



PBIS Annual Evaluation Summary 2025-2026



North Salinas High School

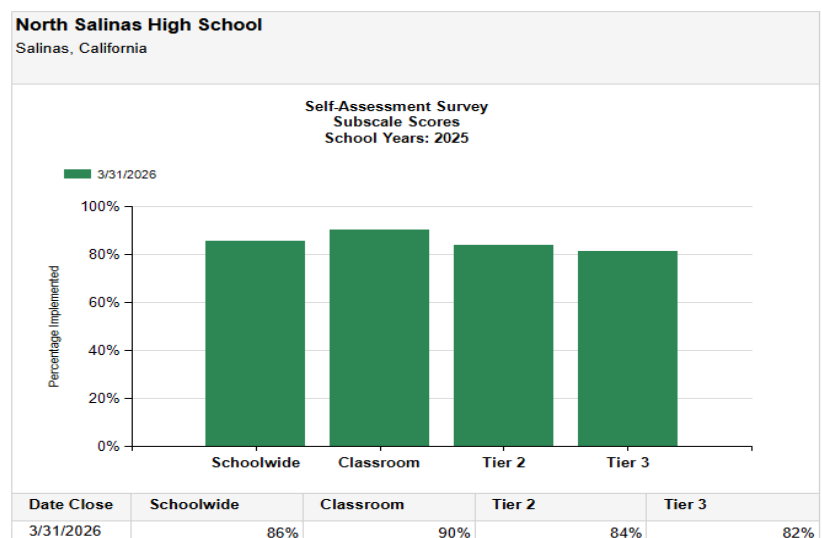
PBIS Tier I

Tier 1 Team Members:

Randall Stuhler	Team Lead	Julie Beliunas	Education Specialist
Tessa Spurlock	Administrator	Bret Giron	Community Liaison
Jessica Barboza	PBIS Clerk	Estrella Cruz	Community School Coordinator
Amy Cornelsen	Activities Director	Victoria Espinoza	School Safety Officer
Emily Oliver	Counselor	Vanessa Cervantes	EL Clerk
Karla Matias-Romero	School Psychologist	Lorena Martinez	Parent
Shannon Kokesch	Teacher	Monica Enriquez	Parent
David Hernandez	Teacher	Mya Pop	Student
Robert Solis	Teacher	Anahi Lopez-Godinez	Student
Marisol Contreras	School Social Worker		

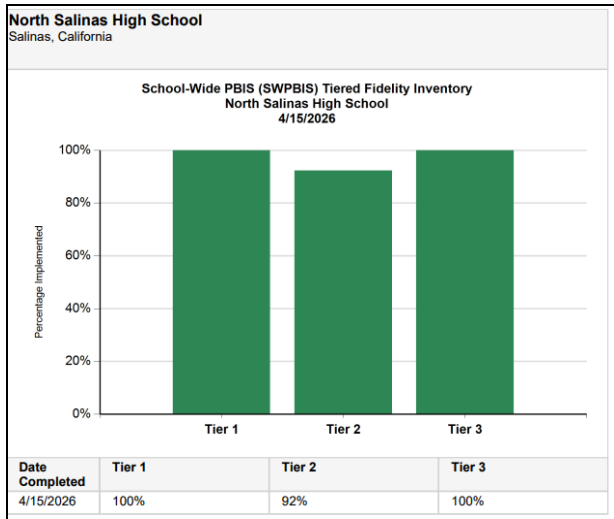
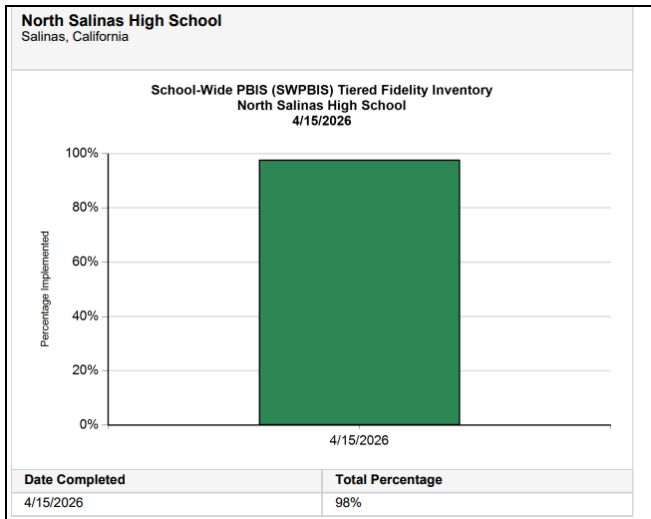
How are we implementing PBIS at our school in Tier 1? Self-Assessment Survey (SAS)

