



3F Voices from the Field: Experiences with PBIS in Alternative Programs

*Presenters:
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Meagan Dwyer
Brian Meyer
Brenda Scheuermann*

- **Topic:** Juvenile Justice/Alternative Education,
- **Keywords:** Alternative settings, Tier 1, alignment, training, sustainability, evaluation



Learning Objectives

1. *Describe ideas for addressing common challenges to implementing PBIS in alternative programs*
2. *Describe ideas for ensuring success of PBIS in alternative programs*
3. *Provide examples of how PBIS aligns with a more developmental, child-oriented approach to treatment*



Overview of our panel

- Introductions
- Access presenters' materials
- Questions, comments



Meagan Dwyer, Principal SEDOL

*Alternative day school for elementary students with
intellectual and behavioral disabilities*



National PBIS Leadership Forum

About our school

- Special Education District of Lake County (SEDOL)- largest cooperative in Illinois
- ED Alternative Program (K-6)
- Shaping Appropriate Behavior (SAB K-12)
- Evolution as my role as Principal



Context: Why PBIS

- February 2021
 - TFI Score- 20/30 for Tier 1 only
- Summer 2021
 - Beginning work on Building-wide PBIS Manual
- Back to School 2021
 - Manual Introduced- no leveled system
 - Focus: Classroom Matrices and Building-wide Matrices
 - Student Growth Goal- TFI for administrative team
- October 2021
 - TFI Score: Tier 1 20/30 and Tier 2 4/26

2021-2022 School Year

- School Year 2021-22
 - Started Check In/Check Out
 - Started Second Step for Adults (SELA)
 - PBIS Committees
 - Positive Feedback Forms and Home Notes
 - Data Reviews: SWIS, Physical Restraints, Threat Assessments, Attendance
 - ASLUPs- Skill Deficits
 - Behavior Mission Statement
 - Staff devote themselves to being fair, consistent and meaningful with consequences and discipline for our students. We will work to build relationships through restorative practices and create a safe and caring learning environment everyday.
 - May 2022 TFI: Tier 1 25/30 and Tier 2 36/24
 - Applied for Recognition



Tier 1/Universal for Social/Emotional/Behavioral Needs

Check In/Check Out in ALE

Modified CICO

SW groups outside of classroom

Other (Mentoring, OT,
time out of classroom,
etc)

Tier 1/Universal for Social/Emotional/Behavioral
Needs

Individualized Team Development:
Complex, Function-Based Problem Solving
Person-Centered Planning

Successes

- Decrease in physical restraints: It has taken 4 years to see the changes

 - October 8, 2022: 265 incidents of PR

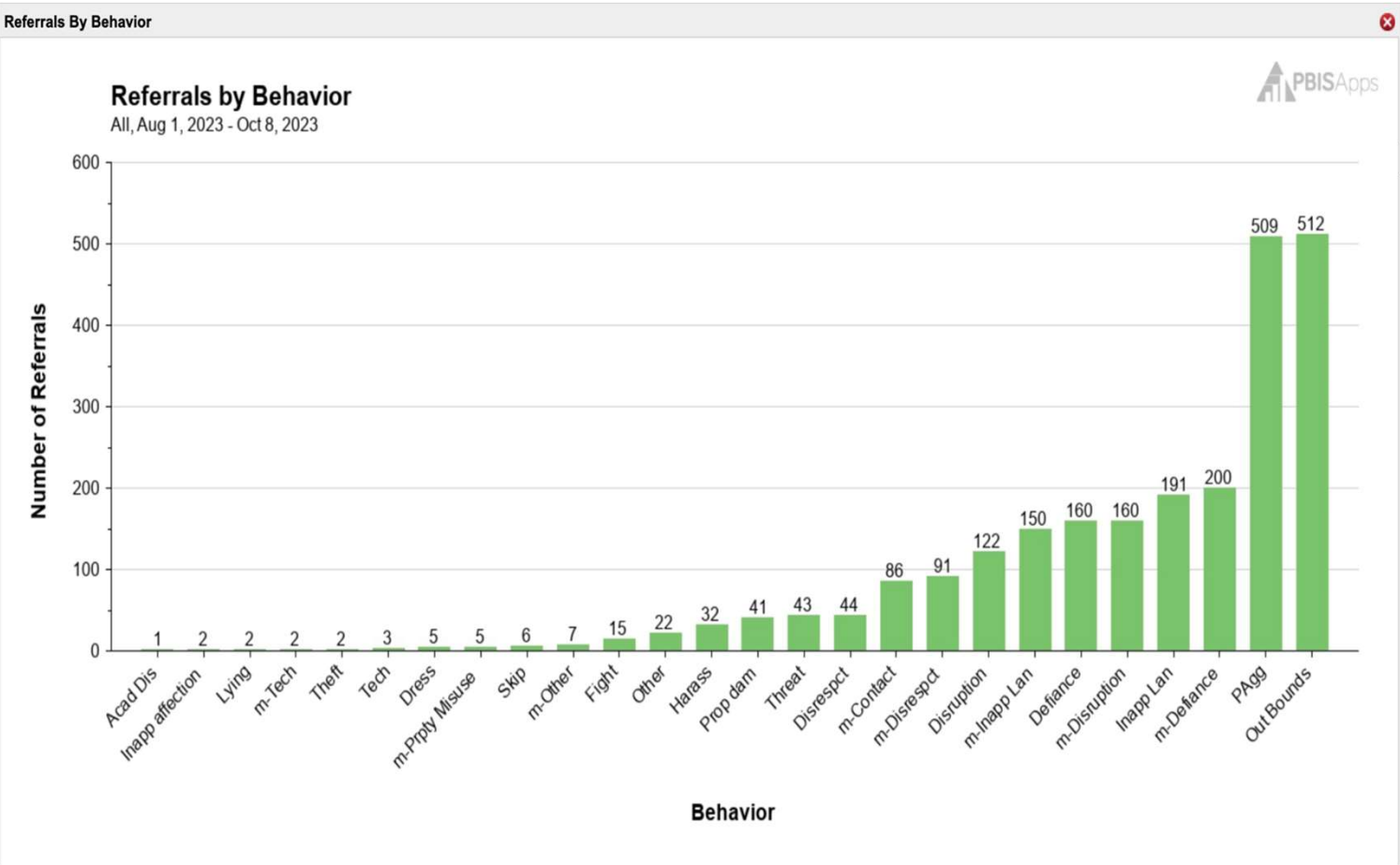
 - October 8, 2023: 43 incidents of PR

- Implementation of Ukeru

- Increase culture and climate over the last 4 years

Challenges

-Elopement behavior has increased



tion

Challenges

- Staff Turnover: Although systematic, the process of teaching it to new people is timely and students start with behaviors on the first day of school
- Sustainability: Making sure it doesn't all need to be carried and led by me
- Student Turnover: Our class lists changes weekly with new students



Aligning the Valued Outcomes of Two Systems Facility-Wide PBIS

San Luis Obispo County Juvenile Hall

Marguerite Harris

Chief Deputy Probation Officer Superintendent

San Luis Obispo County Juvenile Hall

San Luis Obispo County Probation Department



Lindsey Tompkins, BCBA

Behavior Intervention Services Manager

San Luis Obispo County Office of Education



Who we are

- Located in San Luis Obispo, California
- Full Spectrum of Incarcerated youth (no longer have a state facility)
- Detention
- Coastal Valley Academy (CVA)
 - Camp Program
- SOAR - Secure Youth Track
- Junior High through College Educational Program
- Youth we serve:
 - Special Education
 - English Learners
 - Mental Health Needs
 - Foster
 - Unhoused Youth





GOALS

PROBATION

- Reducing the Use of Isolation in Juvenile Hall (SB1143)
- Increase the use of Evidence Based Practices
- Lesson incidents of use of force
- Change staff culture

SCHOOL

- Reduce problem behaviors
- Increase academic performance
- Make undesirable behaviors ineffective and inefficient
- Decrease school refusal





Juvenile Facility

Required a Coordinated
Collaborative Approach





The answer: Facility-Wide PBIS





Facility Goals

- Reduce behavioral incidences through positive relationships with youth
- Create a healthier environment for youth and staff
- Create electronic coupons throughout facility in order to gather data
- To have a tightly-coupled system that works across agencies, 24 hours a day 7 days a week.
- To anticipate barriers and work together on solutions





Coordination Begins June 2016

WHY?

