



PBIS at Poupard Elementary

Who are we?

Hussain Ali

- 4 years as a classroom teacher (K,1,4)
- 2 years as an Assistant Principal outside of Chicago
- Building Principal at Poupard Elementary 2017-current

Brandy Rokicki

- 10 years as a School Social Worker
- 8 years in Grosse Pointe Public Schools, 7th year at Poupard Elementary

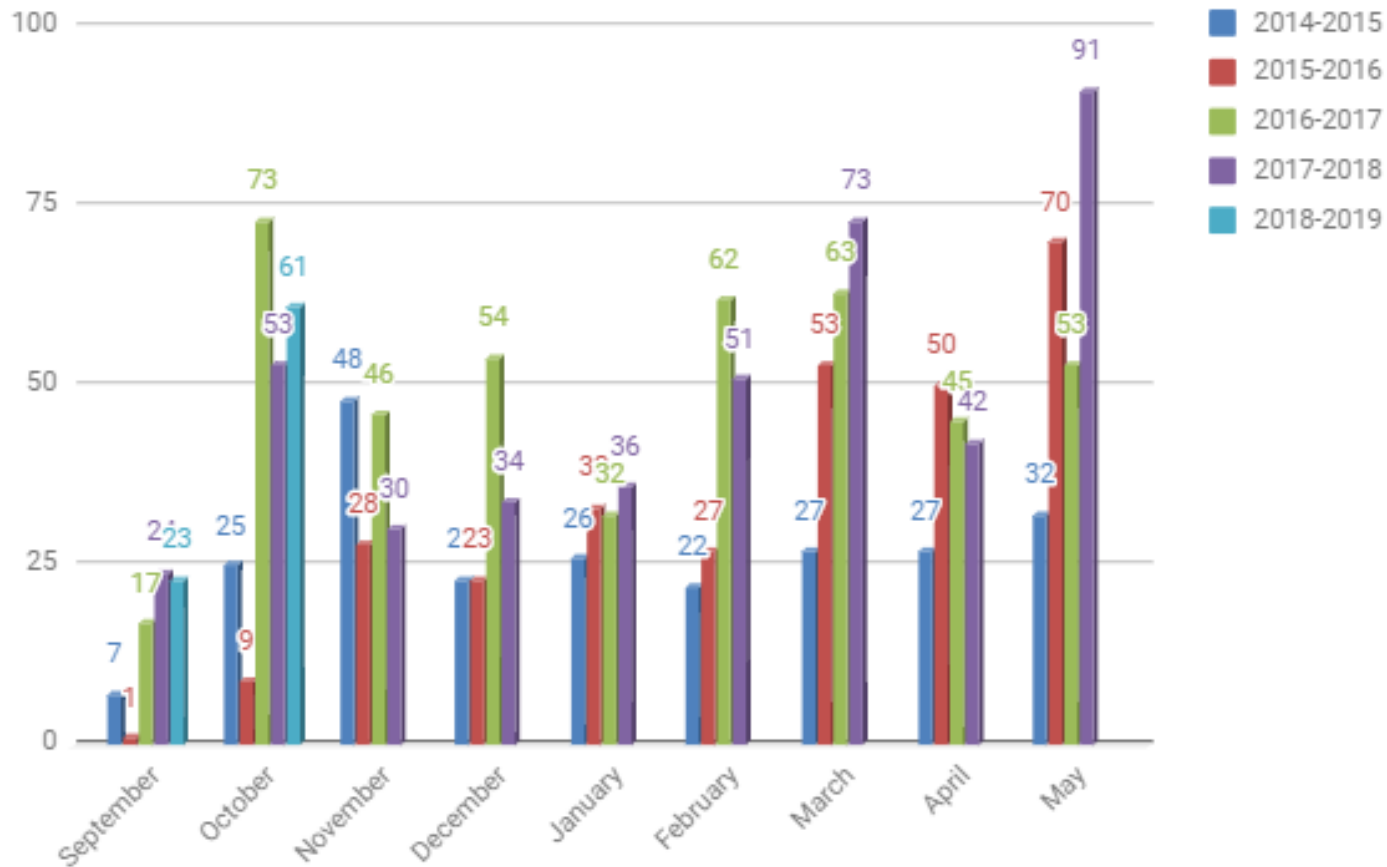
Building Demographics

- Young 5s-5th grade
- Approximately 304 students
- 80.8% African American, 15.6% Caucasian, 2% Hispanic, 1% Asian, and 0.7% American Indian/Alaska Native
- 61.5% of families qualify for Free or Reduced lunch

