PBIS WORKSHOP
LOW- OR NO-COST INCENTIVES
FAMILY & COMMUNITY INVOLVEMENT

ACKNOWLEDGEMENTS

Thanks to the following for sharing so many resources online!!

- OSEP Center on PBIS – [www.pbis.org](http://www.pbis.org)
- PBIS Maryland – [www.pbismaryland.org](http://www.pbismaryland.org)
- PBIS Illinois – [www.pbisillinois.org](http://www.pbisillinois.org)
- Florida’s MTSS - [www.florida-rti.org](http://www.florida-rti.org)
INTRODUCTIONS

WHY IS PBIS IMPORTANT?

- Change the *climate* of the school
Why acknowledge desired behavior?

WHY ACKNOWLEDGE APPROPRIATE BEHAVIOR?

• Turn the behavior into a habit!
• Reinforce/encourage behavior
• Students who are showing expected behaviors may encourage others
• Strengthen positive behaviors that compete with problem behavior
• Prompt for adults to recognize expected behavior
THINK ABOUT IT

• What interests do your students have?
• How would teachers/staff like to be acknowledged for their efforts?
• What can you do if your school has a limited budget?
TAKE A STUDENT SURVEY

PBIS incentive possibilities

1. Which activities or rewards would you like to receive?

<table>
<thead>
<tr>
<th>Opportunity to attend a special field trip</th>
<th>You!</th>
<th>Maybe</th>
<th>No, thank you</th>
</tr>
</thead>
<tbody>
<tr>
<td>Homework Pass</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Music Pass</td>
<td></td>
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<tr>
<td>Game Pass</td>
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<tr>
<td>$1 to spend at the school store</td>
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<tr>
<td>$1 to spend in cafeteria</td>
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<tr>
<td>yo-yo/skate balls/small toys</td>
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<tr>
<td>puzzle books (puzzle, word search)</td>
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<tr>
<td>pencils/pens</td>
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<tr>
<td>free pass to Lancer Flight</td>
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<tr>
<td>first in line for lunch</td>
<td></td>
<td></td>
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<tr>
<td>sit with friends at a reserved table</td>
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<td></td>
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<tr>
<td>treat from a treat box</td>
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</table>

This survey can be found at [http://www.surveymonkey.com/s/NY7WRYH](http://www.surveymonkey.com/s/NY7WRYH)

FREE INCENTIVE IDEAS - ELEMENTARY

- use the computer
- write on the board
- sit in a “special chair”
- students create seating charts
- game day during lunch
- helper in another room/classroom
- be the leader of a class game or activity
- be the line leader or caboose
- be the teacher’s helper for the day
- wear a hat to school
- wear slippers to school
- listen to music during silent reading time or while working individually
- lunch with local athletes
- make announcements over the PA
- music during passing periods/lunch
- operate the remote for a power point lesson
- dance to favorite music in the classroom
- design a class/school bulletin board
- do half of an assignment/homework pass
- draw on the chalkboard
- be recognized during announcements
LOW COST INCENTIVES - ELEMENTARY

- Earn a gift certificate to the school store or book fair
- Earn a pass to a community activity (bowling, mini-golf, fair/carnival, class, sporting event, museum)
- Earn a trophy, plaque, ribbon, or certificate
- Earn a fitness-related item such as a frisbee, hula hoop, jump rope, paddleball, sidewalk chalk, etc. (community businesses may donate these)
- Get a flash cards set printed from a computer
- Take a trip to the treasure box: non-food items such as stickers, key chains, temporary tattoos, yo-yo’s, bubbles, spider rings, charms and pencil toppers (inexpensive through Oriental Trading)
- Earn a free pass to a school event (game, dance, etc.)
- Get a video store or movie theatre coupon