SAS results demonstrated strong staff perception of PBIS implementation across all tiers, with Classroom Systems receiving the highest implementation score at 90%. Schoolwide, Tier 2, and Tier 3 systems also reflected positive implementation levels. The data supports continued efforts to strengthen intervention supports while maintaining consistency across schoolwide PBIS practices.

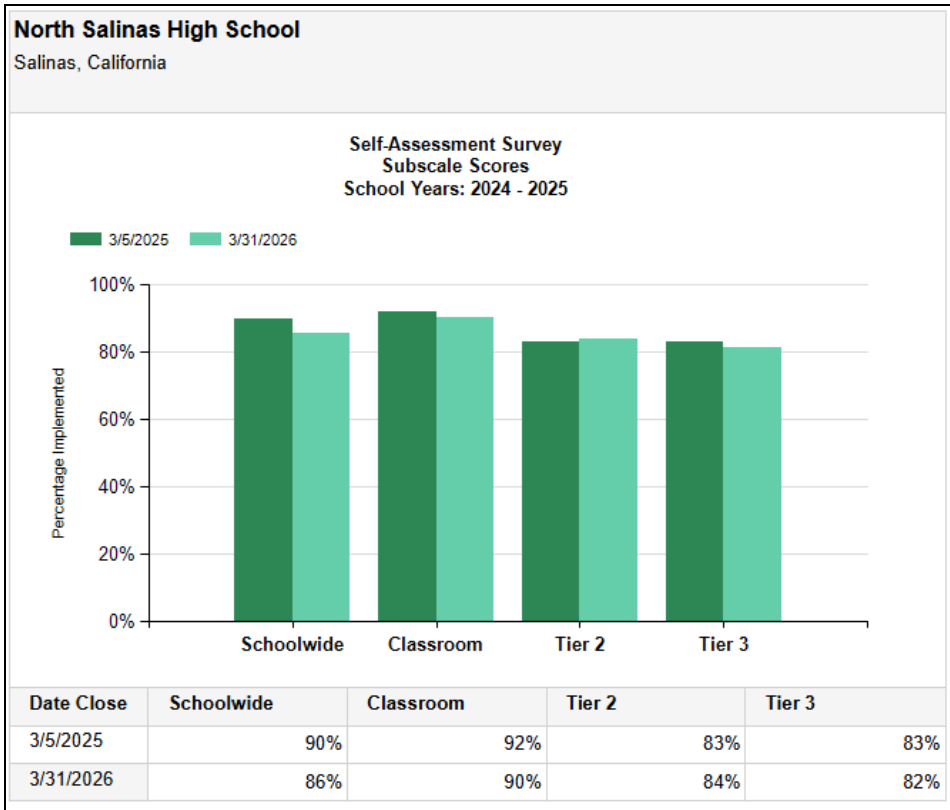


How are we implementing PBIS?

According to the Tiered Fidelity Inventory (TFI), North Salinas High School demonstrated strong PBIS implementation with an overall fidelity score of 98%. Tier-specific results showed 100% implementation in Tier 1, 92% in Tier 2, and 100% in Tier 3, reflecting strong schoolwide systems and support across all tiers.