History with PBIS

- Poupard began using PBIS in 2009.
- Three main behavior focus: Be Respectful. Be Responsible. Be Safe.
- Positive Behavior Support Manual created and provided to all staff
- Posters hung throughout the building- remained up through 2015
- Yellow tickets
 - Handed out for demonstrating positive behaviors identified in the matrix.
 - Tickets were spent at the school store
- Monthly citizenship breakfast (student of the month)
- Town hall meetings- bucket filler awards
- Monthly Reward Parties- for students meeting positive behavior standards
 - Students who did not meet the behavior standards would meet for a skills group during the monthly reward.
- Tier 2 team developed, and students referred/identified
 - No tracking of data

Poupard ODRs Year to Year



Shift to Leader in Me

- Poupard became a Leader in Me school in 2015.
- The school shifted its paradigm and way of thinking about managing behavior. The LiM program focuses on teaching students about leading in their own lives and at school.
- The program primarily focuses on intrinsic factors.
- Students begin to take more ownership of their school environment through school jobs.
- LiM provides a common language for our school community to use when working with students.
- Poupard is in the progress of obtaining Lighthouse Status by next year.

What we noticed... Our Successes

- LIM provided our building with a way to celebrate students successes through Town Hall Meetings.
- Staff began the school year, following training with a rejuvenation and excitement for teaching.
- Students were given tools, such as our Leadership Notebooks, to set goals and monitor their learning and behavior at school.
- Their onsite coaching support assisted our building in setting individual and whole school (WIGS) Wildly Important Goals.
- The program brought in strategies for all staff members to be connected with groups of students (Dragon Dens).
- They offered a foundation that focuses on providing leadership responsibilities across our building and school community.

What we noticed... Our Struggles

- LiM is a school-wide approach (Tier 1) and didn't provide strategies for our students demonstrating Tier 2 or 3 behaviors.
- Some students struggled with the intrinsic motivation required by LiM
- Some resistance from staff for new initiatives
- The addition of Leader in Me to Poupard decreased the use of Tier 1 PBIS programming significantly.
- The staff that was so rejuvenated at first then became discouraged overtime. Not having PBIS strategies in their back pocket to utilize to support Tier 2/3 behaviors as they were very dependent on trying to make LiM strategies work.

Finding the balance

- With change in leadership, came the return of using PBIS, with fidelity!
- When reviewing previous PBIS initiatives, we remembered many of the good things we were doing- and we were excited to revive them. We quickly realized many things aligned with both initiatives.
 - Town Hall meetings- now student led
 - Leader of the Month
 - Dragon Dens- to teach monthly expectations and habits
 - Positive posters returned to the hallways
 - Dragon Dollars & School Store

Where are we now?

- All school Dragon Dollars
 - Lower El Dragon Dollars
 - School Store
- Town Hall Meetings
- Leader of the Month
- Tiered Fidelity Inventory

Dragon Dollars



Young 5's through 3rd Grade:

- Write name on their ticket, and place in classroom bucket
- Tickets are collected weekly, by grade level, and 3 are pulled from each grade.
- Students are called down to the office (by student announcer) on Fridays and choose prize from prize bin

Dragon Dollars

School Store (4th & 5th Grade):

- Open 2-3x/month
- Order form completed, stapled and put in envelope to be collected
- Orders filled by “School Store Team” consisting of ASD students
- Filled orders are returned by the end of the day.