CLASS AWARD EXAMPLES

- Book Shaped Clock- for best manners in Library
- Gold or Platinum LP Record for class with best manners in Music for the week
- Golden Apple Award for class with best lining up at recess
- Golden Maracas Award for class with best manners in Spanish class
- Golden Mouse Award for class with best manners in computer class
- Golden paintbrush Award for class with best manners in Art class
- Golden Plunger Award- for the cleanest classroom. Line leader carries the golden plunger around the school and all other classes must stop and salute.
- Golden Spatula Award- for class with best manners in the cafeteria.
- Golden sports trophy for class with best manners in PE
- Golden Trash Can Award
- Shelf Elf for best manners in the Library- sits in winning classroom for a week
- Sock it to Ya’ – Best manners in PE class
FREE INCENTIVE IDEAS – HIGH SCHOOL

• Adult volunteers to write a job recommendation for the student
• Choose the homework assignment for class
• Choose which homework problem the teacher will give the answer to for a freebie
• Couch potato: Students buy the couch/popcorn/drink that sits mid-center court on sideline – can purchase option to bring friend

• Eat lunch
  • outdoors
  • with an invited adult
  • with a teacher or principal

• Game/contest with principal
• Get interviewed for school newspaper
• Guest DJ one song at school dance
• Rock star parking

LONG TERM INCENTIVE IDEAS

• Special Days:
  • sports day
  • movie day
  • hat day
  • PJ pants day
  • bottled water day
  • professional dress day (nurse, chef, fire fighter, etc....)
  • dress like your favorite teacher
INCENTIVES FOR STAFF, TOO 😊

- Show appreciation for staff participation
- Increase buy-in
- Increase feeling of connectedness among staff
- Encourage staff to use positive reinforcement on a regular basis

ADULT INCENTIVE IDEAS

- Teachers/staff nominating other teachers/staff
- Students nominating staff
- Remember PBIS team, too!
WHAT DO ADULTS WANT?

Ask them!

• Short verbal survey at staff meeting
• Short survey put in their mailbox, or sent in an email
• **Example of survey question:**

  *As a staff member, what would be rewarding for you in your efforts in implementing PBIS? Circle all that apply.*

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<table>
<thead>
<tr>
<th>Snack Foods</th>
<th>Leave Campus for Lunch</th>
<th>Leave School Early</th>
<th>Other:</th>
<th>__________________________</th>
</tr>
</thead>
</table>

NO-COST ADULT INCENTIVE EXAMPLES

• Pick what the topic for a faculty meeting is going to be
• Duty free lunch period
• Permission to leave the building for lunch off campus
• Special table outdoors for teachers to enjoy sunshine during lunch
• Preferred parking space
• Valet parking for a day
• Principal takes over morning or afternoon duty for an adult in the building
• During morning announcements highlight something that an adult in the building did and tell why
• Student ‘compliment’ cards to staff (see example on next slide)
LOCAL EXAMPLE - BROOKLAND

Teacher Shout Out Board

Recognize fellow faculty and staff members who live the FISH Philosophy with the PBIS “shout out” board. The board is located in the office by the big copier.

Here’s how it works:

1) Teachers get a blank cut-out fish from a bucket.
2) He/she writes the person’s first name and last initial, which part of the FISH Philosophy and what they did specifically. (for example: Kathy G. Made My Day by covering my duty.)
3) Then the fish is placed on the board.

At the end of each month all fish are removed, one fish will be pulled from the ones removed from the board. The name on the fish will earn the title of “PBIS Person of the Month”. He/she will have a reserved parking place for the month, a gift and their picture taken for the newspaper.

EXAMPLE - LOUISIANA

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EXAMPLE FROM MARYLAND

GOOSE AWARDS

The administrators present a monthly GOOSE (Get Out of School Early) Award to a staff member who has gone “above and beyond” in service to the school.