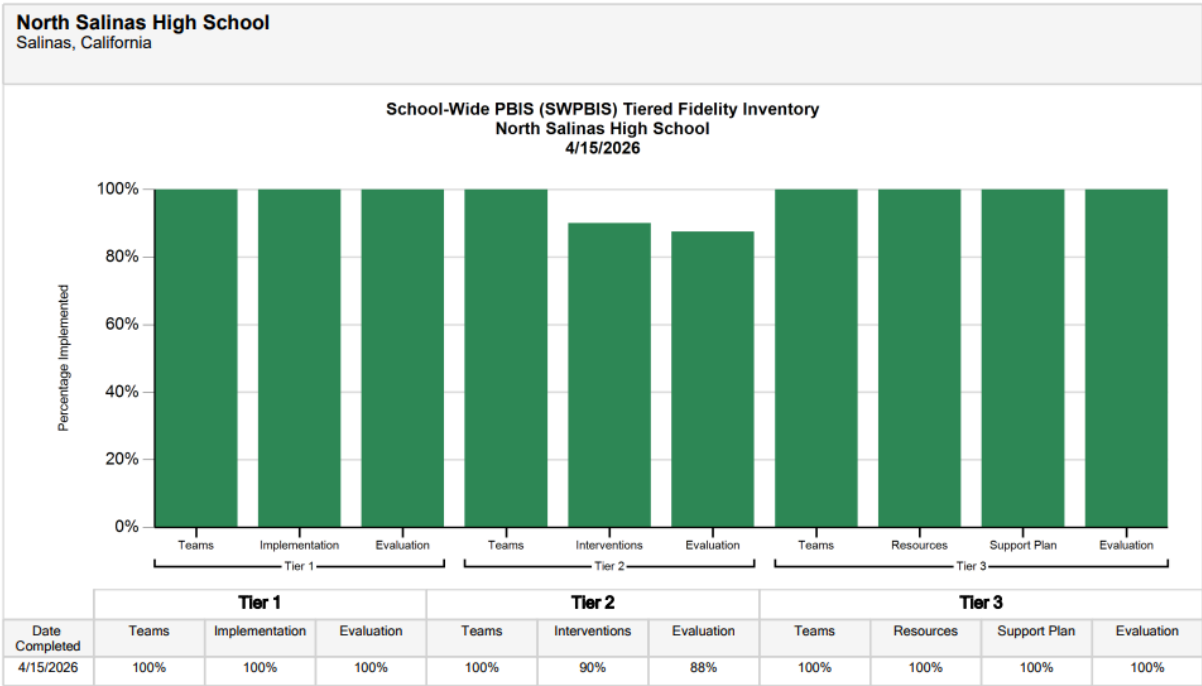


Comparison of the 2025 and 2026 Self-Assessment Survey (SAS) results demonstrated overall consistent PBIS implementation across all tiers. While Schoolwide, Classroom, and Tier 3 systems showed slight decreases, scores remained strong overall, ranging from 82% to 90%. Tier 2 implementation demonstrated slight growth from 83% to 84%. The data reflects continued staff implementation of PBIS practices while **identifying opportunities** to strengthen schoolwide consistency and intervention supports moving forward.



How are we implementing PBIS at Tier 1?

