



## PBIS and the Connection to Literacy

Justin Hill

PBIS State Coordinator, GaDOE





# Creating the Best Workplace on Earth

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- Suppose you want to design the best company on earth to work for.
- **What would it be like?**



# The organization of your dreams would be

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1. a place where individual differences are nurtured
2. a place where **information is not suppressed or spun**
3. a place where the organization **adds value to employees**, rather than taking value from them
4. a place that stands for something meaningful (**purpose**)
5. a place where the **work is** meaningful and **is rewarded**
6. there are **no stupid rules**

6.






# Harvard Business Review

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When organizations have a positive climate they achieve significantly **higher levels of organizational effectiveness** — including financial performance, customer satisfaction, productivity, and employee engagement.





It's All About the  
Host Environment



# *BIG IDEA*



*Successful individual student behavior support is linked to **host environments** or school climates that are **effective, efficient, relevant, durable, & scalable***

(Zins & Ponti, 1990)



# Climate and Why it Should Matter to Schools

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**School Climate** is the experience of school life and reflects norms, goals, values, social interactions, access, engagement, connections, teaching and learning practices, building quality, safety, and organizational practices.

## Research

A positive school climate has been shown to

- ✓ Improve middle school students' self-esteem (Hoge)
- ✓ Improve a wide range of emotional and mental health outcomes (Way, Reddy, & Rhodes)
- ✓ Increase student self-concept (Cairns)





# Climate Drives School Improvement

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Schools have adopted a variety of approaches to **improve school climate** in an effort to reduce student discipline problems, but improving climate is much more than improving just discipline outcomes.



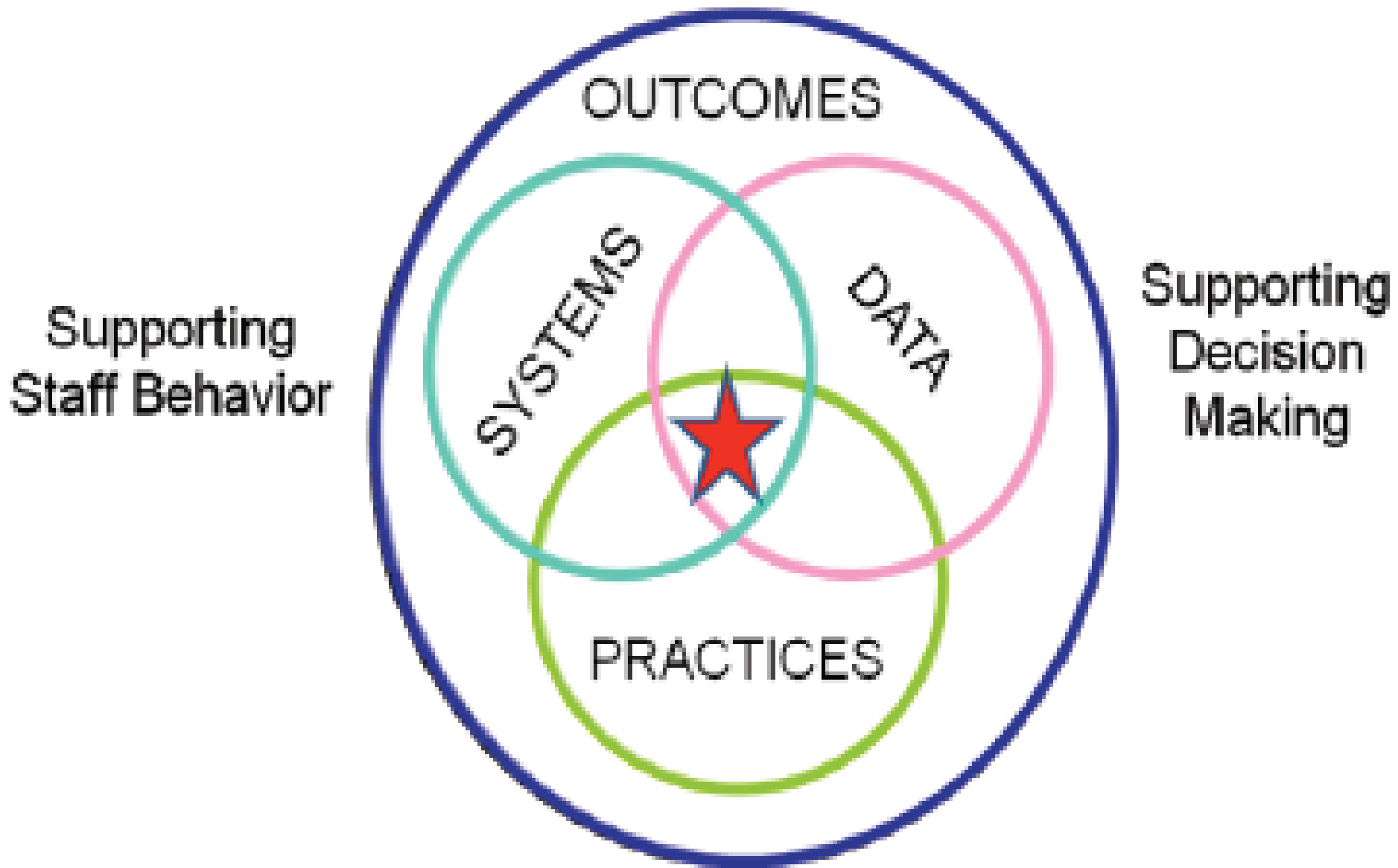
# Improving Climate with PBIS

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- **Positive Behavioral Interventions and Supports (PBIS)** is an evidenced-based framework steeped in over 20+ yrs. of research.

