PBIS Annual Evaluation Summary 2024-2025

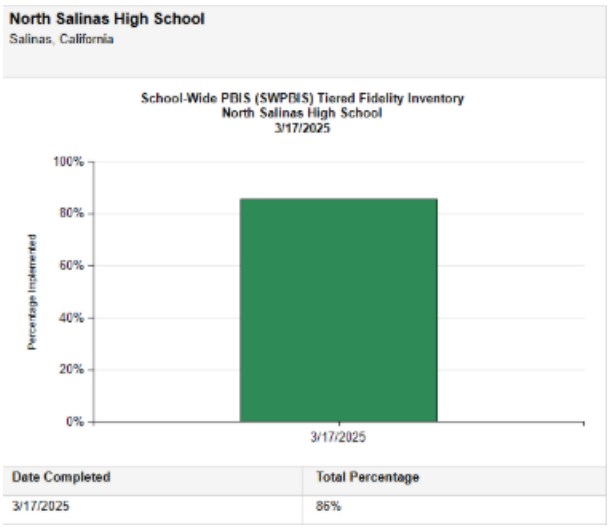
North Salinas High School

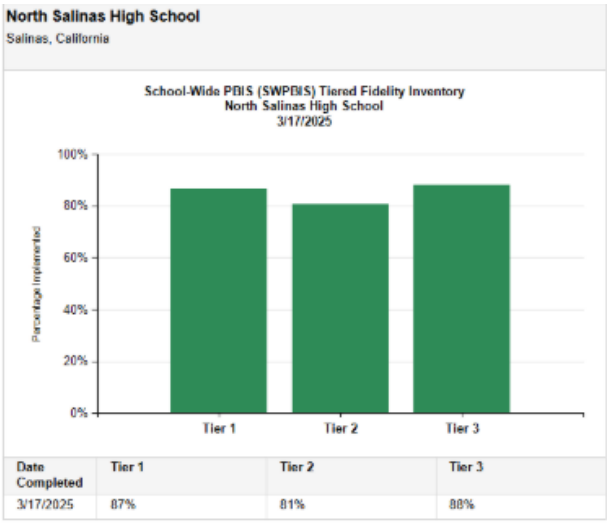
Tier 1 Team Members:

Randall Stuhler	Team Lead	**Estrella Cruz**	Community School Coordinator
Tessa Mauro	Administrator	**Teresa Medina**	Restorative Justice Facilitator
Jessica Barboza	PBIS Clerk	**Victoria Espinoza**	School Safety Officer
Amy Cornelsen	Activities Director	**Andres Hernandez**	School Safety Officer
Nicole Jimenez	Textbook Clerk	**Elizabeth Loeza**	Parent
Emily Oliver	Counselor	**Ana Maria Martinez**	Parent
Shannon Kokesch	Teacher	**Leticia Hernandez**	Parent
David Hernandez	Teacher	**Mya Pop**	Student
Olivia Johnson	Student Teacher	**Anahi Lopez-Godinez**	Student

How are we implementing PBIS?

According to the team, the Tiered Fidelity Inventory (our PBIS assessment) shows that we are implementing PBIS with fidelity at 86%. Additionally, the PBIS framework was implemented with 87% fidelity at Tier 1, 81% at Tier 2, and 88% at Tier 3.





According to the staff, the Self Assessment Survey (SAS) shows that we are implementing Schoolwide PBIS with fidelity at 90% and Classroom PBIS with fidelity at 92%. Additionally, the staff feels that the PBIS framework was implemented with 83% fidelity at Tier 2 and 83% at Tier 3.