EXAMPLE FROM MARYLAND

Horseshoe Awards

The staff nominate their peers for this award. These appreciation awards are announced at faculty meetings.
LOW COST ADULT INCENTIVE EXAMPLES

• Ice cream/snow cone truck for last day of benchmark testing. Have the truck show up after all the students are gone and invite all the staff to have an ice cream on the PBIS team. Tell them they are “Way Cool, the way they accomplished all the testing this week.”
• Identify what each staff member does best and have an “Academy Awards” ceremony with statues for each person. Invite the parents to come to the award ceremony.
• Gift cards for staff members that help run celebrations
• Invite spouses and children to come up for a catered dinner on the nights staff needs to work late.
• Order business cards for each staff member. Pick a design that fits each person’s personality. Vista Print has almost free deals on business cards (http://www.vistaprint.com/frf=691384697124 ).
• Take a survey of the staff on their favorite magazines, then purchase some subscriptions to put out in the staff lounge.

HOW CAN YOU AFFORD ITEMS THAT AREN’T FREE?

Ask for donations:
  • local businesses
  • staff members
  • students
  • PTA
  • PBIS parent team
  • discretionary funds
  • www.donorschoose.org
  • example: http://www.donorschoose.org/project/positive-behavior-club-pbis-incentives/412482/
EXAMPLES OF DONATIONS

- Ask the local store owners to donate items to celebrate great education staff members.
- Find a beauty school and ask someone to volunteer to come in and do 5 minute manicures.
- Funeral parlors will sometimes provide limo service for free if they aren’t using the cars that day. Surprise staff with limo rides to and from work.
- Ask PTO to bake a casserole once a week for an adult “gotcha” receiver.
- When employees have to work extra (PTO, Parent Teacher Conferences, etc.), ask parents to donate pot luck or ask a catering company to support your school by donating.

LOCAL DONATION EXAMPLES

Blytheville
- Wal-mart – seasonal left-overs

Cross County
- Staff donate items such as old costume jewelry, gently used toys, books, etc.
- Local bank donates some items
WHAT ARE THE BENEFITS OF ENGAGING FAMILIES?

For students?
For families?
For teachers?
For the school?
For Students:
• higher achievement
• more homework completion
• come to school more
• stay in school longer

For Families:
• becoming more supportive of child and teachers
• becoming more confident in how to help child learn
• learning more about education programs

For Teachers and Schools:
• improved teacher morale
• higher ratings of teachers by parents
• parents support schools and bond issues

WHAT RESEARCH TELLS US

• **School practices** (such as frequent communication and having meaningful roles for parents) are a stronger predictor of parent involvement than parents’ educational level, income status, or ethnic background. (Epstein, 1991)

• **Parents**, regardless of educational level, income status, or ethnic background, want their children to be successful in school. Across groups, parents want information about how schools function, children’s development/learning, & parents’ roles in supporting their children. (Christenson, 1995)
PARENTS AND FAMILIES ARE ALL DIFFERENT

Use a variety of strategies to engage more families

- Multiple types of communication
- Family events
- Targeted groups
- Volunteer opportunities
- What else??

AN EXAMPLE OF USING DIFFERENT STRATEGIES FOR DIFFERENT FAMILIES

Tier 1: Universal Interventions
- Self Assessments: Family Engagement Checklist, Surveys
- Skill Building Series Guest Speaker (Topics Vary: Survey Families)
- Newsletter, Resource Library, "Shout Outs" - Mickey Mouse PB
- Volunteer Opportunities (DOGS- Dads of Great Students)
- Teacher Conferences - Goal Setting, Family Vision, Strengths Discovery
- Family Fun Nights throughout the year
- School Handbook (Description, Teaching Matrix – promote common language between school and home)

Tier 2: Targeted Group Interventions
- Support Groups (Military Families, Newcomer Group)
- Skill Building Sessions (Academic and Behavior)

Tier 3: Intensive, Individual Interventions
- Family Liaison - matched with family, needs matched with community resources
- Individual Skill Building Sessions -

Susan Barrett, PBIS Maryland
### SOME EXAMPLES OF SCHOOL PRACTICES

- Make a list of volunteer activities that parents sign up for each year.
  - Example: writing form letters to request free samples and resources from sports teams, celebrities, businesses, etc., to use as reinforcements for students throughout the school year.

- Present parents with the highest volunteer hours with recognition awards at school celebrations where school-wide PBIS efforts are the major focus of the festivities.

