



PBIS



**BRYANT MIDDLE SCHOOL
DEARBORN**

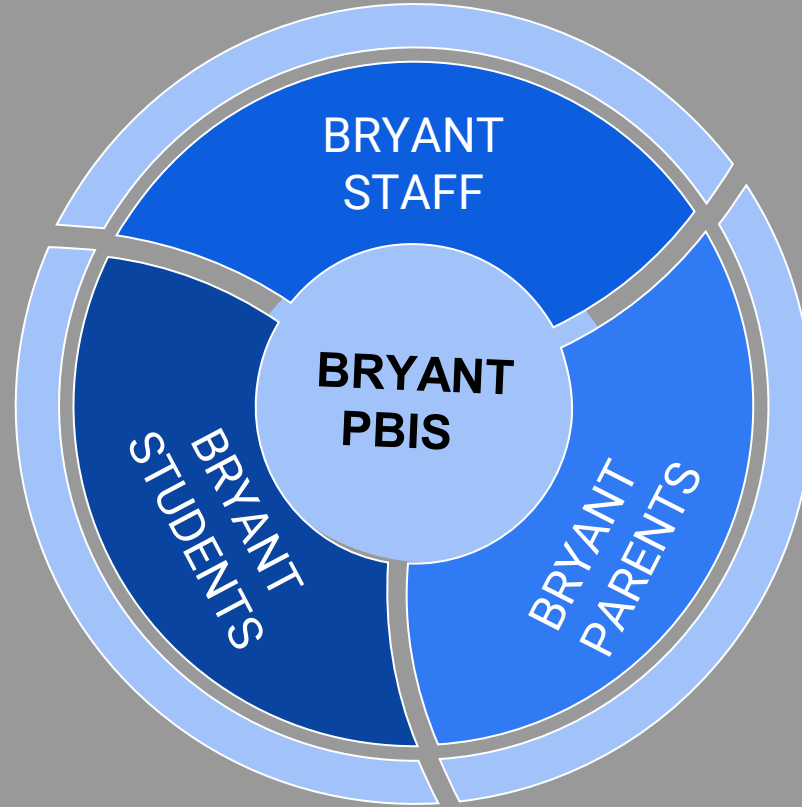


BRYANT MIDDLE SCHOOL

2018-2019


- ★ **835 Students (433 boys/402 girls)**
- ★ **100% Free breakfast and lunch-Community Eligible Provision**
- ★ **220 English Language Learners**
- ★ **Staffing- 70 Staff Members**
- ★ **1 Principal, 1 Assistant Principal, 2 Counselors, 1 Social Worker, 1 Student Advocate, 1 Admin Intern**

ESTABLISH and MAINTAIN A POSITIVE CULTURE



Dearborn Public School Core Values

- ★ HONESTY
- ★ INTEGRITY
- ★ RESPONSIBILITY
- ★ RESPECT FOR
SELF AND
OTHERS
- ★ CITIZENSHIP



Our CORE VALUES


HONESTY
-To demonstrate honesty, we need to ...
Be truthful
Treat all people fairly

INTEGRITY
-To exhibit integrity, we need to...
Be trustworthy
Do our own work
Keep our promises
Know and do the right thing
Make the right choice even
when not popular

RESPONSIBILITY
-To demonstrate responsibility, we need to ...
Be transparent
Think before we act
Make informed decisions
Be accountable for our actions
Admit mistakes and plan corrections

**RESPECT FOR
SELF AND OTHERS**
-To demonstrate respect for self and others, we need to ...
Be courteous and polite
Show kindness toward others
Accept others and be fair to all
Treat others as we wish to be treated
Embrace, value and celebrate diversity
Be an upstander-advocate for the rights of others

CITIZENSHIP
- To exhibit good citizenship, we must...
Be an informed citizen
Pursue life-long learning
Respect authority/obey the law
Be environmentally responsible
Volunteer within our community
Respect the guiding principles of our country





PBIS REBOOTED (2016-Present)

- ★ **Support from Administration**
- ★ **Cohesive PBIS Team**
- ★ **Made it a Priority**
- ★ **Strong buy-in from staff**
- ★ **PTA Support**



ADMINISTRATIVE SUPPORT

- ★ **Provides time during staff meetings**
- ★ **Active members on PBIS committee**
- ★ **Allows PBIS Celebrations during school day**
- ★ **Supports and encourages participation of staff in PBIS activities & events**
- ★ **Strong commitment to improve positive culture**