- **PBIS utilizes a systems-based approach** at being proactive in a school's use of data to drive decisions that in turn **promote positive behavior for both adults and youth.**

# Supporting Social Competence & Academic Achievement





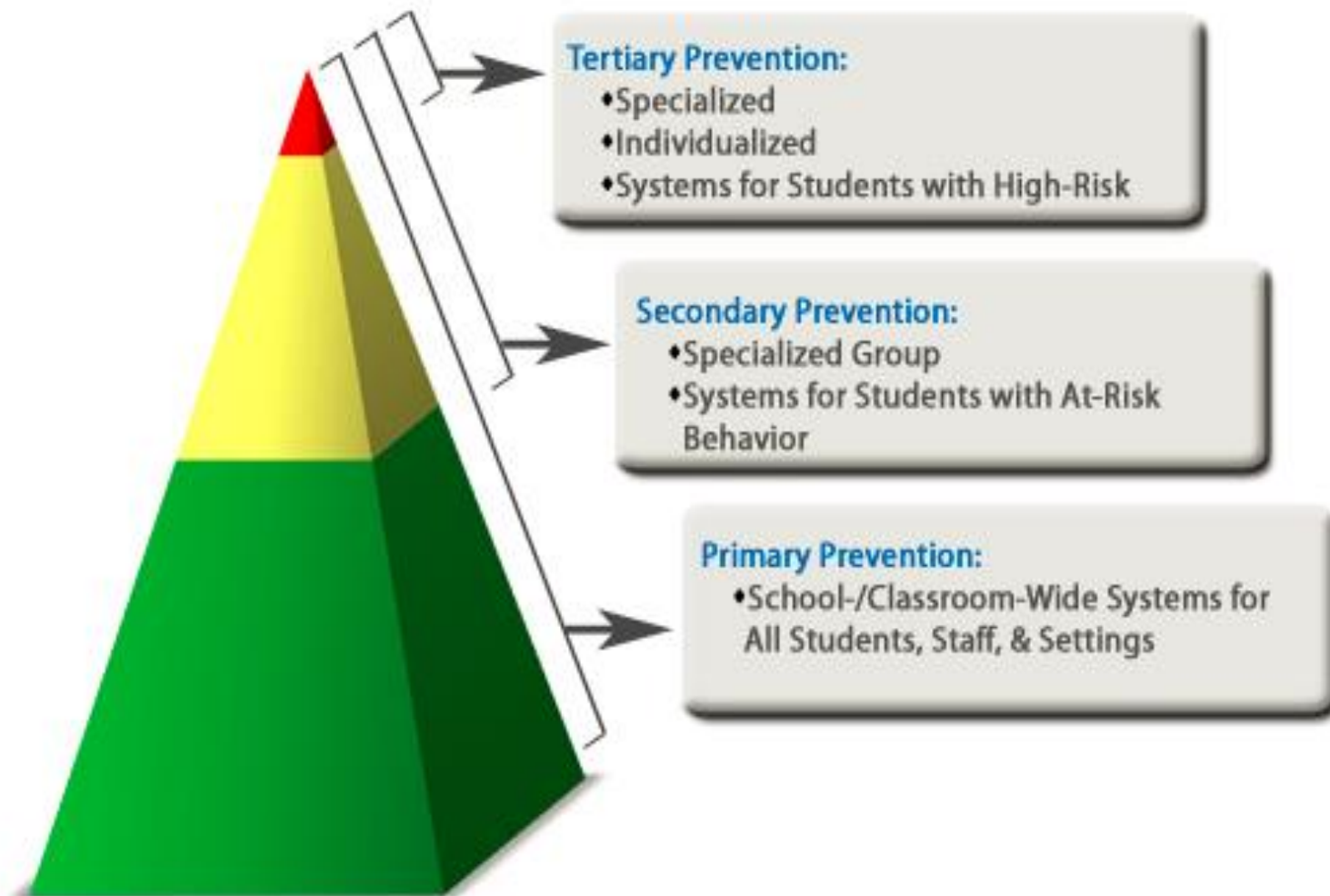
# PBIS is a FRAMEWORK

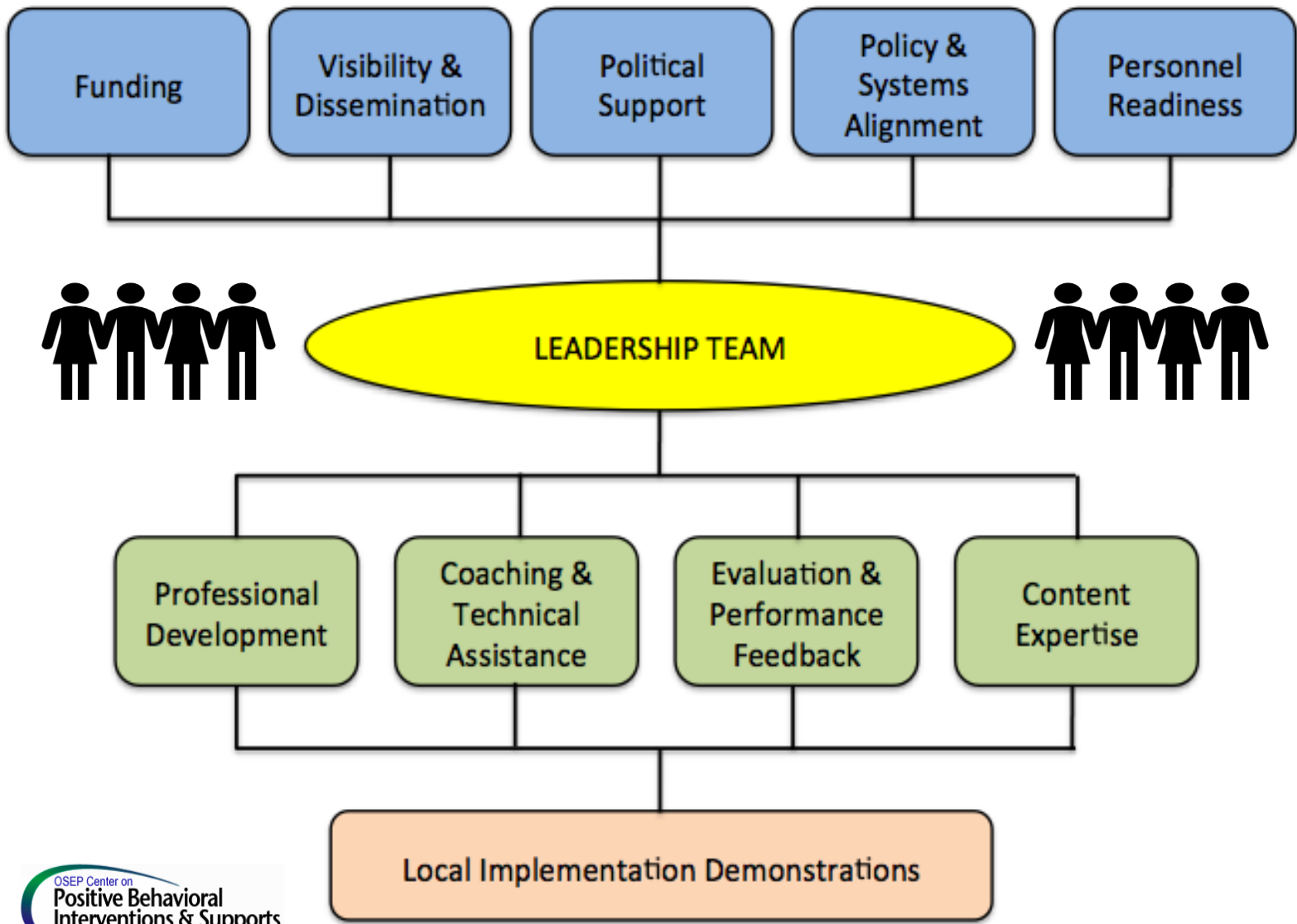