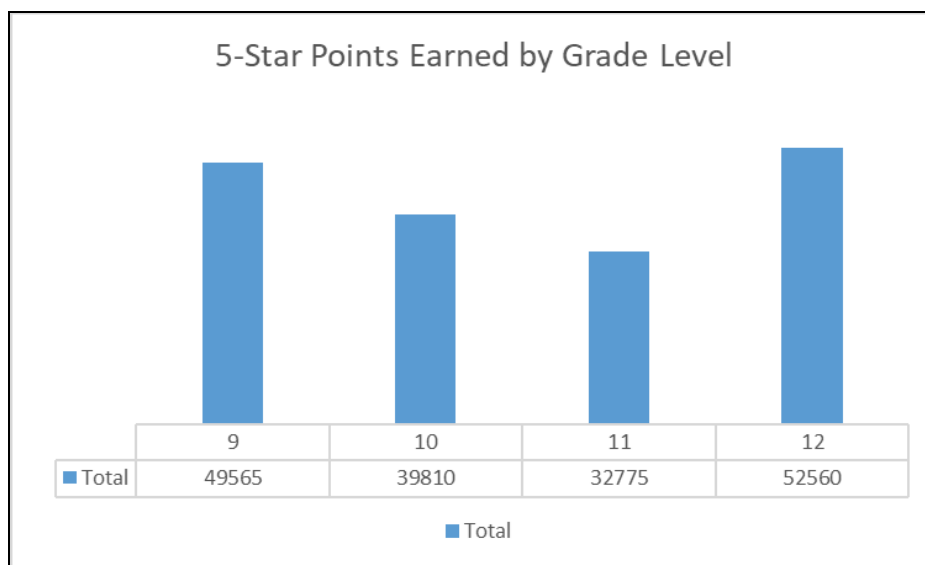
Tier 1 Tiered Fidelity Inventory (TFI) results indicate strong PBIS implementation across all measured areas. Teams, Implementation, and Evaluation all scored at 100%, reflecting well-established schoolwide systems, consistent behavioral expectations, and ongoing evaluation practices. The data demonstrates a strong foundation for Tier 1 PBIS implementation and continued commitment to maintaining positive schoolwide supports.



5-Star (Acknowledgement System)

This year, North Salinas High School continued implementation of the 5-Star Acknowledgement System as part of our Tier 1 PBIS support. Staff and students continued utilizing the platform to recognize positive behaviors aligned with our school expectations and Viking values. Through staff recognition, school participation, activities, surveys, and PBIS events, students earned a total of 174,710 points as of May 13, 2026*.

Currently, 44% of staff members have participated in awarding points to students throughout the school year. Students were able to redeem points for a variety of incentives and rewards that promoted student engagement, school connectedness, and positive school climate. Popular student redemptions throughout the school year included snacks, baked potato certificates, drinks, and Lego sets. Additional incentives and student rewards were supported through fundraising efforts and community donations, helping expand opportunities for student recognition across campus. The 5-Star system continues to be an essential component of PBIS implementation at North Salinas High School by reinforcing positive behavior and increasing student participation across campus.



*** Data collection as of May 13, 2026**

Vikings of the Week / Viking Champion of the Week

As part of our Tier 1 PBIS acknowledgement system, North Salinas High School continued to recognize students and staff weekly through our Vikings of the Week and Viking Champion of the Week recognitions. Each week, four students are selected to represent one of the values from our Viking Creed: Never Give Up, Stay Focused, Honor Yourself and Others, and Stay Positive. In addition, one staff member is recognized weekly as our Viking Champion of the Week.

Students and staff members are nominated by school staff through a Google Form. Selected students receive 5-Star points, Viking school gear, and additional recognition items. Staff members receive 5-Star points and a personalized Champion of the Week plaque.

Throughout the 2025–2026 school year, a total of 136 students and 34 staff members were recognized through the Vikings of the Week program. Recognitions are shared through Canvas announcements and school social media platforms to help promote positive school culture and celebrate members of the Viking community.

5-Star Club

The 5-Star Club continued into its second year as a student leadership group focused on promoting positive school culture and supporting Tier 1 PBIS initiatives across campus. Club members assisted with fundraising efforts, schoolwide events, student recognition activities, and promotion of the 5-Star system. Through student involvement and leadership opportunities, the club helped strengthen student voice, school connectedness, and overall PBIS culture at North Salinas High School.