PBIS COMMITTEE

- ★ **16 Teachers (all grade levels)**
- ★ **Promotes a safe & positive school**
- ★ **Meet once a month formally**
- ★ **Meet many times throughout the month**
- ★ **Divide workload**





PBIS COMMITTEE ACCOMPLISHMENTS



PBIS MATRIX





Be Safe

-  Safely walk on right side of hallway
-  Arrive and depart in an orderly manner
-  Keep your hands and feet to yourself
-  Support a Bully Free Zone

Be Respectful

-  Respect others' personal space and belongings
-  Accept decisions and follow directions from all adults
-  Use appropriate language, tone and volume
-  Listen attentively

Be Responsible

-  Represent yourself and your school properly
-  Arrive to class prepared and on time
-  Actively participate in class
-  Clean up after yourself



PBIS WEEKLY TEACHING

- ★ Restorative Circle-every Monday**
- ★ Expectations are taught and retaught**
- ★ Recognize positive behavior**
- ★ Prepare students for celebrations**



PLANNER

- ★ Collect Positive Signatures
- ★ Schedule of celebrations
- ★ PBIS MATRIX
- ★ Student Academic Goals
- ★ Student Personal Goals
- ★ NWEA student data
- ★ Procedures and Policies





Eagle Etiquette Card acknowledges Positive Behaviors

BRYANT MIDDLE SCHOOL

EAGLE ETIQUETTE CARD 2018-2019

Name: _____

Student ID#: _____

CARD #9

EAGLE ETIQUETTE	Positive Behavior	Date	T.I.	EAGLE ETIQUETTE	
	1				
	2				
	3				
	4				
	5				
	6				
	7				
	8				
	9				
	10				
REWARD					

CARD #10

EAGLE ETIQUETTE	Positive Behavior	Date	T.I.	EAGLE ETIQUETTE	
	1				
	2				
	3				
	4				
	5				
	6				
	7				
	8				
	9				
	10				
REWARD					

CARD #11

EAGLE ETIQUETTE	Positive Behavior	Date	T.I.	EAGLE ETIQUETTE	
	1				
	2				
	3				
	4				
	5				
	6				
	7				
	8				
	9				
	10				
REWARD					

CARD #12

EAGLE ETIQUETTE	Positive Behavior	Date	T.I.	EAGLE ETIQUETTE	
	1				
	2				
	3				
	4				
	5				
	6				
	7				
	8				
	9				
	10				
REWARD					

Success to me is being a good person, treating people well.

David LaChapelle, Photographer

POSITIVE BEHAVIORS

A	Team Player	G	Citizenship
B	Caught Being Good	H	Honesty
C	Courtesy	I	Integrity
D	Respect	J	On Task
E	Responsibility	K	Good Manners
F	Following Directions	L	Leadership

EAGLE ETIQUETTE





EAGLE ETIQUETTE CARD

POSITIVE BEHAVIORS			
A	Team Player	G	Citizenship
B	Caught Being Good	H	Honesty
C	Courtesy	I	Integrity
D	Respect	J	On Task
E	Responsibility	K	Good Manners
F	Following Directions	L	Leadership

EAGLE ETIQUETTE



EAGLE ETIQUETTE

**PBIS
EAGLE ETIQUETTE**



NAME-_____

GRADE-_____

POSITIVE CHOICES- POSITIVE RESULTS



PBIS CELEBRATIONS

SEPTEMBER-Kickball Game

OCTOBER-Cider and Donuts

NOVEMBER-Basketball Game

DECEMBER-Movie

JANUARY-Cocoa/Donuts

FEBRUARY-Volleyball Game

MARCH-Classroom Games/Activities

APRIL-Dodgeball Game

MAY-Ice Cream and Recess

JUNE- Talent Show & Raffle

PARENT BROCHURE

Open House

Conferences

PTA Meetings

**Parent
Meetings**

Enrollment





BRYANT PARENT BROCHURE

- ★ **Explains purpose of PBIS**
- ★ **How parents can encourage positive behavior**
- ★ **How staff will promote positive behavior**
- ★ **How students will exhibit positive behavior**