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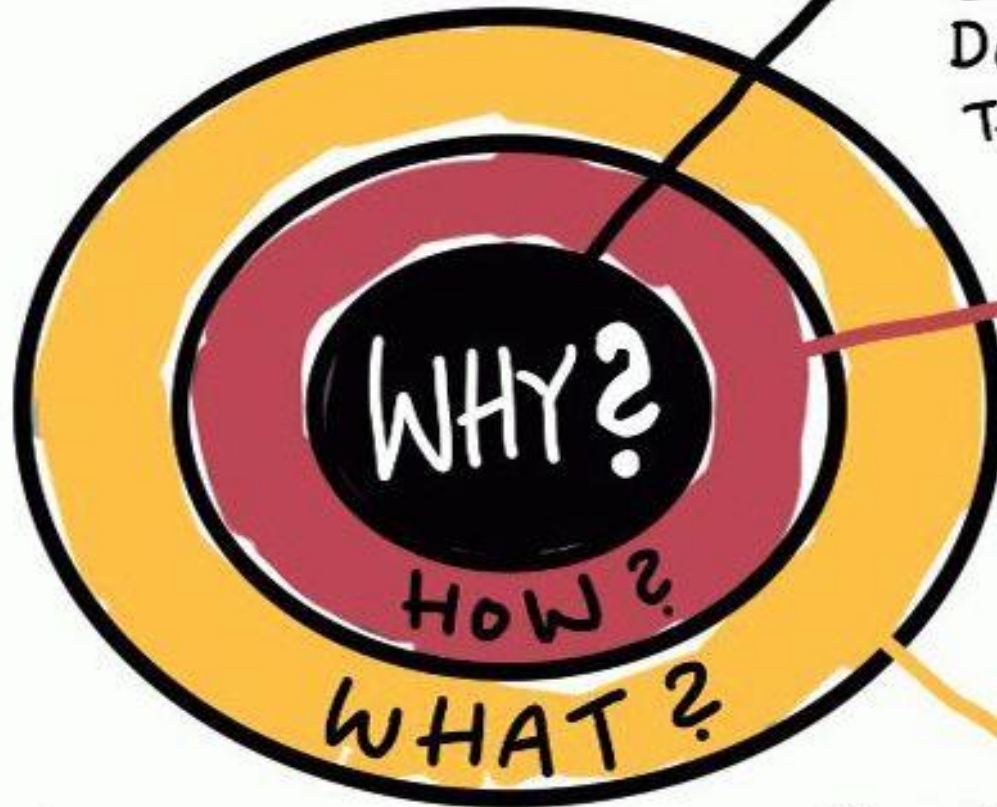
# Continuum of School-Wide Instructional & Positive Behavior Support





# Are You Starting with the Why or the What?

## GOLDEN CIRCLE



WHY DO YOU DO WHAT YOU DO? WHAT IS THE PURPOSE?

