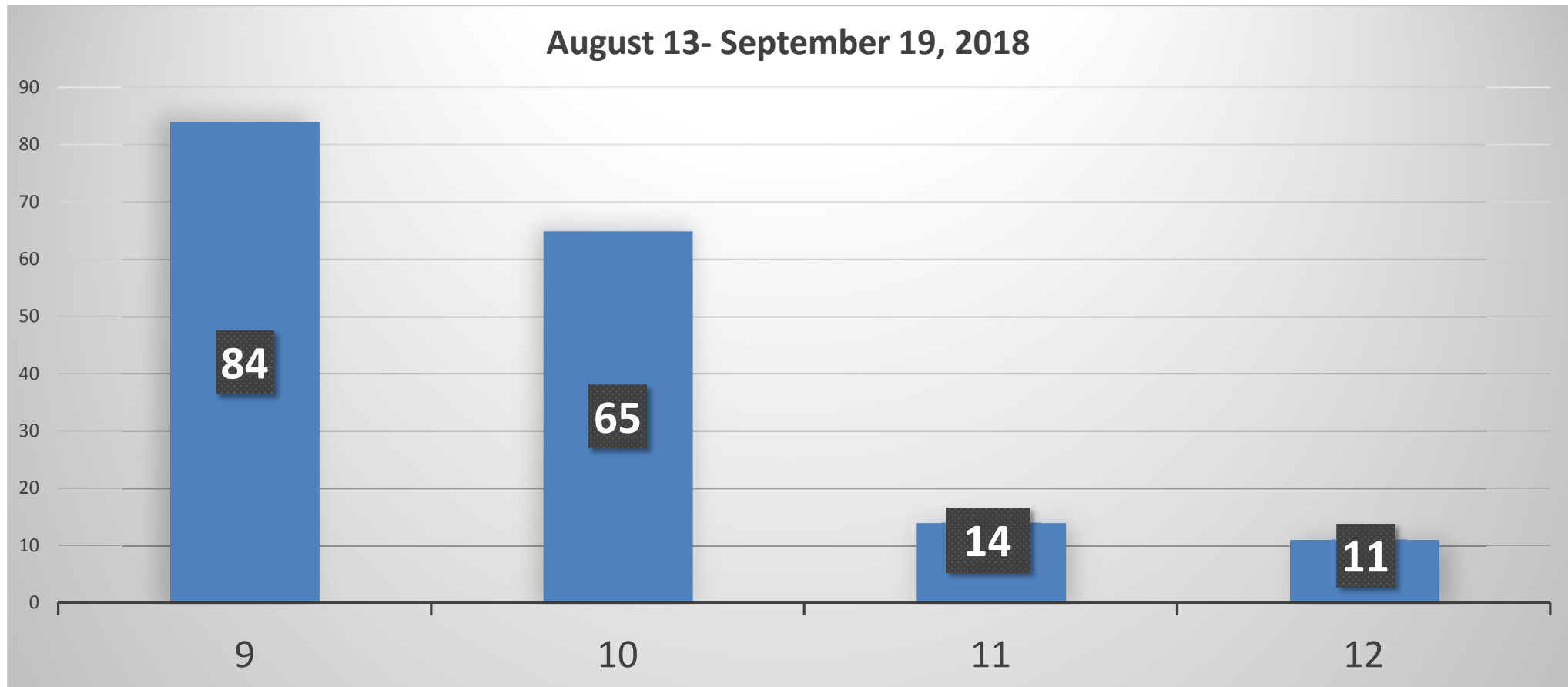
Discipline Referral Comparison



Suspensions



Current Discipline Referrals



Contact



Haines City High School

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