- ~ It is the right thing to do
- ~ It is how we do things in
San Luis Obispo County



...."Although room confinement remains a staple in most juvenile facilities, it is a sanction that can have deadly consequences... more than 50 percent of all youths' suicides in juvenile facilities occurred while young people were isolated alone in their rooms and that more than 60 percent of young people who committed suicide in custody had a history of being held in isolation."

**Lindsay M. Hayes,
Juvenile Suicide in Confinement
A National Study. 2004**



July 2016

Multi-agency Team visit to Placer County Juvenile Faculty





September 2016

First Joint Meeting

Probation Staff

- Chief of Probation
- Assistant Chief of Probation
- Chief Deputy Juvenile Division
- Chief Deputy Custody Division
- Supervising Deputy Probation Officers
- Deputy Probation Officers III
- Deputy Probation Officers
- Juvenile Services Officers

Education Staff

- Assistant Superintendent
- Executive Director of Alternative Education
- Executive Director of Special Education
- Program Specialist
- School Psychologist
- Classroom Teachers
- Special Education Teachers
- Para-Educators





September 2016 First Joint Meeting

Other Agency Staff

- Medical Staff
- County Mental Health
- Family Care Network





Presentations and Introductions to our Stakeholders

- County Board of Supervisors
- County Board of Education
- Grand Jury
- Restorative Partners
- Juvenile Services Advisory Committee
- Juvenile Justice Commission
- School Site Council



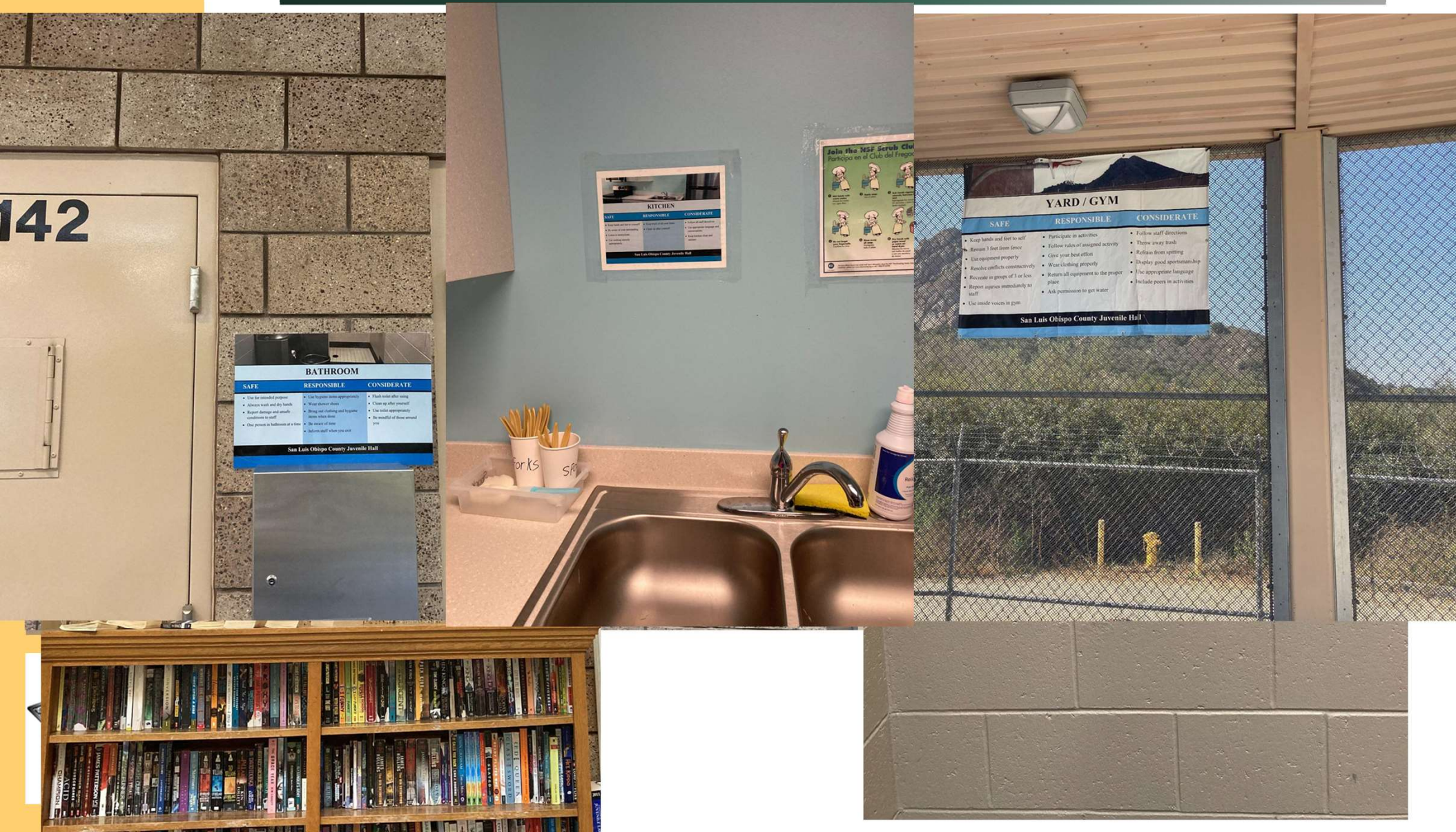


November 2016

Two - All Staff Team Meeting

- All administration, management, probation custody staff, classroom staff, supporting agency staff were in attendance
- Agenda included
 - Understanding of need for change
 - PBIS basics
 - Overview of Multi-Tiered Systems (MTSS)
 - Created Matrix by staff for all areas in the facility
 - Practiced teaching and reinforcing expectations







STAFF

SAFE

- Maintain personal boundaries
- Pre-plan and anticipate
- Be alert
- Ask for help when needed
- Be firm, fair, and consistent

RESPONSIBLE

- Wear equipment properly
- Be professional
- Collaborate with facility partners
- Be consistent
- Have reasonable expectations
- Communicate
- Model positive behavior

CONSIDERATE

- Maintain clean and orderly workplace
- Provide clear, timely, and detailed feedback
- Model positive behavior
- Take care of your co-workers
- Respect diversity
- Use 5:1 ratio
- Focus on behavior

San Luis Obispo County Juvenile Hall

**We have these cool
posters...
What next????**



Components of Implementation

- Update policy and procedure
 - Added PBIS language to FTO Program
 - Added a Youth Handbook
- Collaboration between multiple agencies that operate within the facility
- Matrices posted around facility reflect positively stated behavioral expectations in all locations
- Implemented electronic reinforcement system for expected behaviors





Components of Implementation

- Incorporated into onboarding procedures for all new facility partners and volunteers
- Behavioral modifications and interventions reflect PBIS tiered interventions model (Tier II & III)
- Created parent video to explain the facility and PBIS implementation.
- Updated all templates for reports of incidents





Initial Barriers

- Culture Shift
- Combining two separate systems, each with their own legal requirements and needs
- Resistance from officers, JH staff, and Association
- Staff buy-in
 - *“It is unsafe”*
 - *“There are no consequences”*
- Cost and commitment of training
- OT for officers to go off site and be trained
- Impatience
- Long term youth
- Reflective activities
 - *“Just put me in my room”*





Continual Barriers

- Continued communication and collaboration between partners
 - resistance from new partners within the facility
- Fidelity of Implementation
 - aligning advanced tiers of implementation
 - continued language shift to positive language
(eg. No talking reframing to please remain quiet)
- PBIS rewards technology glitches and impatience





Strengths

1. Common language
2. Facility partner collaboration
3. Recognition of expected behaviors of youth and staff
4. Braided Funding
5. Continuous Improvement





1. Common Language

STAFF		
SAFE	RESPONSIBLE	CONSIDERATE
<ul style="list-style-type: none"> Maintain personal boundaries Pre-plan and anticipate Be alert Ask for help when needed Be firm, fair, and consistent 	<ul style="list-style-type: none"> Wear equipment properly Be professional Collaborate with facility partners Be consistent Have reasonable expectations Communicate Model positive behavior 	<ul style="list-style-type: none"> Maintain clean and orderly workplace Provide clear, timely, and detailed feedback Model positive behavior Take care of your co-workers Respect diversity Use 5:1 ratio Focus on behavior
San Luis Obispo County Juvenile Hall		





