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# Universal PBIS



Implemented at the high school level

*Yes, it can be done!*

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# It takes a Village

- Coaches Maria Lorenzo & Angela DeSantis
- Krystal Ward & Greg Avellino - Administrators
- Cheryl West - External Coach
- Several Classroom Teachers
- Parent Representatives
- Student Representatives



# *WHY* is High School PBIS *DIFFERENT??*

- High schools are bigger & more spread out
- High schools have more staff to buy in
- High school teachers are content focused
- High school students seek autonomy, not direction

(See handout- [APBS Newsletter](#))



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# Spartan **PRIDE** starts here!

## Evolution of PBIS at ESM CHS:

- Began planning & implementation in 2009



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**10 years ago...**

**ACT:**

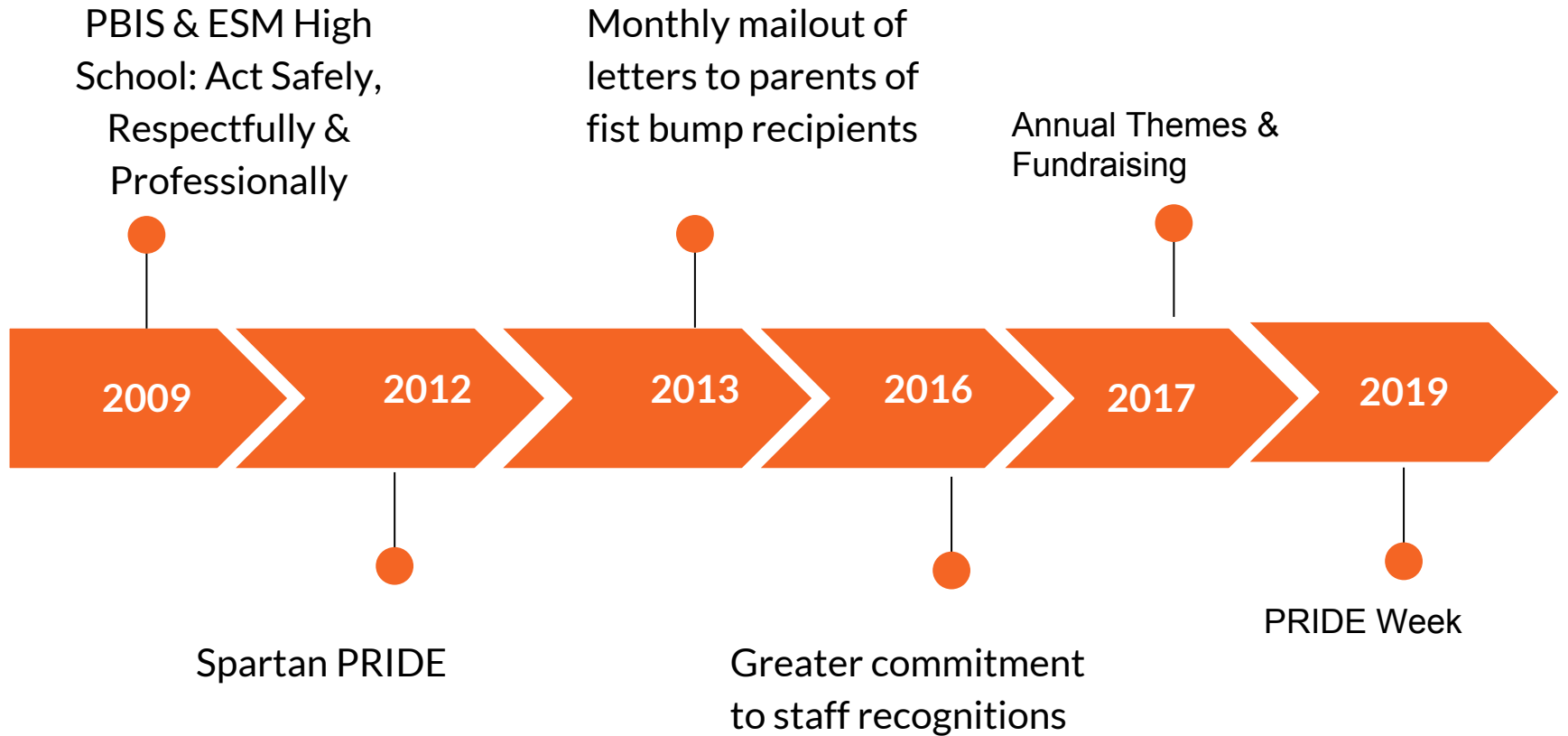
**Safely**

**Respectfully**

**Responsibly**

[Original Matrix](#)

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# Spartan PRIDE is:

<b>P</b> rofessionalism	<ul style="list-style-type: none"><li>• Model positive behavior and acknowledge it in others</li><li>• Arrive on time and be prepared</li><li>• Dress appropriately</li></ul>
<b>R</b> espect	<ul style="list-style-type: none"><li>• Be conscious of others' personal space and belongings</li><li>• Use appropriate language, volume and tone</li><li>• Keep areas neat and clean</li></ul>
<b>I</b> nvolvement	<ul style="list-style-type: none"><li>• Actively participate in academic, extra curricular and community activities</li><li>• Communicate problems and concerns to staff</li><li>• Offer help to others</li></ul>
<b>D</b> iversity	<ul style="list-style-type: none"><li>• "Seek first to understand, then to be understood" <sup>1</sup></li><li>• Keep an open mind and be open to new ideas</li><li>• Accept and value individuality</li></ul>
<b>E</b> xcellence	<ul style="list-style-type: none"><li>• Strive for success</li><li>• Think critically, creatively and collaboratively to overcome challenges</li><li>• Learn from your mistakes</li></ul>

**Take PRIDE in yourself, others and our campus.**

Follow all posted rules & stated policies.