HOW DO YOU DO WHAT YOU DO?

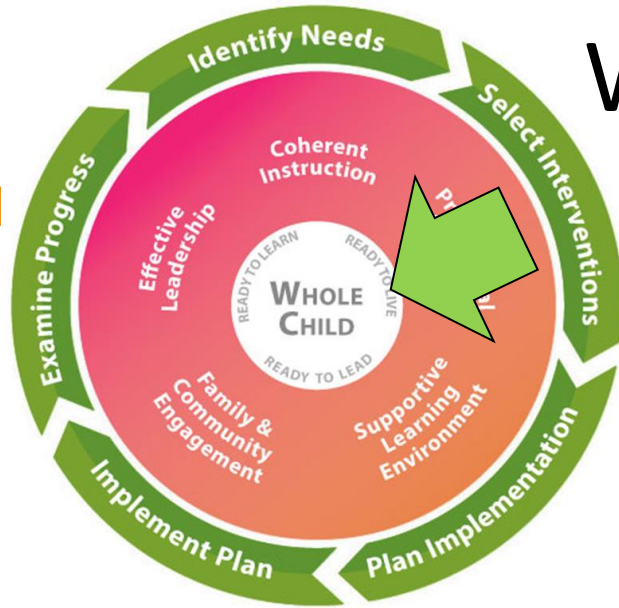
WHAT DO YOU DO?

IDEA: SIMON SINEK

NS  
a

# Whole Child

# Safe and Healthy Environment



## Georgia's Systems of Continuous Improvement







School Name

Enrollment

745

2014 Star Rating



2015 Star Rating



2016 Star Rating



School District

Fulton County

Positive Behavioral Interventions and Supports

Active - Installing



For students: the number of students with less than six unexcused absences divided by the total enrollment. For teachers, staff, and admin: total leave days divided by total attendance days.