Bryant Middle School Student Supports

- ★ Think Sheets
- ★ Peer Mediation
- ★ Student Contracts
- ★ MTSS Process
- ★ Restorative Circles
- ★ Restorative Practices
- ★ Safe Box
- ★ Circle of Friends
- ★ Peer Mentors

Tier 2 Supports

- ★ Teachers
- ★ Support Staff
- ★ Social Worker
- ★ Counselors
- ★ Psychologist
- ★ Administration

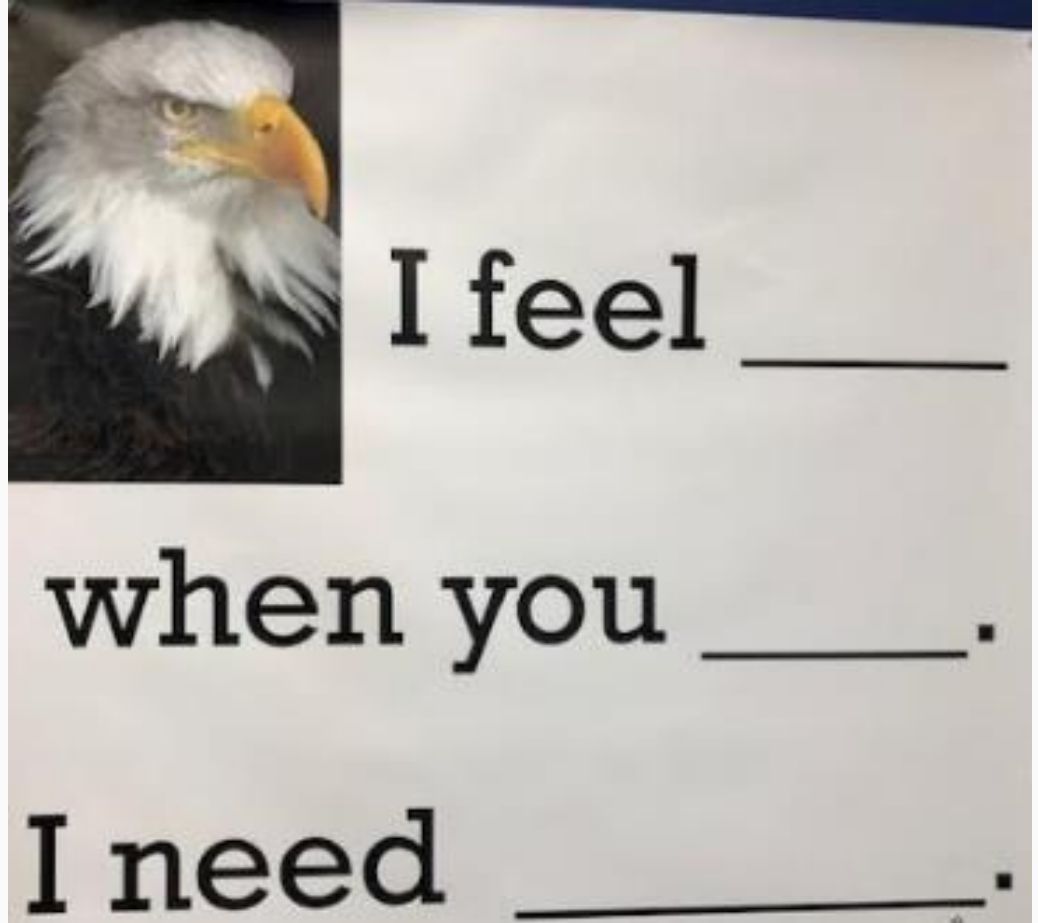
Bryant Middle School Strategies to End Conflict

Avoid
Use a time limit
I Messages without help
Tell an adult
I Messages with adult help
Peer Mediation
Safe Box/Virtual Safe Box
Write a contract

“I MESSAGES”




During conflict resolution, students are provided an opportunity to send each other “I Messages”.

This is an effective strategy and allows students a safe opportunity to express themselves.





RESTORATIVE SHIFT IN PRACTICE

Three Shifts Toward Restorative Schools and Classrooms	
From...	To...
 1 Efforts to suppress misbehavior based on the view that misbehavior is evidence of failing students or classrooms.	Recognizing and using the inherent value of misbehavior as an opportunity for social and emotional learning.
 2 Authority-driven disciplinary actions that focus only on the identified misbehaving students.	Restorative circles that bring together everyone who is most immediately affected by the incident.
 3 Punishment and exclusion is used to control misbehavior and motivate positive behavior changes.	Dialogue leading to understanding and action to set things right and repair and restore relationships.