Staff Wellness Events & Support

The North Salinas Wellness Center staff offered various wellness-focused events and supports to both students and faculty alike. Our staple support services include:

- 1-to-1 Check and Connects
- Inclusive Activities
- Community Schools Outreach

Our most notable events include:

- Movie Mondays
- Wellness Wednesdays
- Health Fairs
- Staff Wellness Events (i.e., Sound Bath, Yoga, General Wellness Opportunities)

Wellness Wednesdays

The NSHS Wellness Center continually offered Wellness Wednesday activities open to all students every other Wednesday, except for holidays or special events, which allowed students to visit the Wellness Center during lunch for various activities ranging from movies, board games, mini-canvas painting, rock painting, and jewelry-making. These activities were embraced by our students and continue to be a cornerstone of student involvement and support.

- **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.
- **Student 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.
- **Daily Bulletin**
- **Friday Video Bulletin Highlights** – Planned, written, recorded, edited, and overall produced locally on campus with and by students under the guidance of our Community Schools Coordinator, Ms. Estrella Cruz.

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.

Community Schools

North Salinas High School has implemented Community Schools strategies to strengthen Tier I supports that benefit all students and families. Throughout the school year, we have hosted schoolwide events such as Wellness Wednesdays, Cafecitos, family resource fairs, and community service opportunities to promote student well-being, family engagement, and a positive school climate. We have also partnered with community organizations to provide services such as free haircuts, health resources, clothing giveaways, and assistance with CalFresh and medical applications. These universal supports help create a welcoming environment where every student and family feels connected, supported, and empowered to succeed.

Office Discipline Referral Rates

Grade	9			10			11			12		
Descripti on	F	M	T	F	M	T	F	M	T	F	M	T
ODRs 2024/2025	56	212	268	21	137	158	24	107	131	24	82	106
ODRs 2025/2026	68	285	353	31	119	150	14	85	99	4	86	90
% Change	+18 %	+13 %	+24 %	+3%	-2%	-1%	-7%	-26%	-32%	-500 %	+5%	-2%

Summary of Findings:

Office discipline referral data showed mixed trends across grade levels during the 2025–2026 school year. Referral rates increased among 9th-grade students, while overall referrals for 11th and 12th-grade students decreased compared to the previous school year. The largest reductions were observed among 11th-grade students, suggesting improvement in behavior outcomes and student support systems within upper grade levels. The data will continue to be monitored to help guide PBIS supports and intervention planning across campus.

What is our Action Plan for the next school year?

Goal: the Tier 1 acknowledgement system through the continued implementation of the 5-Star program to promote student belonging, engagement, and positive school climate.

Action Steps:

- Increase staff participation in the 5-Star recognition system.
- Expand recognition of positive behaviors such as effort, improvement, and engagement.
- Increase participation among all student groups.
- Implement personalized recognition through postcards and student acknowledgements.
- Continue expanding inclusive student incentives and leadership opportunities.

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@salinasuhd.org.