2. Facility Partner Collaboration





Training of Officers

- Training program includes training in PBIS for officers
 - Intro to PBIS training from Educational Staff
 - FTO trains on PBIS implementation with youth by teaching officers, modeling, providing feedback on PBIS practices.
- Facility-wide “reboot” training in 2021
 - 2 separate training days so we can include all officers and partners







Training of Youth & Families

- New youth trained during booking
- Youth handbook
- Expectations taught in the classroom and on the units
 - Daily classroom lessons
 - Seven days a week
 - morning, afternoon, and evening
- Parent video





PBIS Implementation Team Meets Monthly

Probation

- Deputy Chief Probation Officer
- Deputy Probation Officers
- Juvenile Services Officers
 - Variety of ranks and schedules
 - Field Training Officer
- Data Specialist

Other Agency Representatives

- Mental Health
- Medical
- Restorative Partners

Education

- Teacher – Detention
- Teacher - Costal Valley Academy (CVA)
- Behavior Intervention Service Specialist (Behavioral focus Paraeducators)
- Administrator
- Coach/Facilitator





PBIS Implementation Team Meets Monthly

- Day to Day Operations
- Data Review
- Communication
- Check-in
- Needs Assessment
- Leadership shares data and next steps





3. Recognition of expected behaviors of youth and staff





Home

Groups

Points Activity

Stores

Events

Raffles

CICO Teacher

Announcements

Teacher Rewards

Reports

Commissary

Item Search



Refund



Edit Store



Set Goals



Redeem



Settings



1. Striving for Peer Leader Status (May buy only 1 on Saturday)

15



1. Pay off one

20



2. Pay Off one RT or

2. Hygiene Products (May order 1 of each)

5



1. Deodorant - Men

5



2. Deodorant - Women

5



3. Toothpaste

10



5. Head 'N Shoulders
Shampoo

10



6. PERT 2in1
Shampoo
&Conditioner

15



7. Lip Balm

40



9. Clean & Clear Face
Wash

3. Bite sized chocolates, Slim Jim's & Sour Punch Twist(May order up to 3 items)

5



1. Bite-size Chocolate
Candy Piece (Chosen
at random)

10



2. Sour Punch Twist

10

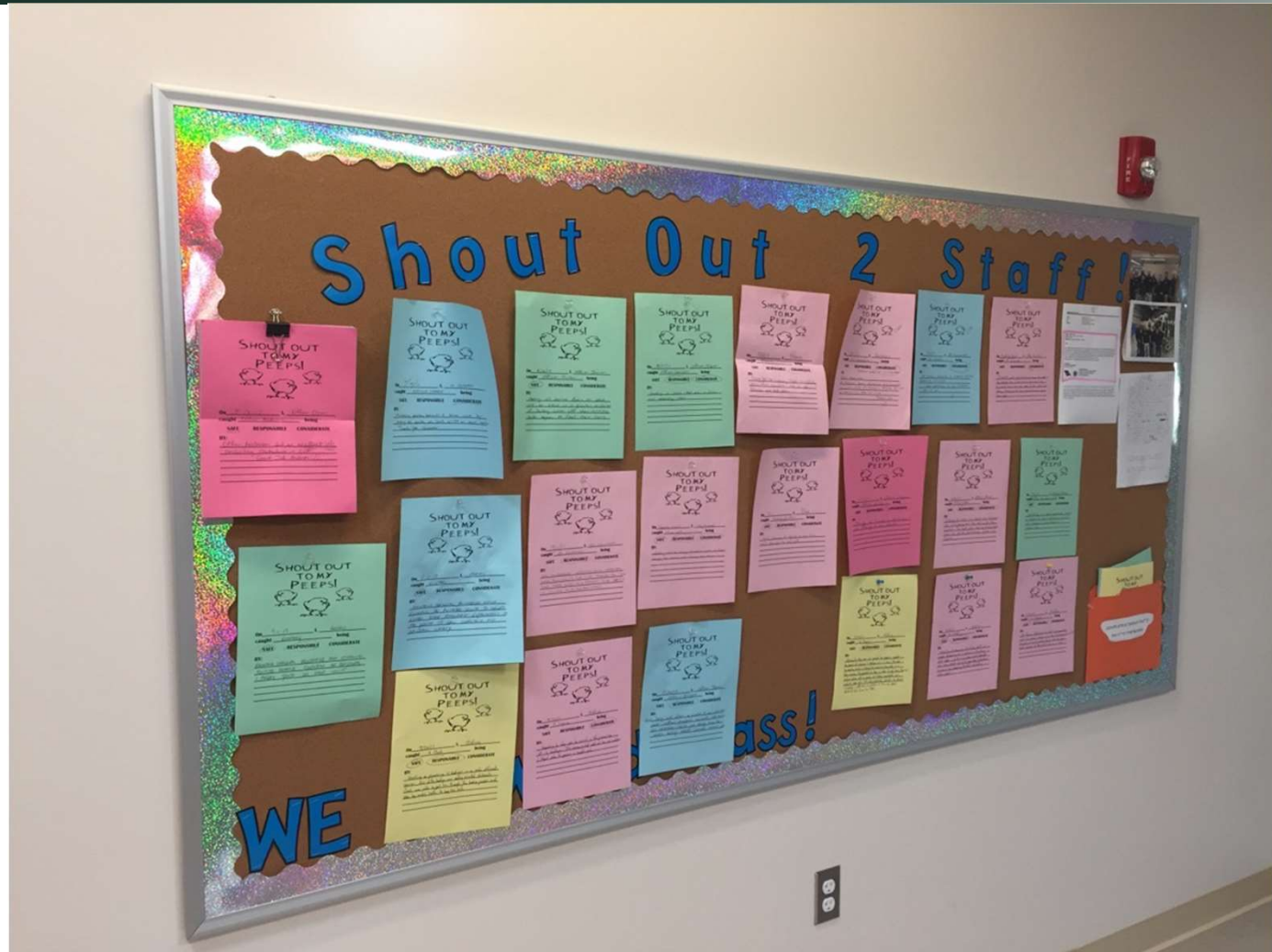


3. Slim Jim

CHECK OUT

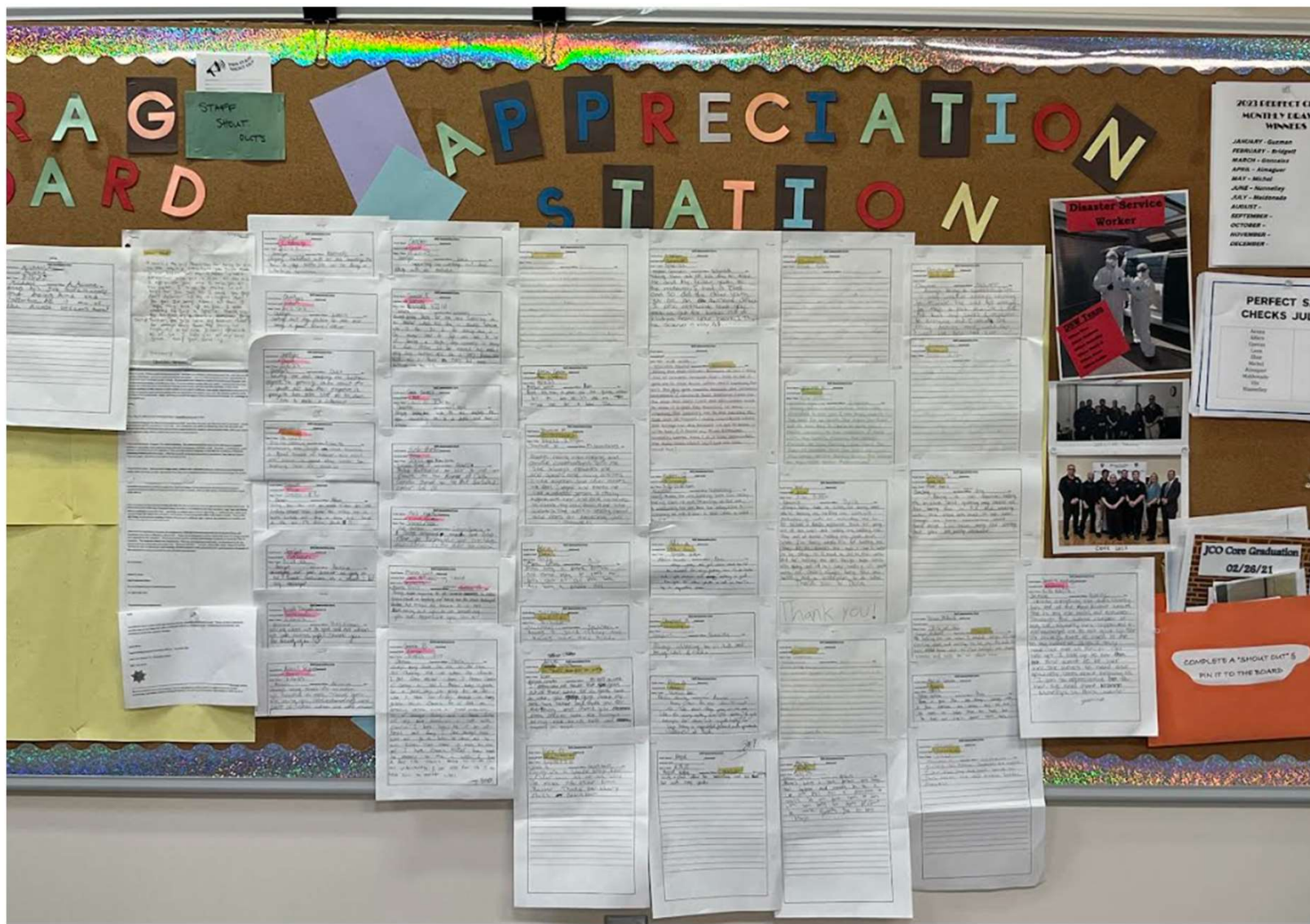


Recognition- Staff to Staff





Recognition- Youth to Staff



I think ~~an~~ every kid needs
cuddles in their life.

I wish I had
a dad like Garcia because he is so chill
and understanding. I can also feel like I can
trust him no matter what

→ Bitch



4. Braided Funding





5. Continuous Improvement: Data Drives Everything

- Incident Data
 - Reflection Times (RT)
 - Incident Reports (IRs non-room confinement and room confinement)
 - Use of Force
 - WRAP
 - Use of OC
 - Classroom Referrals
- Scan Data
- Climate and Culture Data
- Fidelity Data