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## Early challenges:

### High School Buy-In

- Staff- Why reward students for what is expected??
- Students- Recognition prizes not valued

### Establishing a “brand”

- Lack of “brand recognition”
- Creating a “buzz”
- Keeping it fresh
- Fund raising

## Ongoing:

### Data analysis

- Training
  - Time to reflect
  - Distributing data to staff
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# Themes for each Year

“Spartan **PRIDE** starts here!”

“Spartan Pride Amplified”

- In our classrooms
- In our halls & common areas
- Throughout the community



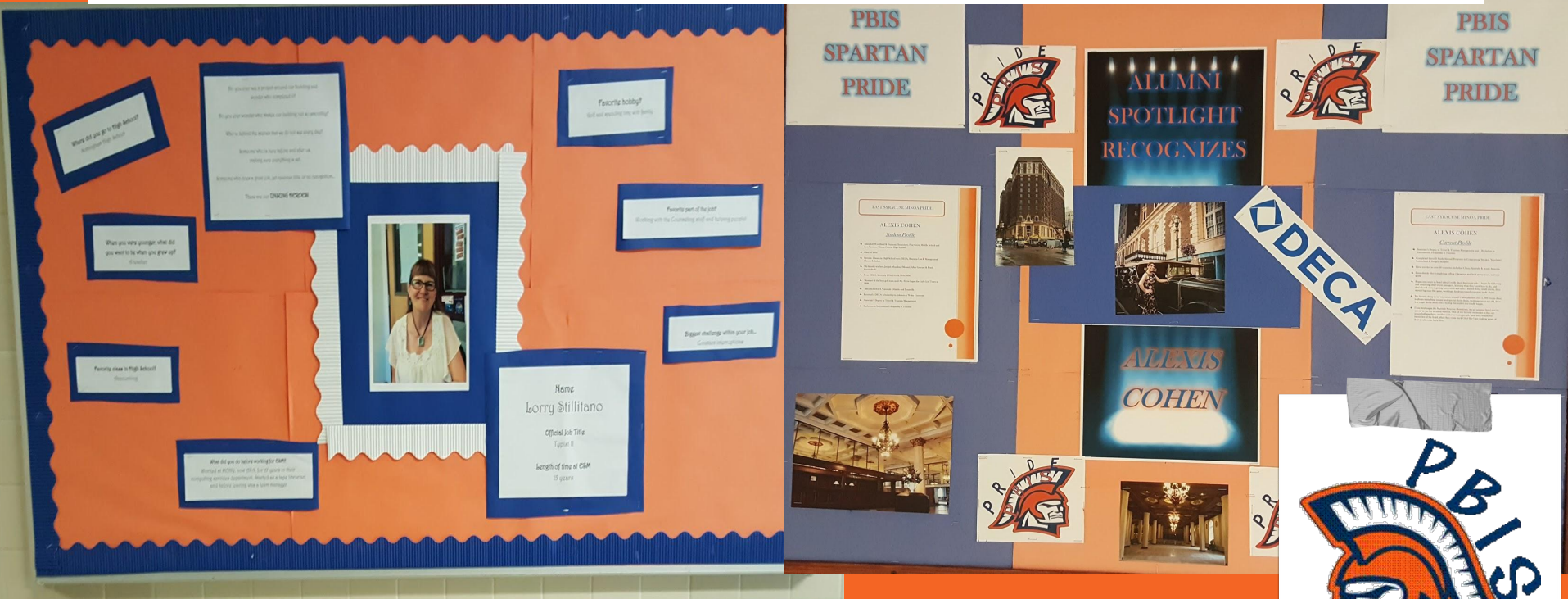
# Educating Students on PRIDE

- Freshman orientation
- Grade level September assemblies
- WESM Morning Show
- In class reminders
- Bulletin Boards





# Bulletin Boards



Staff can nominate an ESM Alumnus or an Unsung Hero to be recognized

# Student Recognitions / Acknowledgments / Reinforcements

- Fistbumps- Our bread & butter
- Class of the Quarter
- Spartan of the Quarter
- Project PRIDE
- Hot Cocoa Days
- Parking Pass
- PRIDE Pass- new on the horizon!



# Spartan of the Quarter



**Staff nominates a student that demonstrates PRIDE behaviors-  
One student per class is recognized with a certificate and a  
movie pass**





# Class of the Quarter

Staff nominates classes that exemplify PRIDE behaviors!



One class is recognized each marking period with a well deserved celebration!





# Project PRIDE Class Competition





## Winning Class:

- The least % of referrals
- The highest % of attendance
- The highest % on honor roll
- The highest % of fistbumps received
- Special bonus points



# Staff Recognitions

*Spartan Trophy!*



# Staff Recognitions

- Opening Day Festivities
- Ice Cream social
- Spartan Trophy
- Unsung Hero
- Staff fistbumps
- Retiree recognitions
- End of year recognitions



# Classroom PBIS: Teaching Tools

- A portfolio of [web resources](#) for teachers to use to support PBIS in classrooms
- Make posters available to teachers
- Display & discuss department specific matrices in classrooms
- Staff [refreshers](#)/rollout



# DATA



- **ONE OF OUR TEAM MEMBERS HAS RECEIVED TRAINING ON HOW TO DRILL DOWN THE DATA USING SCHOOLTOOL**
- **DATA IS SHARED MONTHLY IN OUR TEAM MEETINGS AND WITH STAFF**

*Key  
To Success*



# Support from administration

- Financial commitment
- Professional Development & Conferences
- Time at faculty meetings
- Common planning time for coaches
- Encouragement from administrators
- Fund-raising - t-shirts
- [Josh Drean](#) Assembly March 22
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# Contact Information

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# Thank-you!!



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