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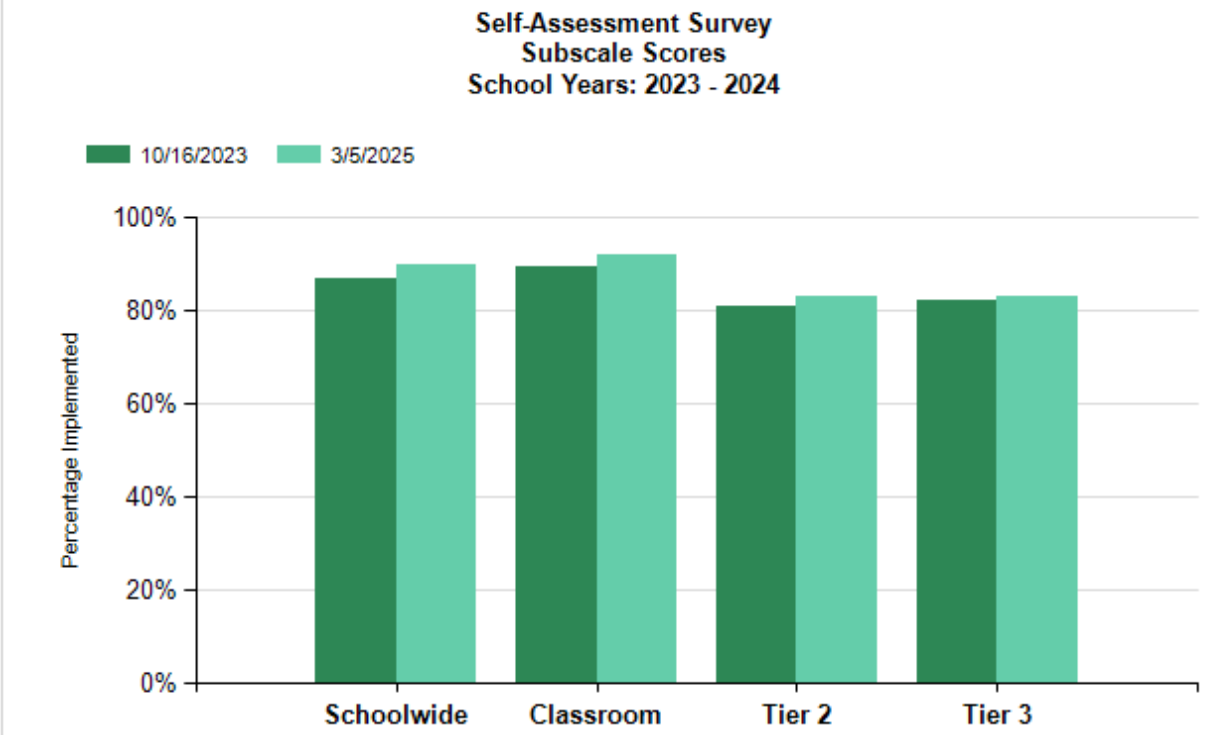
Salinas, California



Date Close	Schoolwide	Classroom	Tier 2	Tier 3
10/16/2023	87%	90%	81%	82%
3/5/2025	90%	92%	83%	83%

In comparison to last year, the Staff Self Assessment Survey (SAS) shows that we implemented Schoolwide PBIS with fidelity with an increase of 3% and Classroom PBIS with fidelity increase of 2% from our last assessment. Additionally, the staff feels that the PBIS framework was implemented with an increase of 2% at Tier 2 and 1% and Tier 3.

How are we implementing PBIS at Tier 1?

We are performing above benchmark in the area of Implementation (100%), which includes teaching expectations, classroom practices, and consistent acknowledgment systems. However, we are currently below benchmark in the area of Teams (50%), where we are working to strengthen representation and structure.

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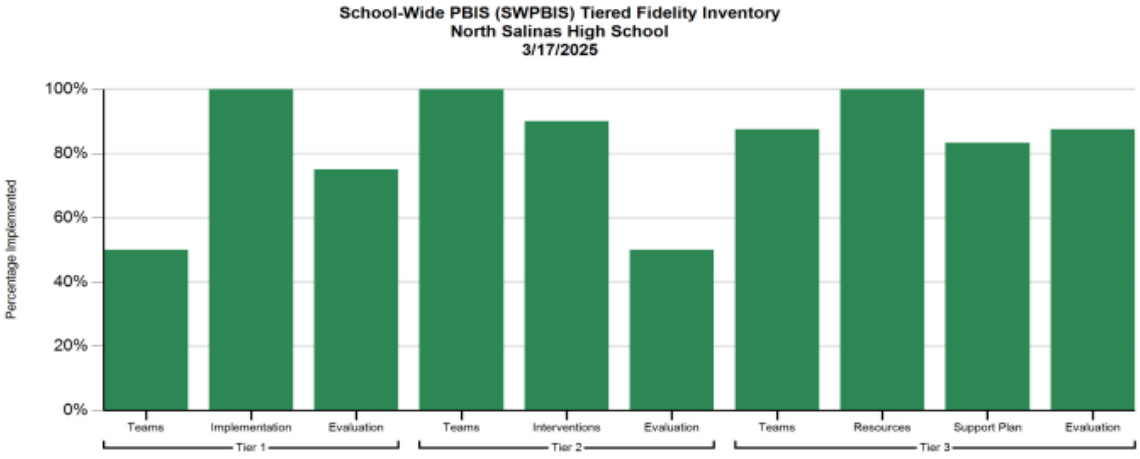