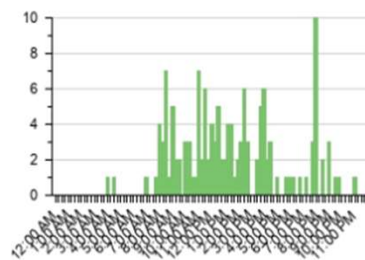


SWIS

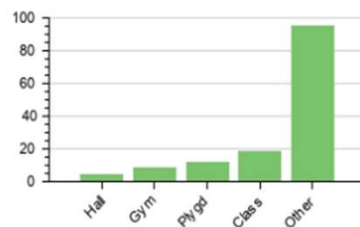
School-Wide Information System
PBISApps

SWIS Dashboard

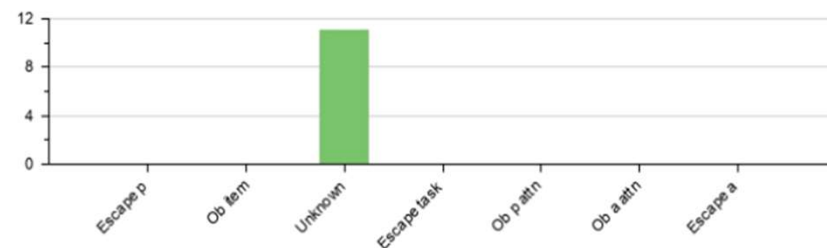
Referrals By Time



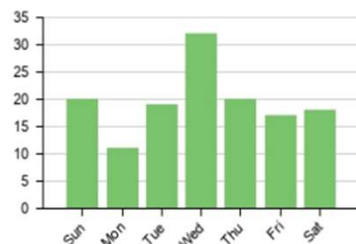
Referrals By Location



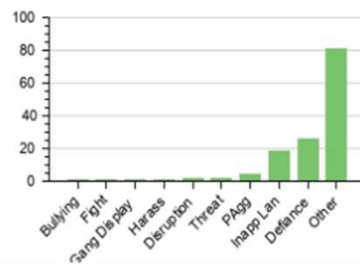
Referrals By Motivation



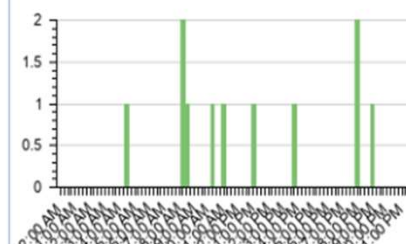
Referrals By Day Of Week



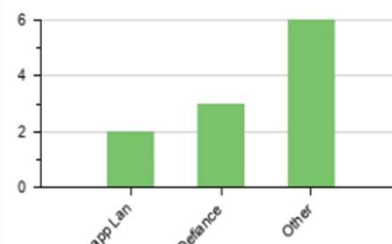
Referrals By Behavior



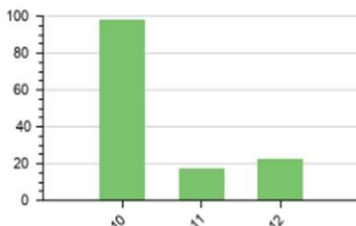