- Schedule family events to introduce the school-wide expectations, show progress on school-wide outcomes, and provide families with access to information about community resources.
TRY A VARIETY OF COMMUNICATION!

Letters to Parents/Families
• Explaining PBIS to parents
• Explaining behavioral expectations to parents

Newsletters
• Updates on PBIS events
• Data trends
• Ask for volunteers for upcoming events

Website
• Expectations
• Rewards/Celebrations

LOCAL WEBSITE EXAMPLES

http://brookland.cris.k12.ar.us/Middle_School_Folder/PBIS%20Middle%20School%20Information.htm

https://sites.google.com/a/valleyviewschools.net/pbis/

May, 2006

Dear Arvada Middle School Parent,

You may have heard the buzz about our new school initiative – PBS!

Positive Behavior Support is a program supported by the Colorado Department of Education and Jefferson County Schools to promote and maximize academic achievement and behavioral competence. It is a school-wide strategy for helping all students achieve important social and learning goals. We know that when good behavior and good teaching come together, our students will excel in their learning. The schools in Arvada articulation area are proud to be a part of this exciting initiative.

As part of the PBS program, we will establish several clear rules for the behavior we expect in all areas of our school. We will explicitly teach those expectations to the students and reward them frequently with positive notes and prizes for their great behavior. The expectations for all student behavior will be clear throughout our building and playground areas, cafeteria, gymnasium, and classrooms. You will be able to ask your student, “What are the rules in your school?” “How do you follow those rules?” “What happens when a teacher sees you following the rules?”

Our school rules will specifically address bullying behaviors, provide for a safer school environment and give more time for instruction. We will apply consistent consequences and positive reinforcement for all kids. By detailing every expected behavior and teaching to kids in a positive way, we will provide a common language for everyone in our building, including students, teachers, front office staff and our paraprofessionals.

We believe that by helping students practice good behavior, we will build a school community where all students have an environment where they can succeed and grow.

We would like your input and your involvement. Please contact us at school if you have any questions or need further information.

Thank you for your support!

Dear Parents,

At a Positive Behavior Support (PBS) training prior to the beginning of the school year, several staff (teachers and administrators) in Lake County School District agreed upon district-wide expectations that schools would use as a tool for teaching expected behaviors. The acronym, PRIDE, is the format that was decided to present these expectations. The letters in the acronym stand for Participation, Respect, Integrity, Dedication, and Excellence.

The students at Lake County Middle School have been learning about school-wide behavioral expectations. These expectations have been agreed upon by the staff as an effective way to be proactive in managing behaviors. The following information shows the expectation along with what the particular behaviors should look like at the middle school.

- Participation: Active learners are involved, Be there be prepared
- Respect: Take care of Self, Others, Environment
- Integrity: Be honest, Be true to yourself and others, Take responsibility for your actions and words
- Dedication: Be a team player, Demonstrate commitment, Maintain perseverance
- Excellence: Do your personal best, Challenge yourself to go above and beyond, Support the best in all

This approach to managing behaviors is also a positive one. Students are acknowledged for exhibiting the behaviors that we expect by receiving a ‘Certificate of Acknowledgement’. These certificates are turned into the office and the names are read over the announcements the following morning. In addition, weekly drawings are held for a ‘special’ reward.

Please take this opportunity to talk to your child about the expectations at school and the importance of continuing to demonstrate PRIDE behaviors. With your continued support and involvement, Lake County Middle School will remain a school where students can excel.
ENCOURAGE INCENTIVES AT HOME

Ideas for parents of young children:
- Letter/email to relative ‘bragging’ about something good child did at school
- Decorate paper placemats for dinner
- Choose dinner (give them a choice of 2 or 3 items)
- Create a family night activity (bowling, skating, game night, etc.)
- Choose a game to play or a story to read out loud in the evening
- Find a fun recipe online and cook together
- Scavenger hunt around the house
- Let child assist parent with household task