RESTORATIVE PRACTICES (IIRP)

- ★ BUILDING BRIDGES INSTEAD OF WALLS
- ★ RESTORING RELATIONSHIPS
- ★ REPAIRING HARM
- ★ RESTORING COMMUNITY
- ★ ENHANCING STUDENT EQUITY



RESTORATIVE QUESTIONS

WHEN THINGS GO WRONG:

- What happened?
- What were you thinking of at the time?
- What have you thought about since?
- Who has been affected by what you have done? In what way?
- What do you think you need to do to make things right?

WHEN SOMEONE HAS BEEN HARMED:

- What did you think when you realized what had happened?
- What impact has this incident had on you and others?
- What has been the hardest thing for you?
- What do you think needs to happen to make things right?





PTA Support & Involvement

- ★ Financial Support**
- ★ Members come to events**
- ★ Teacher representation at each PTA meeting**
- ★ Friday Pizza Day Sales**
- ★ Concessions during school events/games**
- ★ Assemblies for students**



CONTINUALLY IMPROVING

- ★ PBIS advisory group of students
- ★ Working on more ways to acknowledge positive behavior
- ★ Continually discussing PBIS at meetings
- ★ Sharing PBIS End of the Month Data Reports

PBIS STUDENT ADVISORY TEAM

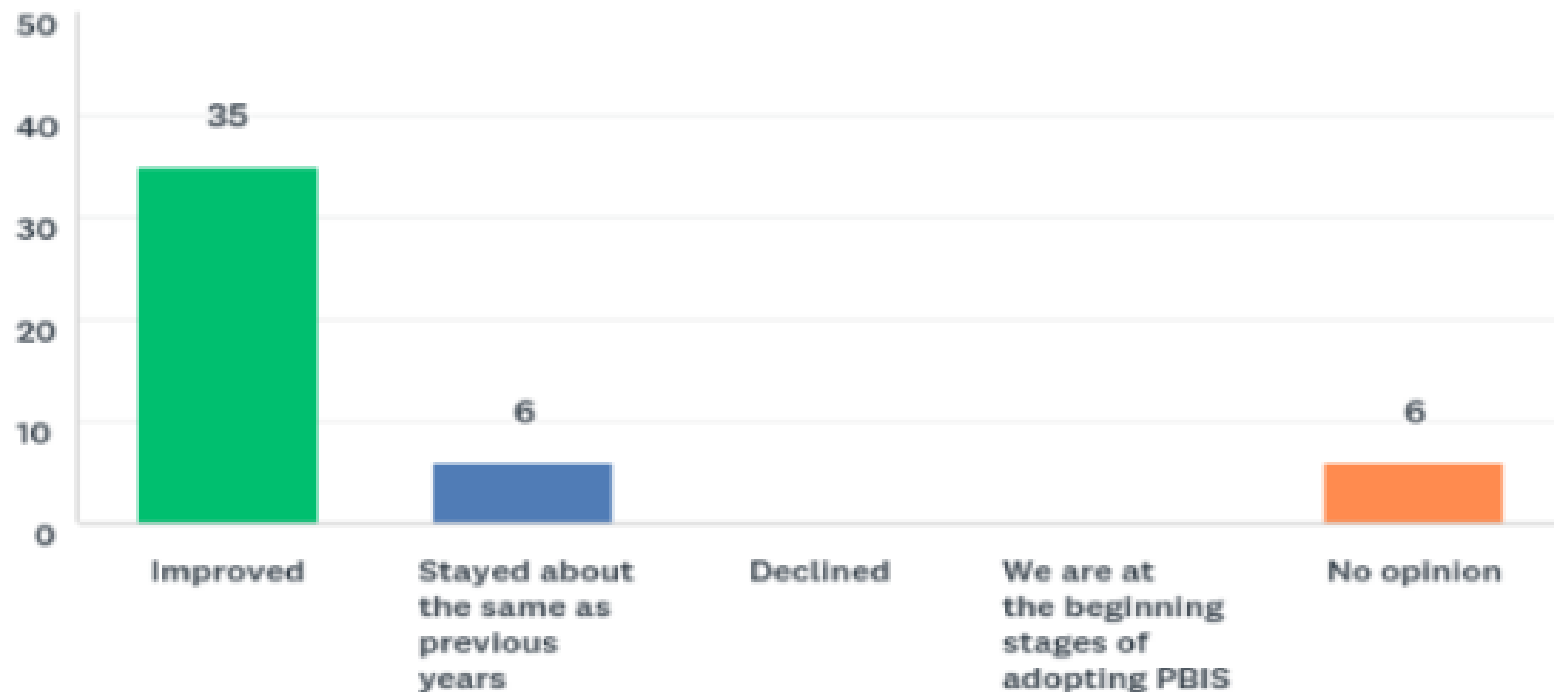


- ★ **20 students**
- ★ **Meet everyday for 14 minutes**