Referrals By Time



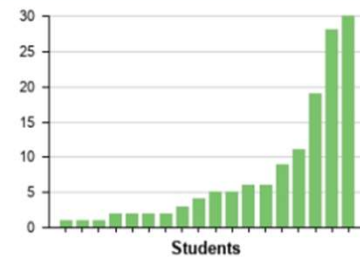
Referrals By Behavior



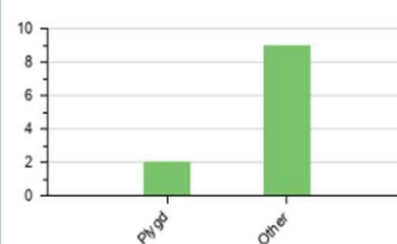
Referrals By Grade



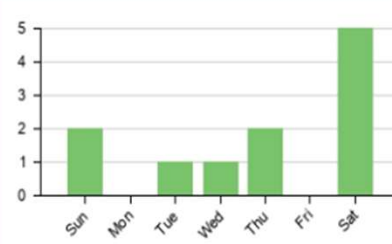
Referrals By Student

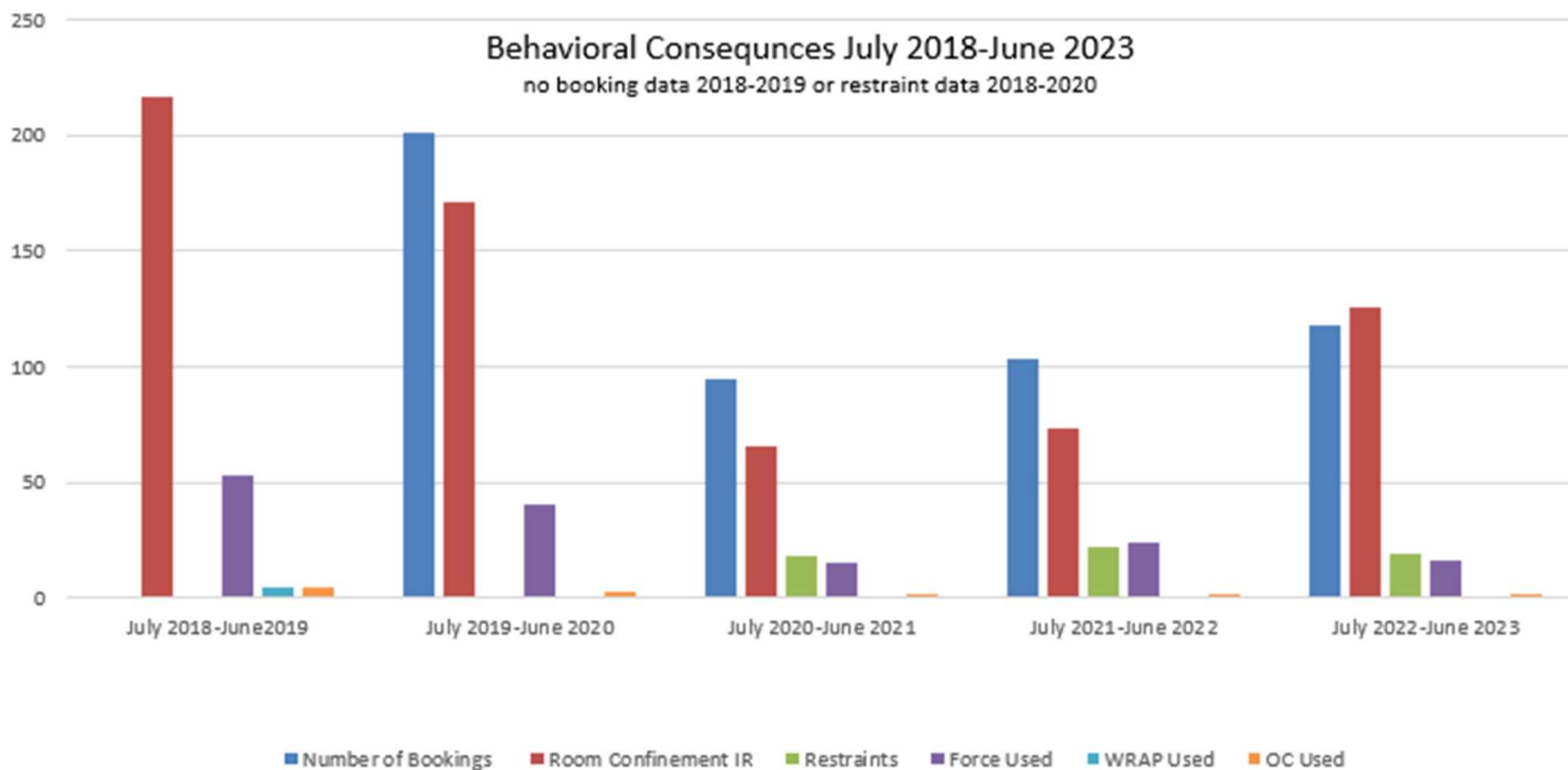


Referrals By Location



Referrals By Day Of Week

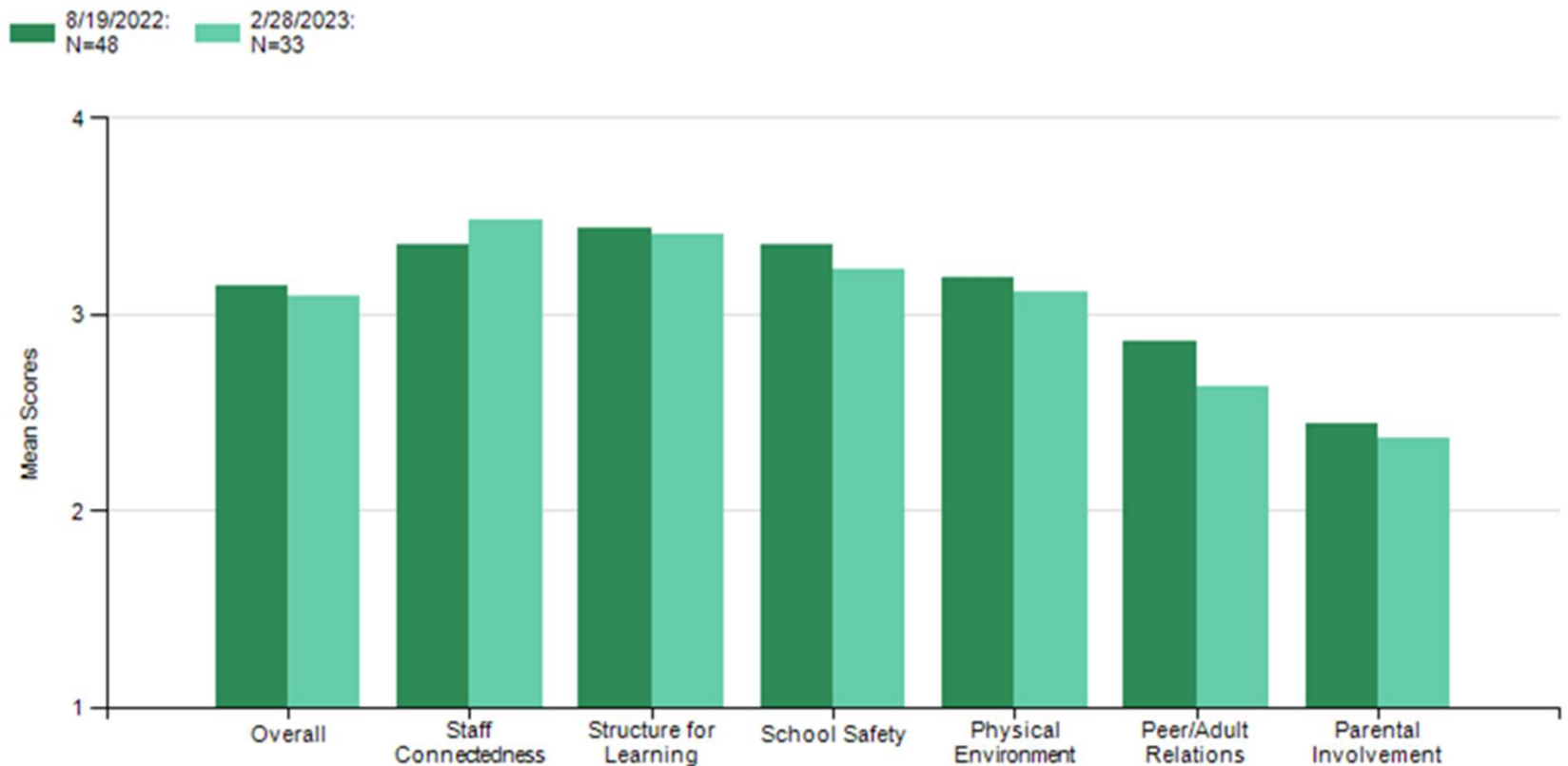






Staff Facility Climate Survey

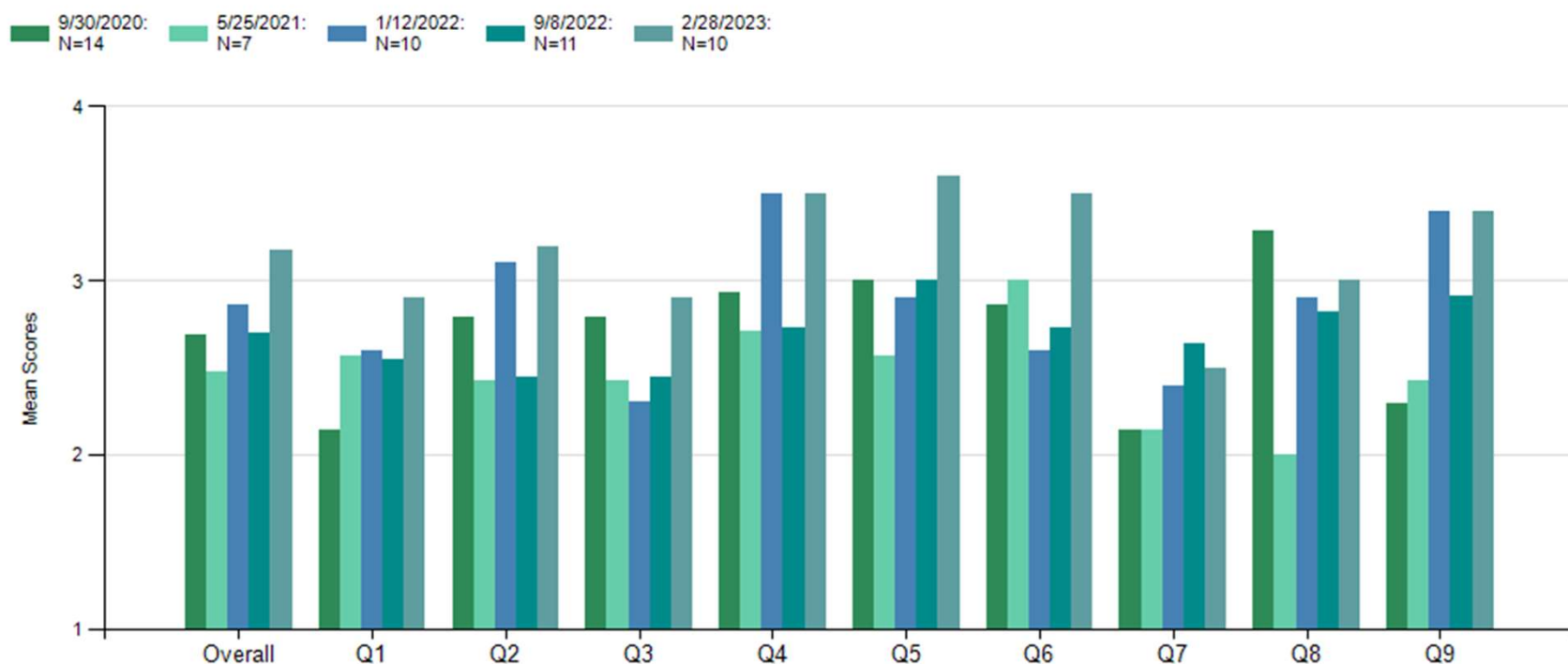
-- Mean Scores By Subscale --
San Luis Obispo County Juvenile Hall: 2022 - 2022





