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

Presenters:
Lindsay Tompkins
Marguerite Harris
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
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

National PBIS Leadership Forum
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

![Graph showing referrals by behavior.]

- Elopement is wearing staff out, the behavior has longer duration.
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
3-5 Positively Stated Behavioral Expectations
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<thead>
<tr>
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<th>CONSIDERATE</th>
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<td>Maintain personal boundaries</td>
<td>Wear equipment properly</td>
<td>Maintain clean and orderly workplace</td>
</tr>
<tr>
<td>Pre-plan and anticipate</td>
<td>Be professional</td>
<td>Provide clear, timely, and detailed feedback</td>
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<tr>
<td>Be alert</td>
<td>Collaborate with facility partners</td>
<td>Model positive behavior</td>
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<tr>
<td>Ask for help when needed</td>
<td>Be consistent</td>
<td>Take care of your co-workers</td>
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<td>Be firm, fair, and consistent</td>
<td>Have reasonable expectations</td>
<td>Respect diversity</td>
</tr>
<tr>
<td></td>
<td>Communicate</td>
<td>Use 5:1 ratio</td>
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<td>Focus on behavior</td>
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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

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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

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

**Other Agency Representatives**
- Mental Health
- Medical
- Restorative Partners
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
Recognition - Staff to Youth

Initially used barcode scanners with youth wristbands

Currently using PBIS Rewards app and youth wristbands

Commissary

1. Striving for Peer Leader Status (May buy only 1 on Saturday)
   15
   20
   1. Pay off one
   2. Pay Off one RT or

2. Hygiene Products (May order 1 of each)
   5
   5
   5
   10
   10
   15
   40
   1. Deodorant - Men
   2. Deodorant - Women
   3. Toothpaste
   5. Head 'N Shoulders Shampoo
   6. PERT 2in1 Shampoo &Conditioner
   7. Lip Balm
   9. Clean & Clear Face Wash

3. Bite sized chocolates, Slim Jim's & Sour Punch Twist (May order up to 3 items)
   5
   10
   10
   1. Bite-size Chocolate Candy Piece (Chosen at random)
   2. Sour Punch Twist
   3. Slim Jim

CHECK OUT
Recognition - Staff to Staff
Recognition - Youth to Staff
I think every kid needs nurturance 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.

- Bex
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
Behavioral Consequences July 2018-June 2023

no booking data 2018-2019 or restraint data 2018-2020

- Number of Bookings
- Room Confinement IR
- Restraints
- Force Used
- WRAP Used
- OC Used

July 2018-June 2019
July 2019-June 2020
July 2020-June 2021
July 2021-June 2022
July 2022-June 2023
Staff Facility Climate Survey

Mean Scores By Subscale
San Luis Obispo County Juvenile Hall: 2022 - 2023

8/19/2022: N=48  2/28/2023: N=33

Bar chart shows mean scores for Overall, Staff Connectedness, Structure for Learning, School Safety, Physical Environment, Peer/Adult Relations, and Parental Involvement.
Youth Climate Data - School

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

<table>
<thead>
<tr>
<th>School Year</th>
<th>Enrollment</th>
<th>0 Referrals</th>
<th>1 Referrals</th>
<th>2-5 Referrals</th>
<th>6-8 Referrals</th>
<th>9+ Referrals</th>
<th>% 0-1 Referrals</th>
<th>% 2-5 Referrals</th>
<th>% 6+ Referrals</th>
</tr>
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<tr>
<td>2022-23</td>
<td>118</td>
<td>75</td>
<td>6</td>
<td>10</td>
<td>7</td>
<td>20</td>
<td>68.64%</td>
<td>8.47%</td>
<td>22.88%</td>
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The chart below shows the percentage of implementation for Tier 1, Tier 2, and Tier 3 over various dates:

- **Tier 1**:
  - 5/23/2017: 60%
  - 9/6/2017: 67%
  - 12/13/2017: 70%
  - 5/8/2018: 70%
  - 3/13/2019: 70%
  - 6/4/2019: 77%
  - 2/3/2020: 70%
  - 12/7/2020: 73%
  - 5/18/2021: 77%
  - 2/3/2022: 87%
  - 5/5/2023: 87%

- **Tier 2**:
  - 5/23/2017: NA
  - 9/6/2017: NA
  - 12/13/2017: NA
  - 5/8/2018: NA
  - 3/13/2019: NA
  - 6/4/2019: NA
  - 2/3/2020: NA
  - 12/7/2020: NA
  - 5/18/2021: 35%
  - 2/3/2022: 54%
  - 5/5/2023: 77%

- **Tier 3**:
  - 5/23/2017: NA
  - 9/6/2017: NA
  - 12/13/2017: NA
  - 5/8/2018: NA
  - 3/13/2019: NA
  - 6/4/2019: NA
  - 2/3/2020: NA
  - 12/7/2020: NA
  - 5/18/2021: 35%
  - 2/3/2022: 59%
  - 5/5/2023: 68%
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 Juvenile Hall

Facility Wide PBIS Implementation

- 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
- Restorative Partners
- Drug and Alcohol Services
- San Luis Obispo County Behavioral Health
- San Luis Obispo Public Health
- San Luis Obispo County Office of Education
- San Luis Obispo County Probation

Family Care Network

Restorative Partners

Restorative Partners

Restorative Partners

Restorative Partners

Restorative Partners
Thank you!

Contact us:
Marguerite Harris  mmharris@co.slo.ca.us
Lindsey Tompkins  ltompkins@slocoe.org
Presents
For more information

Juvenile Justice

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 redefines these rules to focus on behaviors you want to see from youth.

Safety and Security
For technical support, resources, connections

<table>
<thead>
<tr>
<th>Brenda Scheuermann</th>
<th>Brian Meyer</th>
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<tbody>
<tr>
<td><a href="mailto:Brenda@txstate.edu">Brenda@txstate.edu</a></td>
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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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   Click “Take Survey” under the session description.

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

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