- ★ **Assist at PBIS functions**
- ★ **Provides ideas to improve PBIS**
- ★ **Advertise PBIS events**

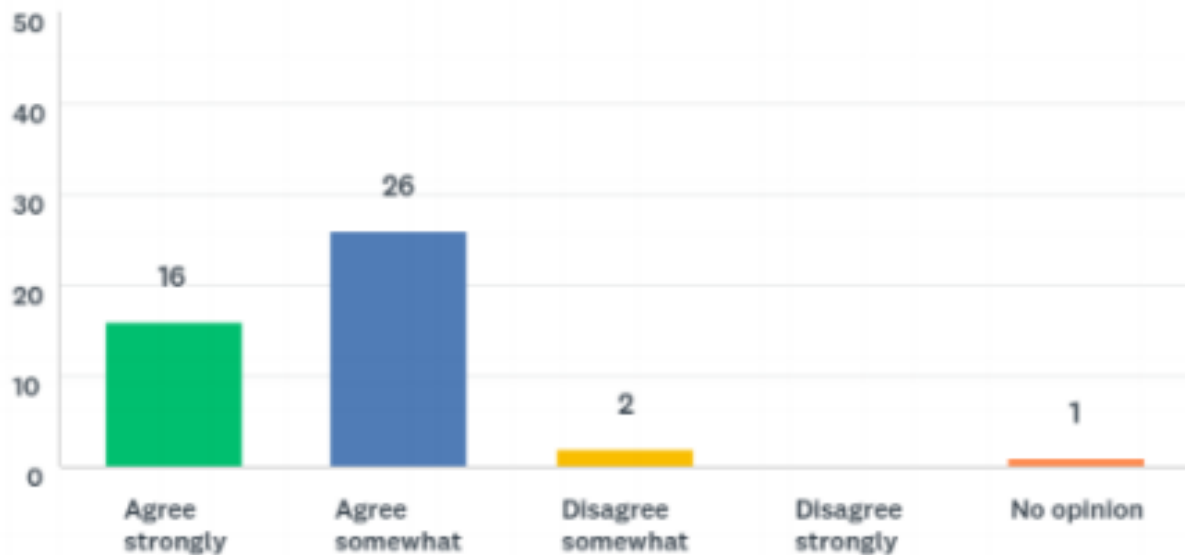
**PBIS Year End Survey
2017-18**

Bryant Middle School

Q5 This year, our PBIS program



Q6 I feel that PBIS contributes positively to the culture of our school.





Bryant Middle School

Google Forms

- ★ **PBIS Student Behavior Log (All students by Advisory)**
- ★ **Bryant Middle School Behavior Intervention Referral**
- ★ **Respect & Responsibility Class**
- ★ **Detention Log**
- ★ **Bryant Middle School Bullying Tracker**



MONTHLY REPORTS

- ★ **Analyze Behavior Data Monthly** (ODR's, suspensions, penalties)
- ★ **Tier 2 and Tier 3 Summary**
- ★ **Review of Data Analysis**
- ★ **Upcoming Meetings**
- ★ **Overall Progress**
- ★ **Target Interventions** (CICO, early dismissal, mentor program, student contracts)
- ★ **Action Plan** (monitor hallways, promote positive behaviors, recognize positive behaviors, eagle etiquette blasts, recognize student contributions, build capacity within school community)

PBIS Team Contact Information

Kathy Duquette, 7th Science Teacher/PBIS Co-Chairperson

duquettek@dearbornschools.org

Fay Turfe, Assistant Principal

turfef@dearbornschools.org