Youth Climate Data- School

School Climate Survey: Secondary (brief version)
-- Scores By Items --
San Luis Obispo County Juvenile Hall Court School: 2020 - 2022



Q1: I like School Q2: I feel successful at school Q3: My school has high standards for achievement Q4: My school sets clear rules for behavior Q5: Teachers treat me with respect Q6 The behaviors in my class allow the teachers to teach Q7: Students are frequently recognized for good behavior Q8: School is a place where I feel safe Q9: I know an adult at school I can talk with if I need help

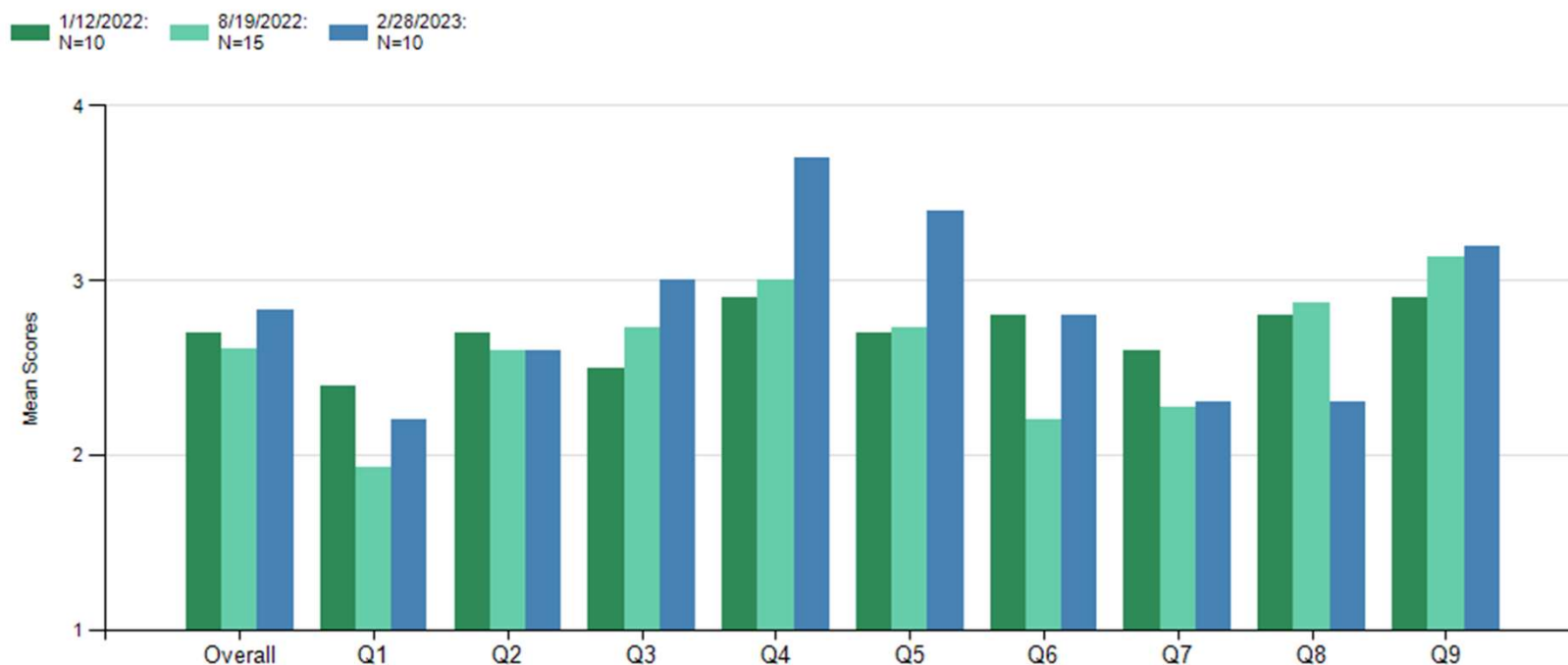




Youth Climate Data- Facility

adapted from Center on PBIS School Climate Surveys

School Climate Survey: Secondary (brief version)
– Scores By Items –
San Luis Obispo County Juvenile Hall: 2021 - 2022



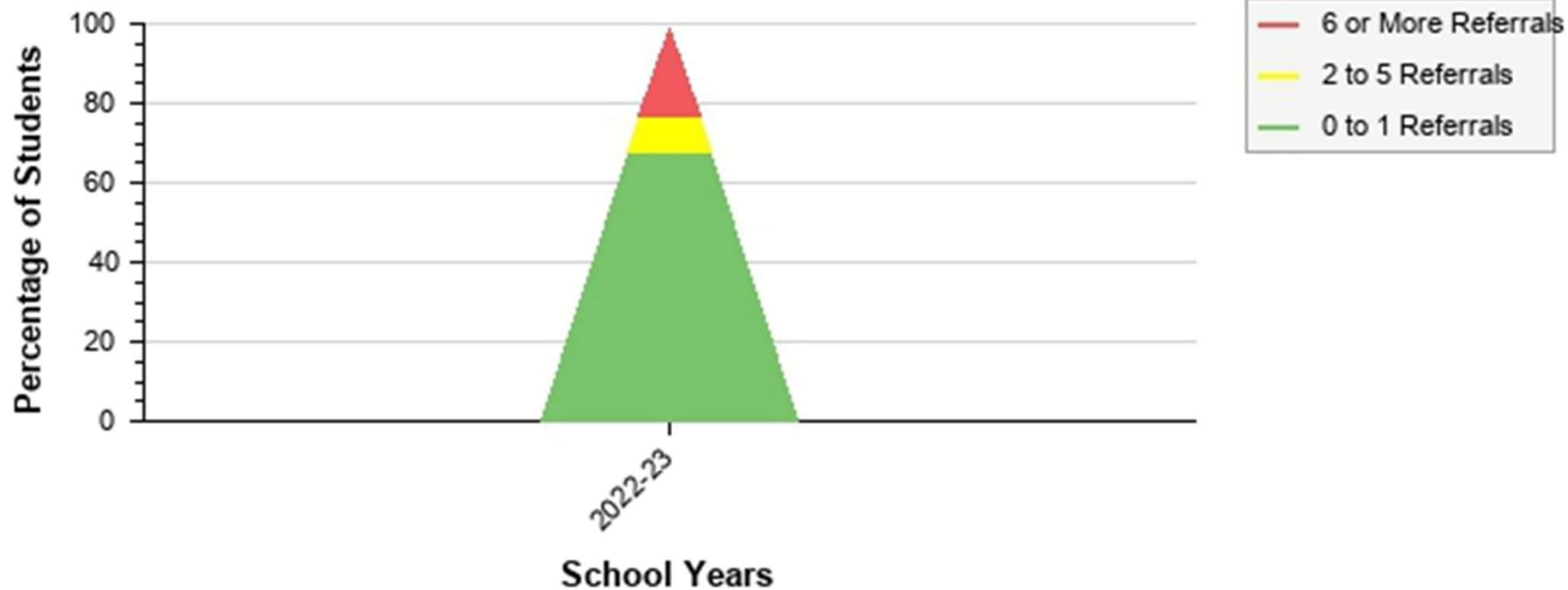
Q1: I like the hall Q2: I feel successful at the hall Q3: The hall has high standards for achievement Q4: The hall sets clear rules for behavior Q5: Staff treat me with respect Q6 The behaviors in the hall allow me to focus Q7: Youth are frequently recognized for good behavior Q8: The hall is a place where I feel safe Q9: I know an adult at the hall I can talk with if I need help