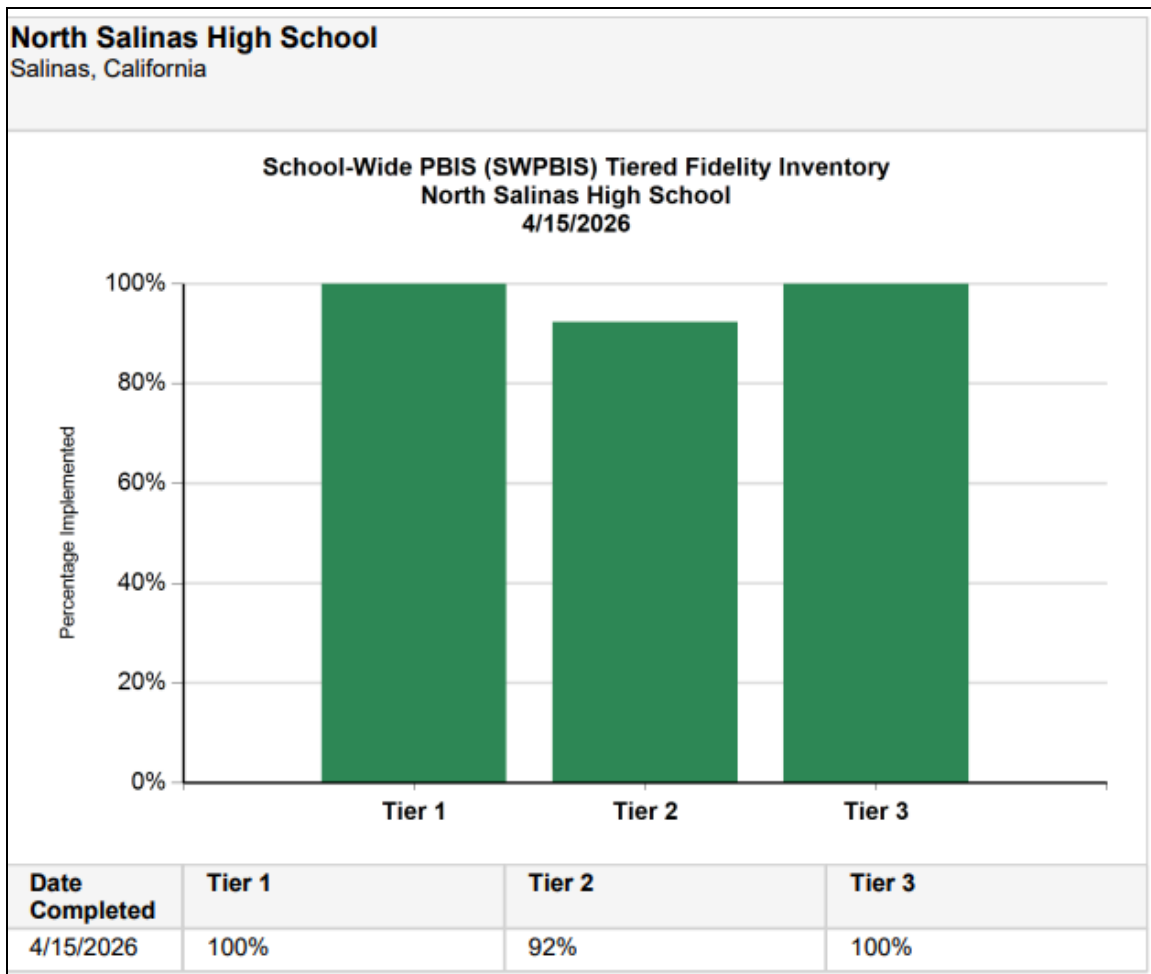
PBIS Tier II / III

Tier 2-3 Team Members:

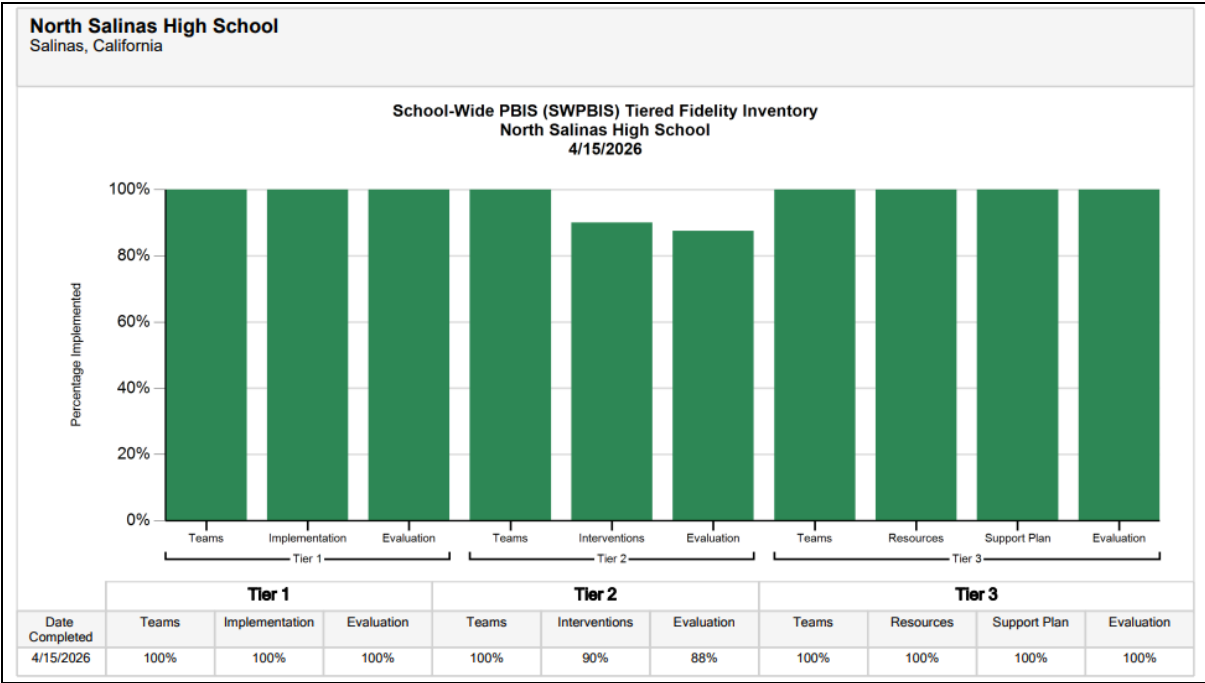
Tessa Spurlock	Assistant Principal	Abraham Espinoza	School Counselor
Sarah Jane Bryan	School Social Worker	Xochitl Reyes	School Psychologist
Marisol Contreras	School Social Worker	Jessica Barboza	PBIS Clerk
Randall Stuhler	Intervention Specialist	Teresa Medina	Restorative Justice Facilitator
Ben Ceralde	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 92%.



According to the TFI, we are implementing Tier II PBIS with fidelity at 92%. Strengths include team functioning (100%) and a strong range of interventions (90%. Evaluation and progress monitoring also demonstrated a continued growth and implementation at 88%.

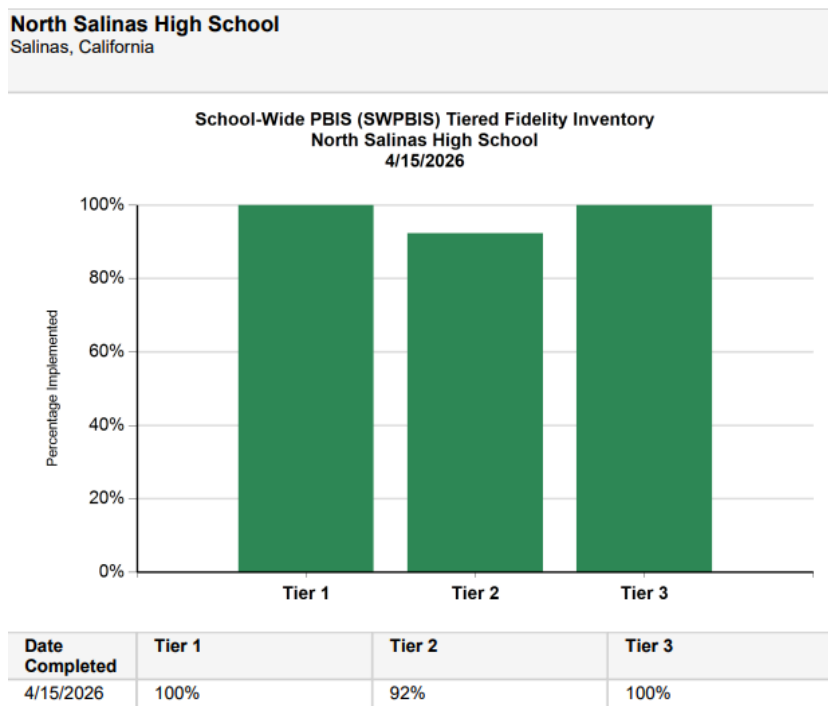


What is our Tier II Action Plan for the next school year?