School Store Order Form

Item Number	Item	Number of Dragon Dollars
1	Mechanical Pencils (1)	5
2	M&M's (Fun size) Plain, Peanut, Peanut butter or Caramel	5
3	Skittles (Fun size) OR 2 packs of Starburst (2 count) Write choice in comments	5
4	Blowpops	10
5	Nail polish- Specify color in comments	20
6	Tennis ball (1)	20
7	Nail decals	30
8	Colored pencils (1 pack)	30
9	Scented Markers (1 pack)	30
10	Notebook: Pizza	50
11	Notebook: Ice cream sandwich	50
12	Notebook: Taco	50
13	Notebook: Sunglass emoji	50
14	Notebook: Sticking out tongue emoji	50
15	Pucker pops (specify which one)	60
16	Bracelet: Dream	75
17	Bracelet: Possibilities	75
18	Detroit Lions Basketball Hugs	75
19	Throw & Stick game	75
20	NBA Superstars Poster	75
21	Poupard Hat	75
22	Basketball	100
23	Football	100
24	Detroit Tigers Fleece Blanket	100
25	Bracelet: Multipack	100
26	Bluetooth LED light up earbuds	100
27	Zen Garden	100
28	Can Slam Game	150

Student name: _____ Teacher: _____

Item Number: _____ How many: _____ Tickets needed: _____ Comment: _____

Item Number: _____ How many: _____ Tickets needed: _____ Comment: _____

Item Number: _____ How many: _____ Tickets needed: _____ Comment: _____

Total number of tickets needed: _____

5th grade spin- Dojo for Dollars

Max

POSITIVE NEEDS WORK

1 Begin with the End in Mind	1 Being Proactive	2 Being a Poupard leader	2 Blue Ribbon Ticket
1 Excellent line up	1 Following Directions	1 Great cooperation	1 Helping clean/organize the class...
1 Helping others	2 Incredible focus and direction following	2 Not being silly	1 Not goofing off
1 On task	1 Participating	1 Persistence	1 Teamwork
1 Turning in homework	1 Work completion	1 Working hard	1 Edit skills

5 Dojo points =
1 Dragon Dollar

Max

POSITIVE NEEDS WORK

-5 Acted disrespectfully towards an adult	-1 Did not come prepared	-2 Did not follow a classroom expectati...	-2 Disrespectful towards a peer
-1 Poor choice	-1 Shouting out	-1 Talking back to a staff member	+ Edit skills

Name Miss Sabara DATE 10-22-18 102

PAY TO THE ORDER OF Jre [REDACTED] \$ 7⁰⁰/₁₀₀

Seven and 00/100 DRAGON DOLLARS

Poupard Bank
20655 Lennon
Harper Woods, MI 48225

FOR Dragon Dollar points Miss Sabara

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Town Hall Meetings

- Our Town Hall meetings are an opportunity for us to get our entire school together to celebrate students.
- Students in grades (4-5) on the Town Hall team run the entire meeting.
- Teachers nominate students to earn awards for following our behavior expectations at Poupard.
- Students receive awards for academic achievement as well from online programs that we use and personal goals.
- Families are invited to celebrate their learner alongside the school.
- Students sing our school song at the end before departing for class.

Leader of the Month

- One student identified from each classroom.
- Official letter home
- Picture up on bulletin board
- Invitation to Pizza Party with Principal Ali
- Celebrated at Town Hall Meeting
 - Presented with certificate and seated at the front of assembly
 - Parents are encouraged to attend to celebrate


Tiered Fidelity Inventory

- Our PBIS team completed the TFI at the beginning and the end of last school year.
- This document allows for your school to measure their progress towards different components of Tiers (1-3).
- We only completed the TFI for Tier 1 because we were just starting up our PBIS program.
- The TFI gives your team a percentage of how well your successfully implementing a Tier which should be used to monitor your growth overtime.
- Our team used this inventory to evaluate our program with a critical eye and set goals for future plans.

Future Plans

- Develop a station curriculum to teach various expectations to be reviewed with students in September and January
- Structured Recess implementation plan
- Review of majors/minors and consequences to allow for more consistency throughout the building
- Restorative practice training for staff to further support positive behavior redirection and support
- Re-establish Tier 2 Team

Any advice?

- With Leader in Me becoming more popular, what strategies or information are you able to share to assist us in merging the two?
 - What roadblocks may we need to remove?
 - Any additional advice for us as we continue on our journey?
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Contact Information

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