	Tier 1			Tier 2			Tier 3			
Date Completed	Teams	Implementation	Evaluation	Teams	Interventions	Evaluation	Teams	Resources	Support Plan	Evaluation
3/17/2025	50%	100%	75%	100%	90%	50%	88%	100%	83%	88%

As part of our action plan, we are focusing on improving the functioning and composition of our Tier I team, including increasing regular participation from students and families.

At North Salinas High School, we are committed to creating a positive, inclusive, and consistent learning environment through the implementation of Tier I PBIS practices. These schoolwide supports are designed to reinforce expected behaviors, strengthen relationships, and promote a sense of community among students and staff.

In classrooms, staff consistently utilize the **5-Star Students platform** to award points to students for demonstrating the values outlined in our Viking Creed. This system allows for real-time positive reinforcement and helps connect classroom expectations with schoolwide acknowledgments. Points earned can be redeemed for a variety of incentives, helping students stay motivated and engaged in positive behavior.

Beyond the classroom, we implement a variety of schoolwide activities that promote relationship-building and school spirit, all aligned with our PBIS goals. These include:

- **Lollipop Fridays** – a weekly tradition where students are welcomed with a treat as a way to foster connection and start the day on a positive note.

- **Cookie Decorating Events** – engaging, low-stress activities that allow students to earn points while participating in creative and community-focused experiences.

- **Seniors vs. Staff Basketball Game** – held in May, this highly anticipated event provided an opportunity for students and staff to connect through friendly competition, school pride, and shared celebration.

- **PBIS Newsletters** - 2024/2025 Newsletter

These Tier I efforts are foundational to our PBIS framework. They ensure that students experience consistent expectations across settings while also feeling recognized, supported, and connected to the broader school community.

What is our Office Discipline Referral rate?

Month	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APRIL	MAY
Total ODR's per day/ # of days in month	59/19	36/20	27/22	18/15	9/10	25/19	27/18	16/16	19/21	*16/20
Rate	3.11	1.8	1.23	1.2	.9	1.32	1.5	1.0	.9	.8 *Final data not available at time of newsletter

Our referral rate was 1.65 office discipline referrals (ODR) per day for the first semester of the year. After the first semester, there was a decline in the office discipline referral rate with a rate of 1.1 ODR's per day.

What is our Action Plan for the next school year?

To strengthen consistency in data-based decision making, the **Tier I team** will **integrate monthly data** reviews into existing staff or leadership meetings **by the end of the first semester**. A standing agenda item and standardized review template will be used to guide the process. When data reveals concerns, the team will develop and monitor targeted action plans. Meeting outcomes will be documented and shared with staff monthly to ensure transparency and follow-through. Progress will be evaluated each quarter to assess implementation fidelity and impact. In order to improve fidelity at Tier 1, the staff indicated on the Self Assessment Survey (SAS) that they would value this information shared with them at least annually.

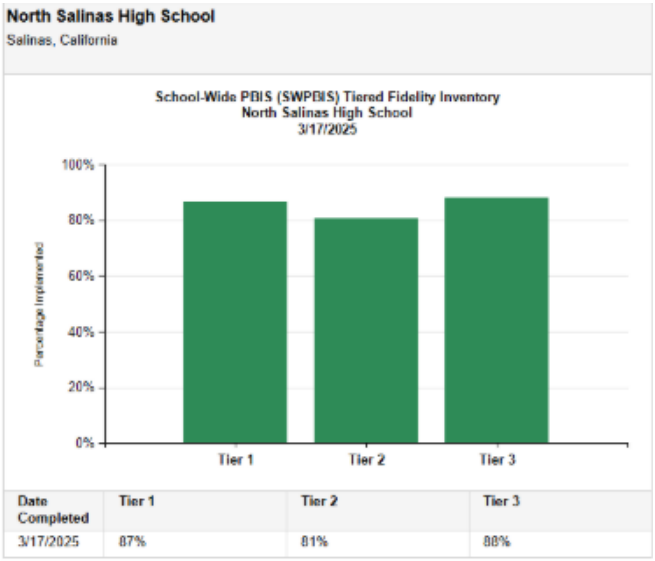
If you are interested in serving as a member of the PBIS Team, please contact Jessica Barboza at (831)796-7500 (ext 2724) or jessica.barboza@salinasuhsd.org.