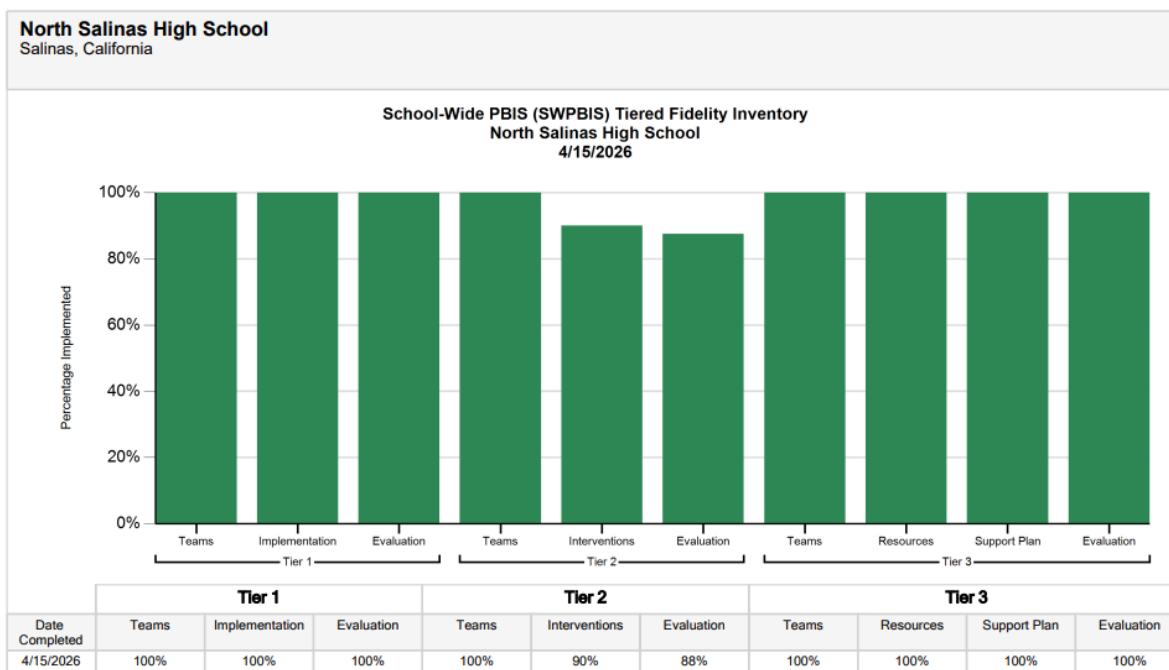
Based on our most recent TFI and SAS results, our Tier II action plan for the 2026–2027 school year will focus on strengthening the consistency and fidelity of Tier II interventions. The Tier II team will continue implementing SEL, academic, and positive reinforcement interventions that include clear structure, skill building, and frequent feedback opportunities for students. Staff will continue receiving professional development and support in SEL and trauma-informed practices to strengthen intervention implementation across campus. The team will also utilize participation and fidelity data to monitor effectiveness, identify areas for growth, and ensure students are receiving consistent and supportive interventions.

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 100%.



According to the TFI, North Salinas High School is implementing Tier III PBIS with fidelity at 100%. Strengths include team functioning (100%), resources (100%), support planning (100%), and evaluation (100%). The data reflects strong Tier III systems and individualized supports designed to meet student needs and promote student success.



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

Based on our most recent TFI results, our Tier III action plan for the 2026–2027 school year will focus on strengthening the identification process for students in need of Tier III supports. The Tier II/III team will develop and implement a Tier 3 Need for Intervention Checklist to help create a more consistent, equitable, and efficient process for identifying students requiring intensive individualized supports. The checklist will be utilized across the school site to improve communication, referral practices, and access to Tier III interventions for students with the greatest level of need.



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