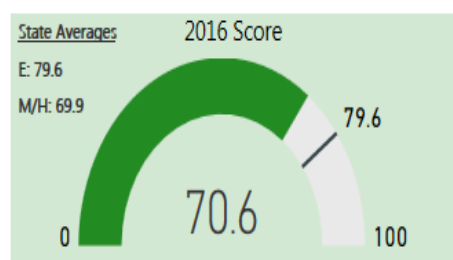
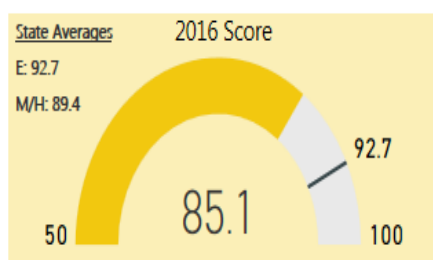
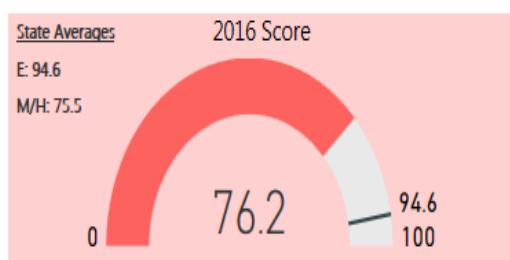
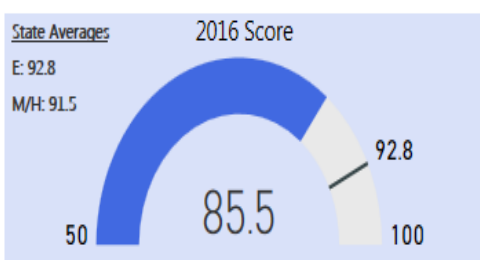
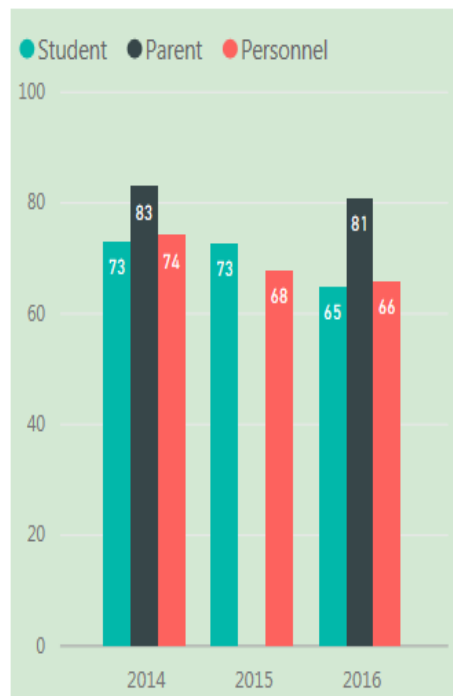
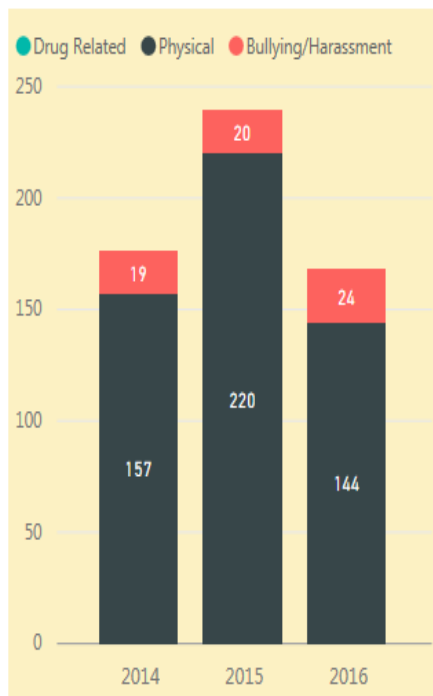
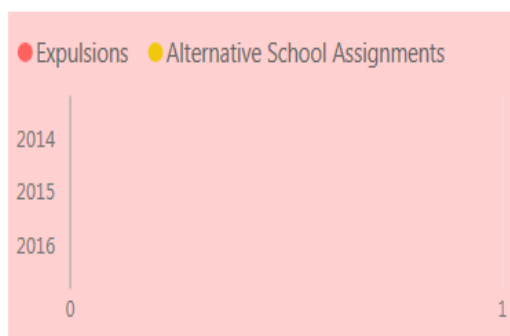
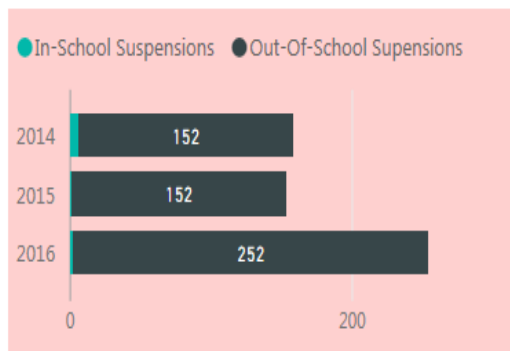
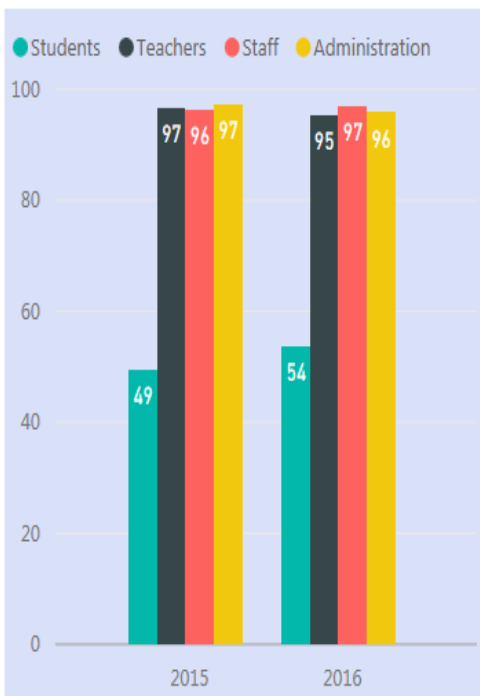
Disciplinary actions are weighted and given a p an inverse or weighted suspension rate and total enrollment: higher scores = fewer disciplinary actions.



Recorded incidents are divided into groups, and calculated with responses to student surveys (only Middle and High Schools use survey responses).



Survey responses are coded and averaged by group (students, parents, and personnel). A 75% participation rate is required for students and personnel responses to be included.