Tier 2-3 Team Members:

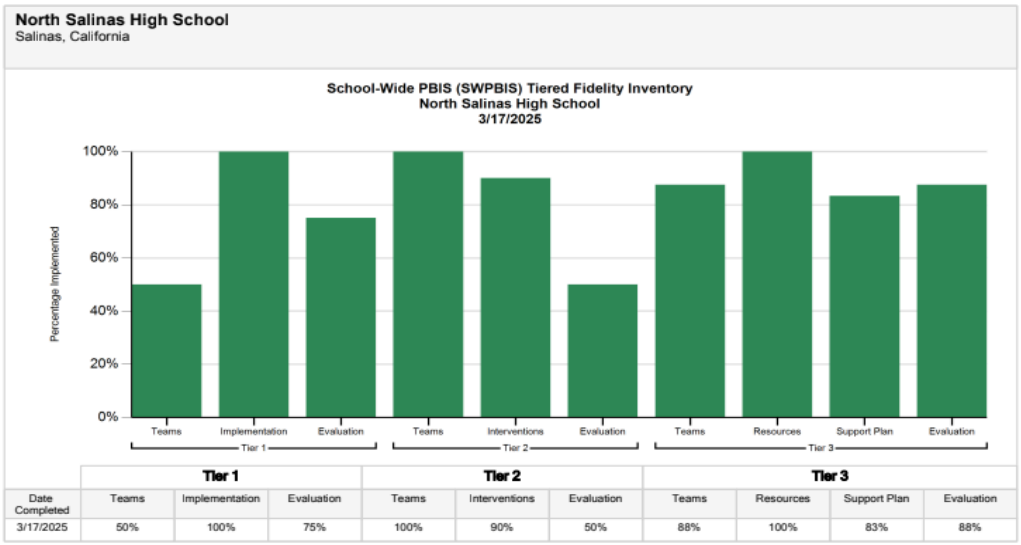
Tessa Mauro	Assistant Principal	**Abraham Espinoza**	School Counselor
Sarah Jane Bryan	School Social Worker	**Angel Calderon**	School Psychologist
Marisol Contreras	School Social Worker	**Jessica Barboza**	PBIS Clerk
Laura Hinton	Intervention Specialist	**Teresa Medina**	Restorative Justice Facilitator
Ben Ceralde	Intervention Specialist	**Bret Giron**	Community Liaison
Diane Tucker	Intervention Specialist	**Estrella Cruz**	Community Schools Coordinator

What is the status of PBIS implementation at Tier II?

The Tiered Fidelity Inventory (our PBIS assessment) shows that we are implementing PBIS at Tier II with fidelity at 81%.



According to the TFI, we are implementing Tier II PBIS with fidelity at 81%. Strengths include team functioning (100%) and a solid range of interventions (90%), while evaluation and progress monitoring remain areas for growth (50%).



How effective are our Tier II Interventions?

Intervention	*# of Students*	*# of Students Meeting Goal*	*% Successful*
Wellness Center (various)	**2,515**	**N/A**	**N/A**
WC Groups	**9 groups**		**100%**
CSUMB Reading	**29 students**	**15**	**75%**
RESET	**811**	**N/A**	**N/A**

What is our Tier II Action Plan for the next school year?

Based on both the SAS and TFI, our action plan is focused on improving fidelity of implementation. **By June 2026**, the **Tier II team** will implement **a structured system to ensure all Tier II supports**—such as small groups and check-ins—consistently include the three core features: skill-building time, increased structure, and frequent feedback. A standardized intervention checklist will be developed and used by 100% of staff delivering Tier II support. Weekly group sessions and student check-ins will follow a consistent format that includes explicit skill instruction and feedback opportunities. All staff will be trained by January 2026, and a participation and fidelity log system will be used to monitor implementation and identify areas for improvement throughout the year.