IDEAS FOR PARENTS OF OLDER CHILDREN AND TEENAGERS
- Let them drive the ‘good’ car for a special occasion
- Surprise them with a favorite dessert
- Let them choose dinner once a week for a month
- Make flash cards for upcoming exam to help them study
- Use free online Who Wants to be a Millionaire power point to create a fun way to study for an upcoming test (http://jc-schools.net/tutorials/ppt-games/)
- Help them do some research for something they’re studying (go to library and check out books for them, or find website materials for them)
- Encourage community activities:
  - Help them become a mentor to a younger child that needs one
  - Find out if local pet shelters take teen volunteers, or if they can help train a guide dog
COLLABORATING WITH THE COMMUNITY

- Coordinate community resources and services
- Partner with business and service organizations
- Partner with places families go in the community
THINK ABOUT IT

- What do you want the community to know about you and your school?
- What do you want the community to do to show support for you and your school?
- What are some ways you can work together to benefit each other?

EXAMPLES OF COMMUNITY INVOLVEMENT

- Celebration night at a local restaurant for all students who received 35 gotchas in a month. Students bring in gotcha tickets and family receives one entree free.
- Grocery store chooses one student per week from gotcha drawing to serve as an apprentice on Saturday at the grocery store.
- Car oil change company gives out letters for the school to send out to exemplar students giving the parents 15% off their next oil change.
- Art fair night hosted by local restaurants who serve samples of their food to visitors. The highlighted artists are students who earned a certain number of gotchas in a given period.
- Discount cards donated by restaurants, book stores, discount stores, grocery stores, etc. earned for receiving a predetermined number of gotchas.
- Teacher supply store, discount store, and book store discounts or gift certificates for staff incentive rewards for giving out the most gotcha tickets.
EXAMPLE - PIZZA HUT

Dear Parents,

Congratulations. Your child earned a “gotcha” for exhibiting excellent behavior at school.

We would like to honor your family with one free one topping medium pizza for free.

Bring this coupon in to pick up or dine in your local Pizza Hut.

EXAMPLE – JIFFY LUBE

Dear Parents,

We at Jiffy Lube commend you on sending your child to school with such great mentoring that they earned a gotcha for having excellent behavior.

Please bring in the attached coupon for $10 off your next oil change or Jiffy Lube Service.

$10 OFF
any of the services listed below

- Transmission Fluid Exchange (up to 3 quarts of fluid)
- Saturn Transmission Service
- Radiator Fluid Service (up to 8 quarts of fluid)
- Fuel System Cleaning Service
- Fuel Filter Service
- Serpentine Belt Service
- Air Conditioning Recharge Service (up to 2lbs. of refrigerant)

The Well-Oiled Machine™
HOW CAN SCHOOLS PROCUlRE BUSINESS SUPPORT?

• Invite business owners to visit the school
• Invite businesses to have booths at school events
• Visit the Rotary Club and talk about success stories in the school
• Invite businesses to be part of PBIS stakeholder group
• When visiting a business mention PBIS and ask for support (sponsorship, donations, mentoring students, etc.)
• Ask to talk about PBIS at a Chamber of Commerce meeting and tell ways you can collaborate
  • What else??

MEDIA COVERAGE

• Positive media coverage can assist political, parental, business and community support.
• A press release template is available in Microsoft Word; use this to notify newspapers, television, and radio stations for coverage of PBIS events.
• Make media coverage a responsibility of one of the PBIS leadership team members.
• Local media stations have fax lines available for press releases.
Shelbyville schools are teaching students to be respectful, responsible, and safe in various situations at school. The Positive Behavior Interventions and Supports (PBIS) is a district initiative for creating safer and more effective schools.

"PBIS is not a program or a curriculum," said Main Street School Principal Denise Bence. "It is a team-based process for problem solving, planning and evaluation. It is an approach to creating a safe and productive learning environment where teachers can teach and all students can learn."

During the first week of school, students at Main Street School and the Kindergarten Center learned "cool tools" that will help them in areas such as the lunchroom, playground, hallways, and classrooms. Then the focus will shift to the character words respect, responsibility, citizenship, caring, fairness, trustworthiness, perseverance, and friendship throughout the rest of the school year.