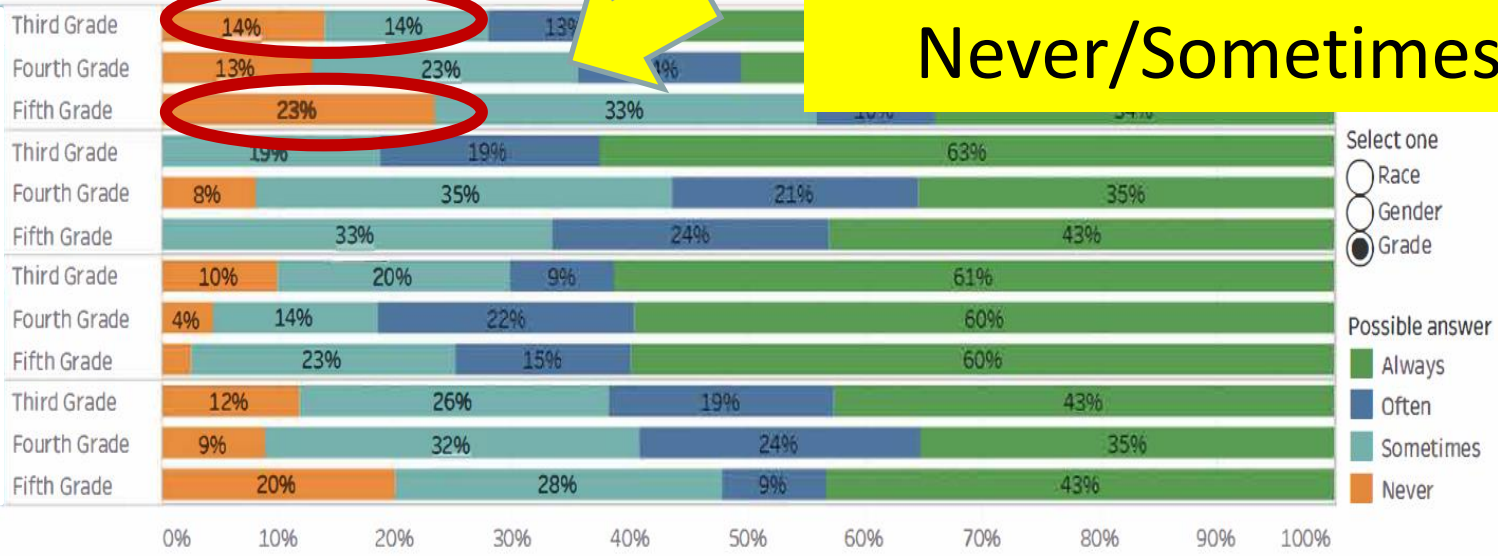


**28% 3<sup>rd</sup> Graders  
Never or Sometimes  
feel safe**

Georgia Student Health Survey 2.0  
Elementary Survey (Grades 3-5)  
Major Findings

I feel safe at school.

**23% 5<sup>th</sup> Graders Never  
feel safe 56%  
Never/Sometimes**



**Only 13.3% of 3<sup>rd</sup> Graders Read at or above grade level**



# Comparison Studies Show Success of PBIS

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- A district study of Lane County (Oregon) elementary and middle schools compared those that had implemented PBS to those that had not. The PBIS schools had higher standardized test scores than the others. This finding was all the more impressive since the PBIS schools began with lower scores.
- Maryland's Anne Arundel Co. looked at standardized test scores over a 5 yr. period and found that PBIS schools had a higher % of students who met criteria for "proficient" or "advanced" in reading and math than schools not instituting PBIS.



# Comparison Studies Show Success of PBIS

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- A study conducted in Illinois found that 62% of 3rd grade students in the schools in which PBIS was implemented met the Illinois State Achievement Test Reading Standard. In contrast, only 47% of students met the standard in schools that had not fully implemented PBIS.