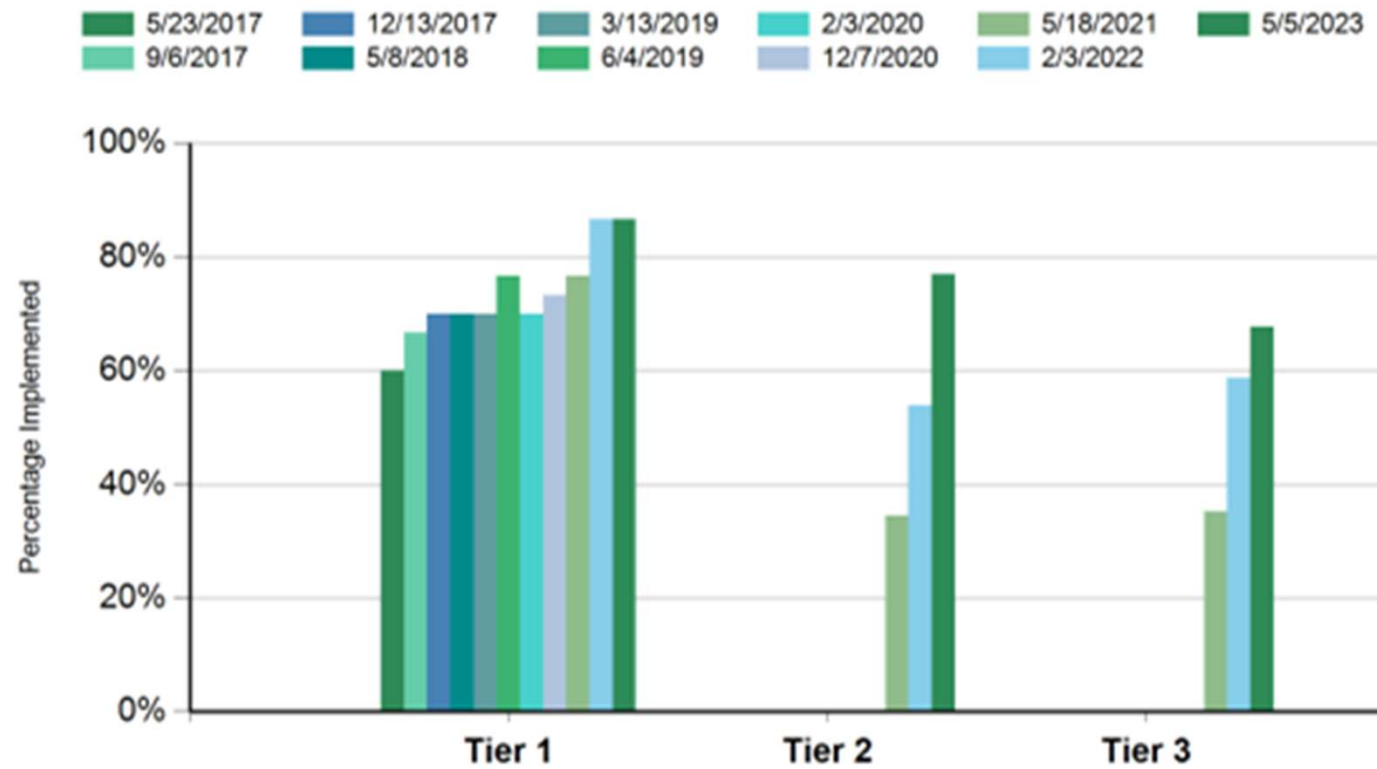
Triangle Data Report

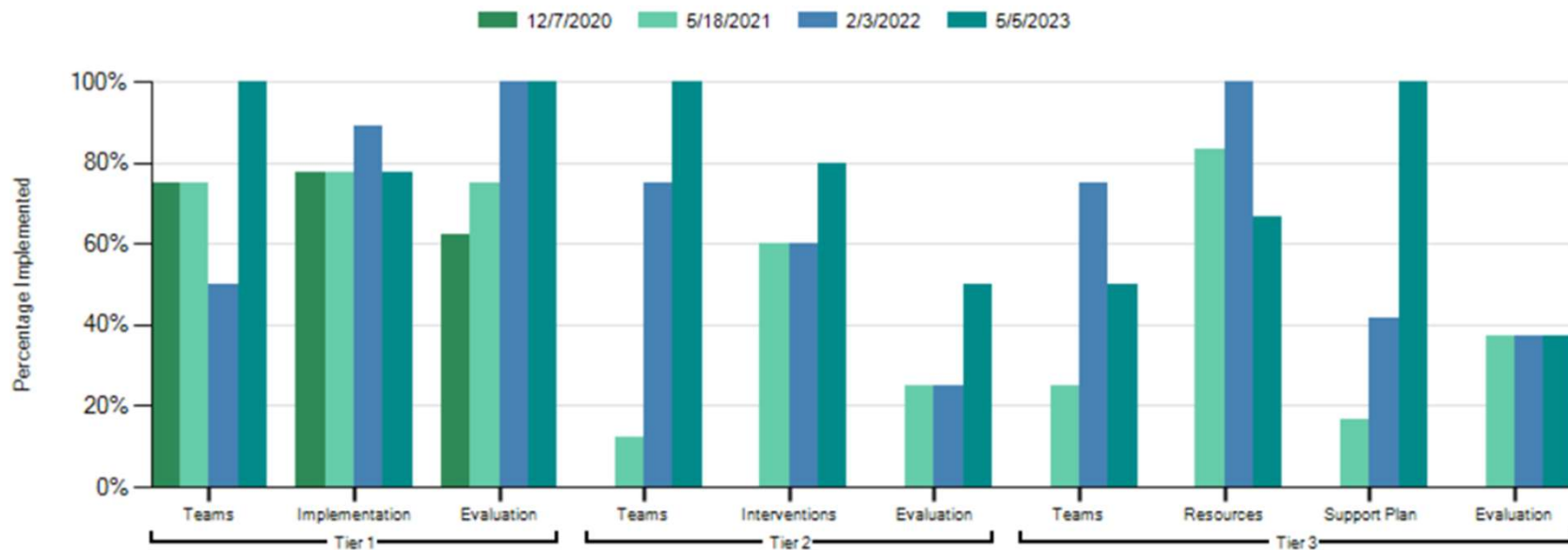
All, 2022-23 - 2022-23



Data Table

School Year	Enrollment	0 Referrals	1 Referrals	2-5 Referrals	6-8 Referrals	9+ Referrals	% 0-1 Referrals	% 2-5 Referrals	% 6+ Referrals
2022-23	118	75	6	10	7	20	68.64%	8.47%	22.88%