"Another component of PBIS is the use of consistent positive reinforcement to celebrate students' success," Bence said. "Students can receive Rams Pride tickets from any staff member in the building. They continue on with their middle school and high school levels."
POLITICAL SUPPORT IS IMPORTANT, TOO!

Keeping politicians informed assists with legislature.

The "Positive Behavior for Effective Schools Act" in the US Senate (S.2111), which is companion legislation to H.R.3407, is a bill to amend the Elementary and Secondary Education Act of 1965 to allow State educational agencies, local educational agencies, and schools to increase implementation of early intervention services, particularly school-wide positive behavior supports.

POLITICAL SUPPORT

- Invite politicians to school events
  - Have student PBIS team leaders walk the politician around the school pointing out the 3-5 behavioral expectations, the matrix of behavioral teaching examples, and the gotcha program
  - Have the students discuss how each behavior was taught to the entire school
  - Have the students talk about what a difference PBIS has meant to them.
Common Types of Family and Community Engagement That Support School Improvement

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<thead>
<tr>
<th>School Actions</th>
<th>Parent/Family/Community Actions</th>
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<tbody>
<tr>
<td>Fostering Supportive Home Environments</td>
<td>Fostering Supportive Home Environments</td>
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<tr>
<td>Assisting parents/families and working with community organizations to foster parenting skills and help create home conditions that will support student academic achievement</td>
<td>Seeking out and participating in activities to increase parenting skills and creating home conditions that will support academic achievement</td>
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<tr>
<td>Promoting Shared Decision Making</td>
<td>Promoting Shared Decision Making</td>
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<tr>
<td>Including family and community members as partners in school decisions</td>
<td>Learning about and seeking to be involved in decision-making groups</td>
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<tr>
<td>Expanding Family-School-Community Communication</td>
<td>Expanding Family-School-Community Communication</td>
</tr>
<tr>
<td>Promoting effective two-way communication among educators, families, community members, and community organizations</td>
<td>Taking advantage of and fostering new avenues for communication with educators, local service groups, community members, and families</td>
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<tr>
<td>Coordinating Resources and Services</td>
<td>Coordinating Resources and Services</td>
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<tr>
<td>Uniting efforts and programs to provide services for families</td>
<td>Learning about and participating in services, programs, and activities that can improve families’ lifestyles</td>
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<tr>
<td>Fostering Volunteer Support</td>
<td>Fostering Volunteer Support</td>
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<tr>
<td>Organizing and supporting family and community members in their efforts to support schools and students</td>
<td>Learning about and participating in programs that support schools and students</td>
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<tr>
<td>Supporting Youth Development</td>
<td>Supporting Youth Development</td>
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<td>Providing services for students, such as health and physical development, creative expression, and leadership development</td>
<td>Seeking out and ensuring that all family members—adult and child—take advantage of opportunities to address health and physical issues, learn about areas of interest, and develop leadership skills</td>
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<tr>
<td>Supporting Learning Outside of School</td>
<td>Supporting Learning Outside of School</td>
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<tr>
<td>Involving families and community groups or organizations to support learning in a variety of settings other than the classroom</td>
<td>Learning about and taking advantage of opportunities to support children’s efforts to learn or study outside of the classroom</td>
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<tr>
<td>Expanding Community Development</td>
<td>Expanding Community Development</td>
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<tr>
<td>Involving the school in planning and decision making as one of the community’s major institutions as well as creating opportunities for community support groups to use the school’s resources to help meet the needs of the students and their families</td>
<td>Participating in and supporting efforts to ensure that community planning and decision-making groups consider educational issues in their work as well as helping the wider community learn about and draw upon school resources that can help support students and their families</td>
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CONTINUED
RESOURCES

- http://cce.astate.edu/pbis/
- www.pbis.org
- www.pbisillinois.org
STAY IN TOUCH!

Our Website:
http://cce.astate.edu/pbis

Like us on Facebook at:
http://www.facebook.com/asucce

Follow us on Twitter at:
https://twitter.com/ASUCCE