- A three-year study showed that in an inner city urban school, there not only were reductions in office discipline referrals and suspensions, but corresponding increases in math test scores from baseline to year three.



# Factors that Lead to Improved Academic Success with PBIS

- Increased time in school (behavior problems are effectively prevented or addressed before they result in suspensions or expulsions).
- More time for teaching and learning (classroom behavior improves)
- Greater academic engagement (students experience a positive and orderly environment that is not beset by frequent disruptions).





# To Achieve Success Schools Must Fully Implement PBIS

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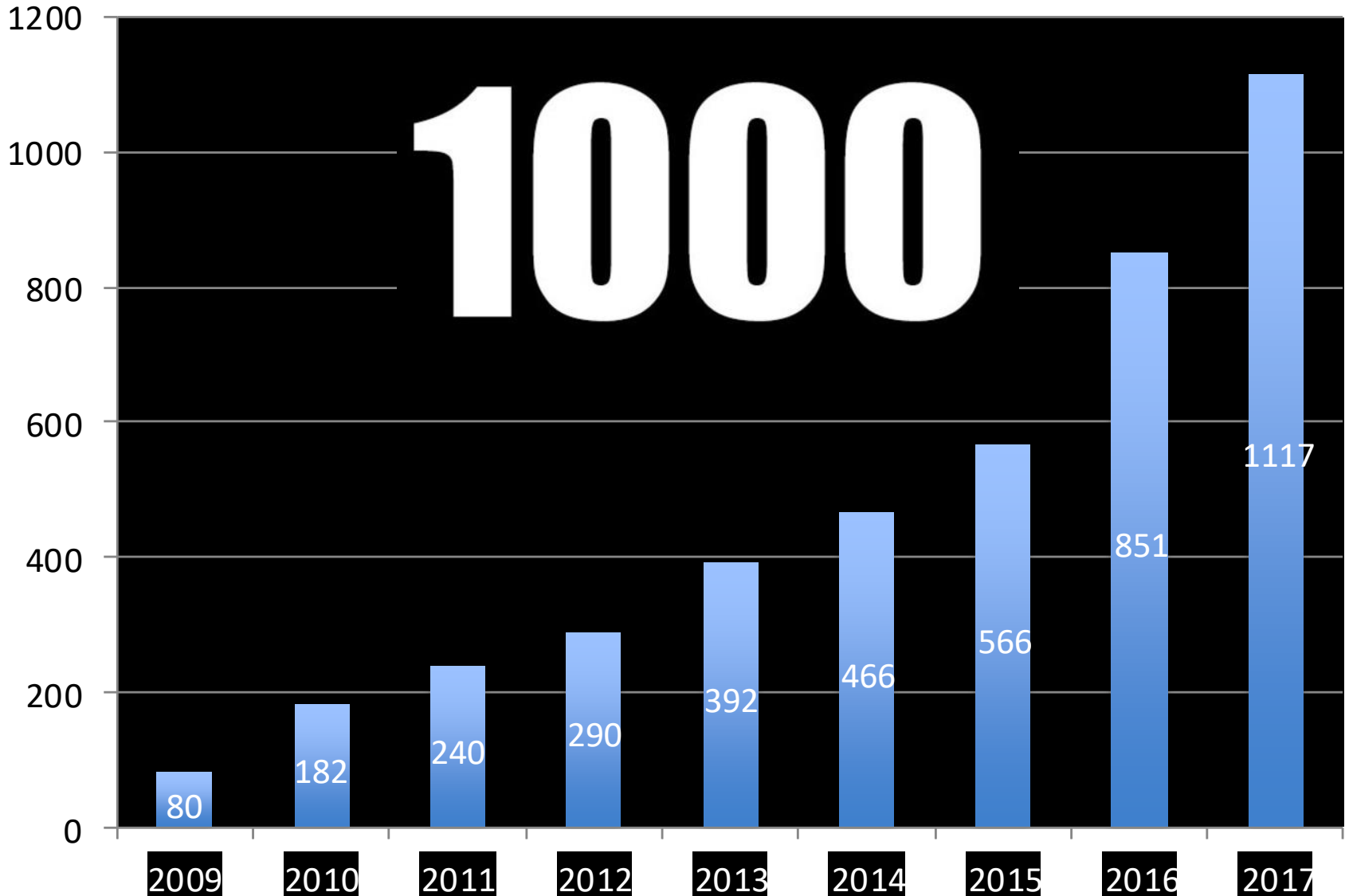
- Findings from several studies in IL show that schools that fully implement PBIS have significantly better results, while schools that only partially implement (Only putting in place the universal level of PBIS).
- In an 8 year longitudinal study, standardized test scores were compared in fully implementing and partially implementing schools. The percentage of students in grades 3, 5, and 8 who met or exceeded criteria for grade-level mastery in math increased significantly over time for all schools implementing PBIS. Schools that implemented PBIS with fidelity had significantly higher scores in math than schools that were partially implementing PBIS.