We will work to make sure all Tier II support programs (like small groups and check-ins) follow a consistent structure. These supports will focus on:

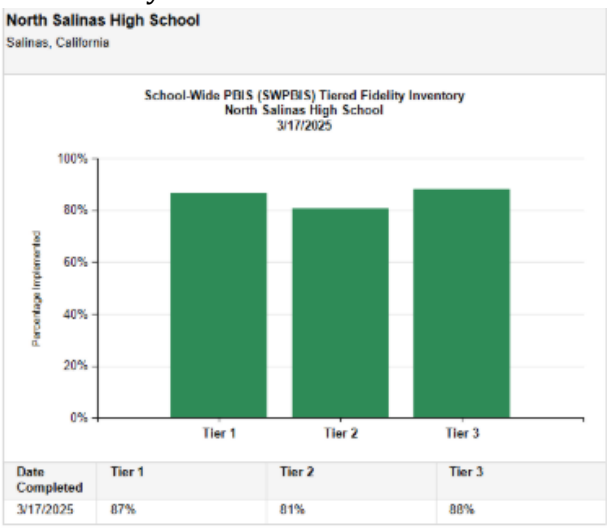
- Helping students build important skills

- Creating a clear and structured routine
- Giving students regular feedback and encouragement

To do this, we'll be using a simple checklist to help staff plan and lead each support. Group sessions will follow a clear format, and staff will be trained to make sure things run the same way for every student. We'll also keep track of student participation so we know what's working and where we can improve.

What is the status of PBIS implementation of Tier III?

The Tiered Fidelity Inventory (our PBIS assessment) shows that we are implementing PBIS at Tier III with fidelity at 88%.



The TFI indicates that we are implementing **Tier III PBIS with fidelity at 88%**. We are strong in the areas of **resources (100%), teams (88%), support planning (83%), and evaluation(88%)**. Our focus for improvement is enhancing how student strengths and quality of life needs are reflected in Tier III support plans.

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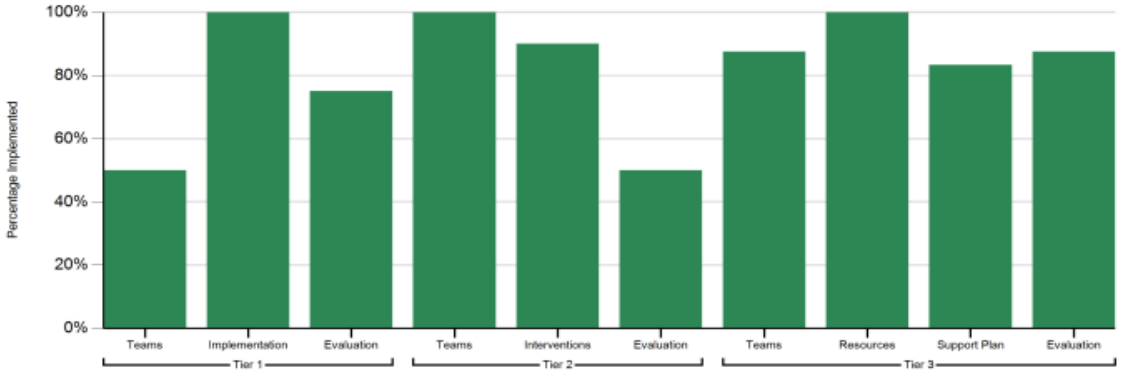

	Tier 1			Tier 2			Tier 3			
Date Completed	Teams	Implementation	Evaluation	Teams	Interventions	Evaluation	Teams	Resources	Support Plan	Evaluation
3/17/2025	50%	100%	75%	100%	90%	50%	88%	100%	83%	88%

How effective are our Tier III Interventions?

Intervention	***# of Students***	***# of Students Meeting Goal***	***% Successful***
Behavior Support Plans	**27 students**	**6**	**22%**

What is our Tier III Action Plan for the next school year?

Based on both the SAS and TFI, our action plan is focused on improving fidelity of implementation. **By the end of the semester**, we will **implement a standardized intake form**—developed **by social workers**—to gather student and family input during all Tier III meetings. This form will ensure that support plans reflect the strengths, goals, and needs of students across life domains. Additionally, we will increase stakeholder participation in Tier III meetings by 25% to enhance the depth and relevance of individualized support. Progress will be monitored monthly through meeting logs and feedback forms.

Your feedback is important to us as we work to strengthen our Tier 1, Tier 2, and Tier 3 interventions and supports. If you have suggestions, questions, feedback to share or would like to volunteer to be on our team or at one of our events, please contact **Jessica Barboza** at **(831)796-7500 ext. 2724** or complete **this form**.

Thank you for helping us improve our support for all students!

Never Give up
Stay Focused
Honor yourself & Others
Stay Positive