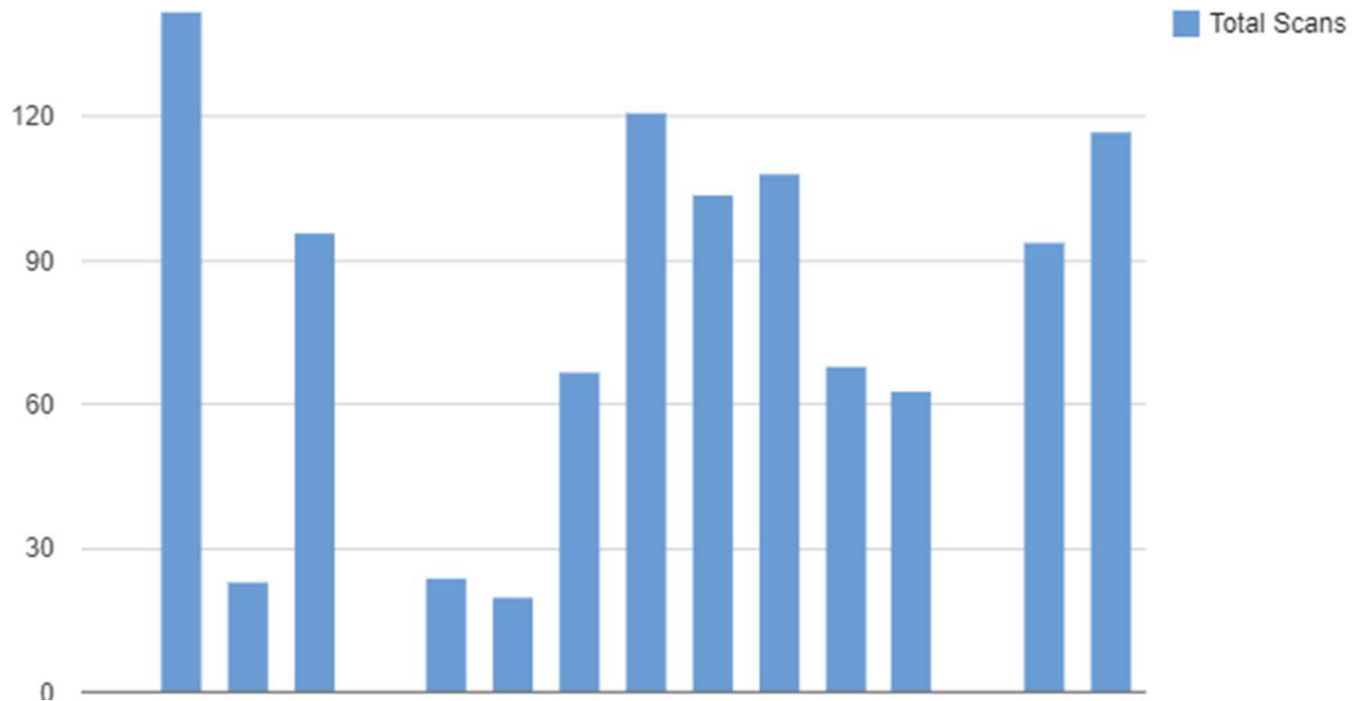
	Tier 1			Tier 2			Tier 3			
Date Completed	Teams	Implementation	Evaluation	Teams	Interventions	Evaluation	Teams	Resources	Support Plan	Evaluation
12/7/2020	75%	78%	62%	NA	NA	NA	NA	NA	NA	NA
5/18/2021	75%	78%	75%	12%	60%	25%	25%	83%	17%	38%
2/3/2022	50%	89%	100%	75%	60%	25%	75%	100%	42%	38%
5/5/2023	100%	78%	100%	100%	80%	50%	50%	67%	100%	38%





PBIS scans by youth

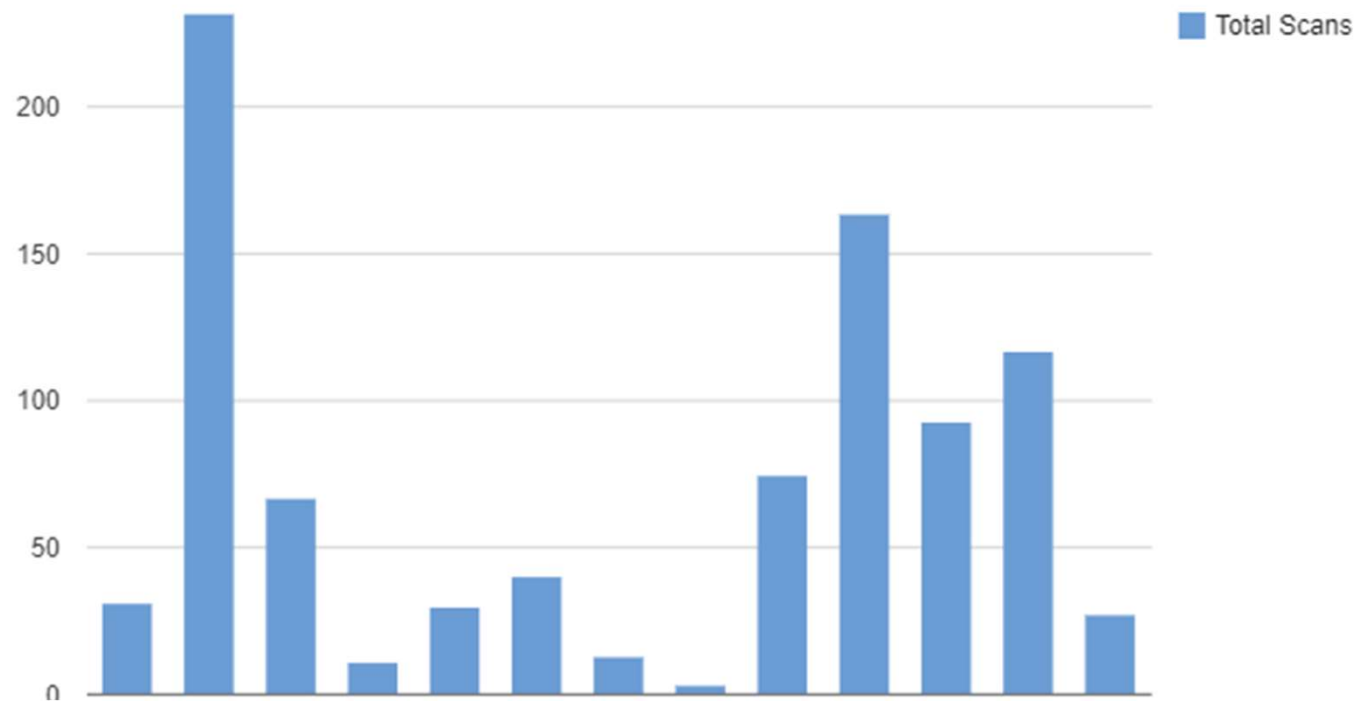
April to July 2023





PBIS scans by officer

April to July 2023





Where are we now?

Continuous Improvement

- ☐ Updating matrix language and locations (rebranding)
- ☐ Continual training of new custody staff
- ☐ Continual training of new education staff
- ☐ Revisit and review data sources
- ☐ Streamlining youth data
- ☐ Increasing our efficiency of data collection and analysis
- ☐ Expanding Tier II/ III





Implementation Hints

- Have upper leadership on board (Chief Probation Officer and Educational Leader)
- Know your team
- Survey your staff, gage the pace
- Listen to their concerns
- Train
- Build relationships and collaborate with your facility partners
- Reach out to others implementing
- Don't minimize the task because it is a heavy lift
- KEEP THE VISION





SAN LUIS OBISPO COUNTY
OFFICE OF EDUCATION
LEADERSHIP • COMMUNITY • SERVICE
JAMES J. BRISCH, Ed. D., SUPERINTENDENT



FAMILY CARE
NETWORK

COUNTY
OF SAN LUIS
OBISPO

ATTEND FACILITY
WIDE TRAININGS ON
PBIS

PARTICIPATE IN
SURVEYS REGARDING
FACILITY CLIMATE

MEMBERS OF MONTHLY
PBIS IMPLEMENTATION
TEAM MEETINGS

CASE PLANNING
MEETINGS

DAILY BRIEFING
MEETINGS

Family Care
Network

San Luis Obispo
County Office of
Education

San Luis Obispo
County Probation

Restorative
Partners

Drug and
Alcohol Services

San Luis Obispo
Public Health

San Luis Obispo
County Behavioral
Health

San Luis Obispo
County Juvenile Hall
**Facility Wide
PBIS Implementation**





Thank you!



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Presents





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SCAN ME



Juvenile justice facilities successfully implement PBIS as a framework for managing behavior. This is a significant shift in philosophy and practice as facilities move away from more restrictive, reactive, and punitive programming toward an emphasis on preventing challenging behaviors, increasing positive behaviors, and providing more intensive supports for youth with the greatest behavioral, academic, social, and mental health needs.

What is PBIS in Juvenile Justice?

PBIS in juvenile justice looks much like PBIS in traditional settings: a set of integrated practices used consistently by all staff in all settings to promote positive behavior. Of course, juvenile justice has unique characteristics to be considered when designing PBIS systems. Within these environments, safety and security are paramount; all practices must align with priorities to keep youth and staff safe and maintain security of the environment. PBIS teams in juvenile justice facilities of all sizes and jurisdictions around the country are demonstrating that PBIS can be implemented successfully in juvenile justice settings, with slight adaptations for the demands of the setting.

A few of the unique characteristics found in juvenile justice settings are:

Negatively-Stated Rules

Most rules in juvenile justice settings focus on what not to do. PBIS revises these rules to focus on behaviors you want to see from youth.

Safety and Security



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For technical support, resources, connections

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Questions?



Please Complete this Session's Evaluation

10/26/2023

Session ID— 3F - Voices from the Field: Experiences with PBIS in Alternative Programs

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Scan the code on this slide.



3. Online

Click on the link located next to the downloadable session materials posted online at:

www.pbis.org/conference-and-presentations/pbis-leadership-forum

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After you submit each session evaluation, click the link to enter the **gift card raffle!**

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National PBIS Leadership Forum