**Schools Trained:  
Georgia is now  
among the top 5  
of states in the  
number of  
schools trained  
in School-wide  
PBIS.**



# School PBIS Teams Trained 2009-2017





**Participating  
LEAs: 96 or 53%**  
of Georgia's  
LEAs now have  
active PBIS  
district teams.







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**670,000+** students  
(39%) live and breath in  
schools trained in PBIS, an  
increase of over 400,000  
students since 2015.



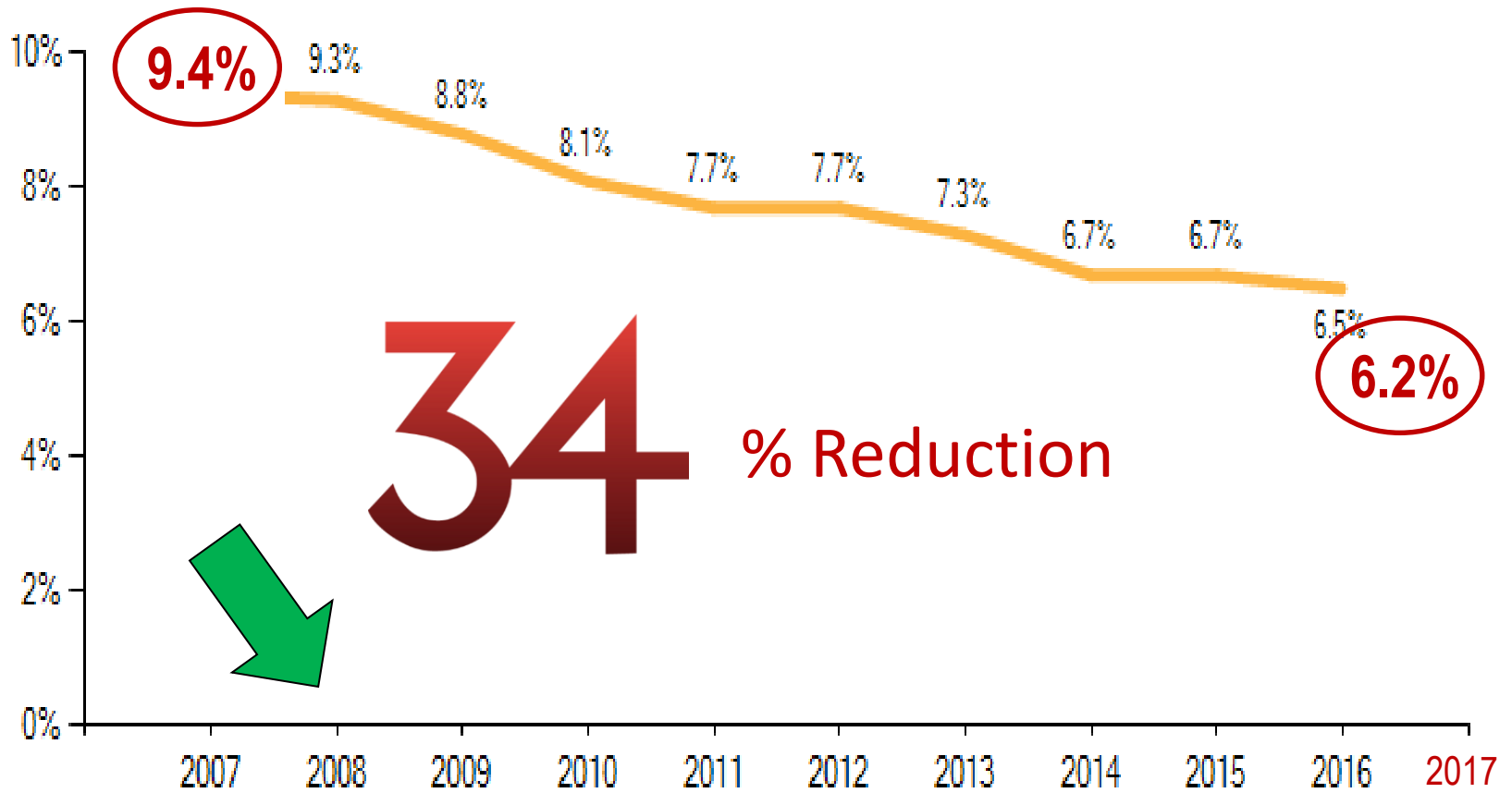


# PBIS Schools and Climate Rating

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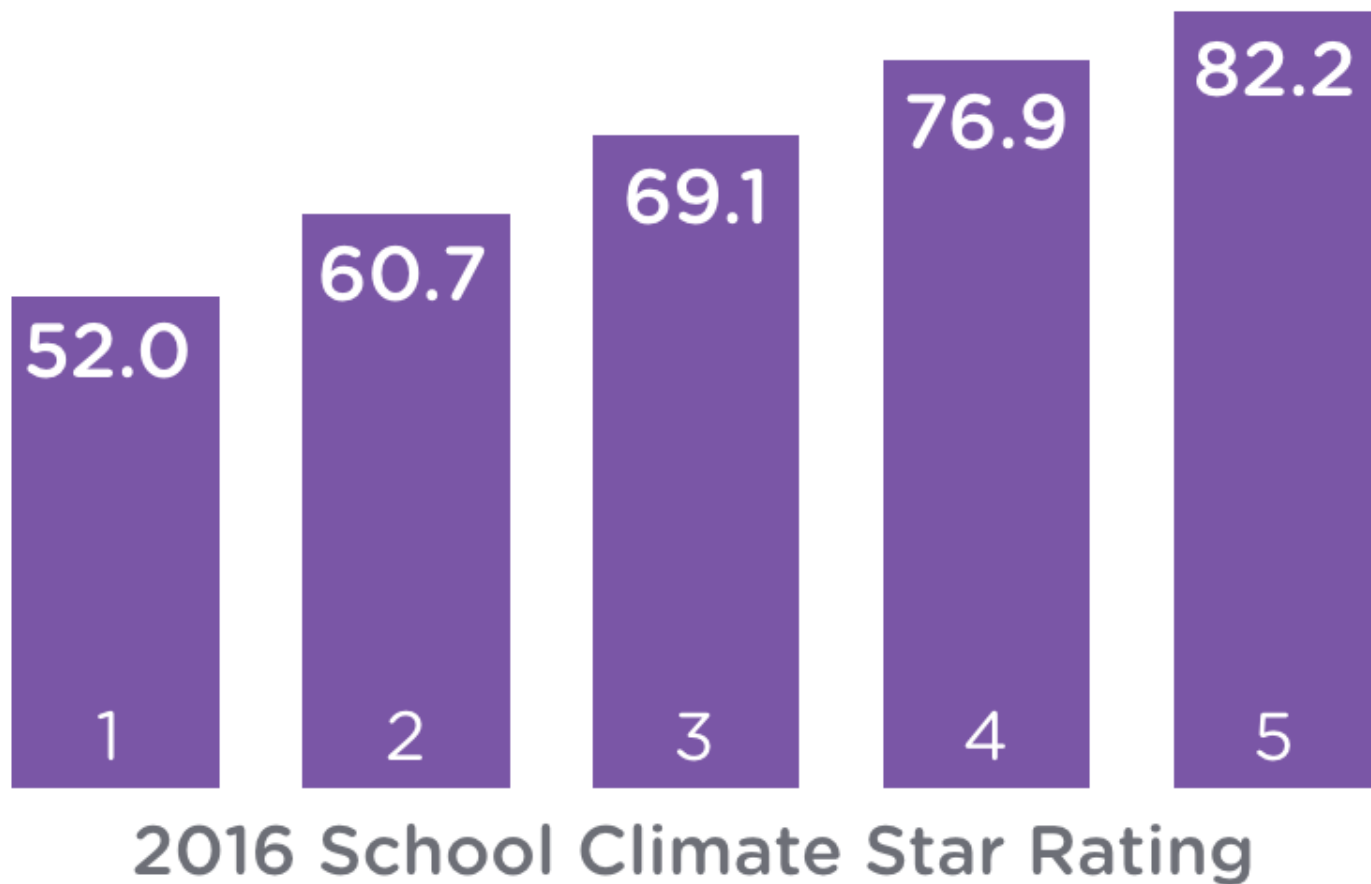
**81%** of **PBIS** schools received a 4 or 5 Star School Climate Rating compared to **55%** of other schools.

**\*PBIS** schools implementing with fidelity = **91%**.



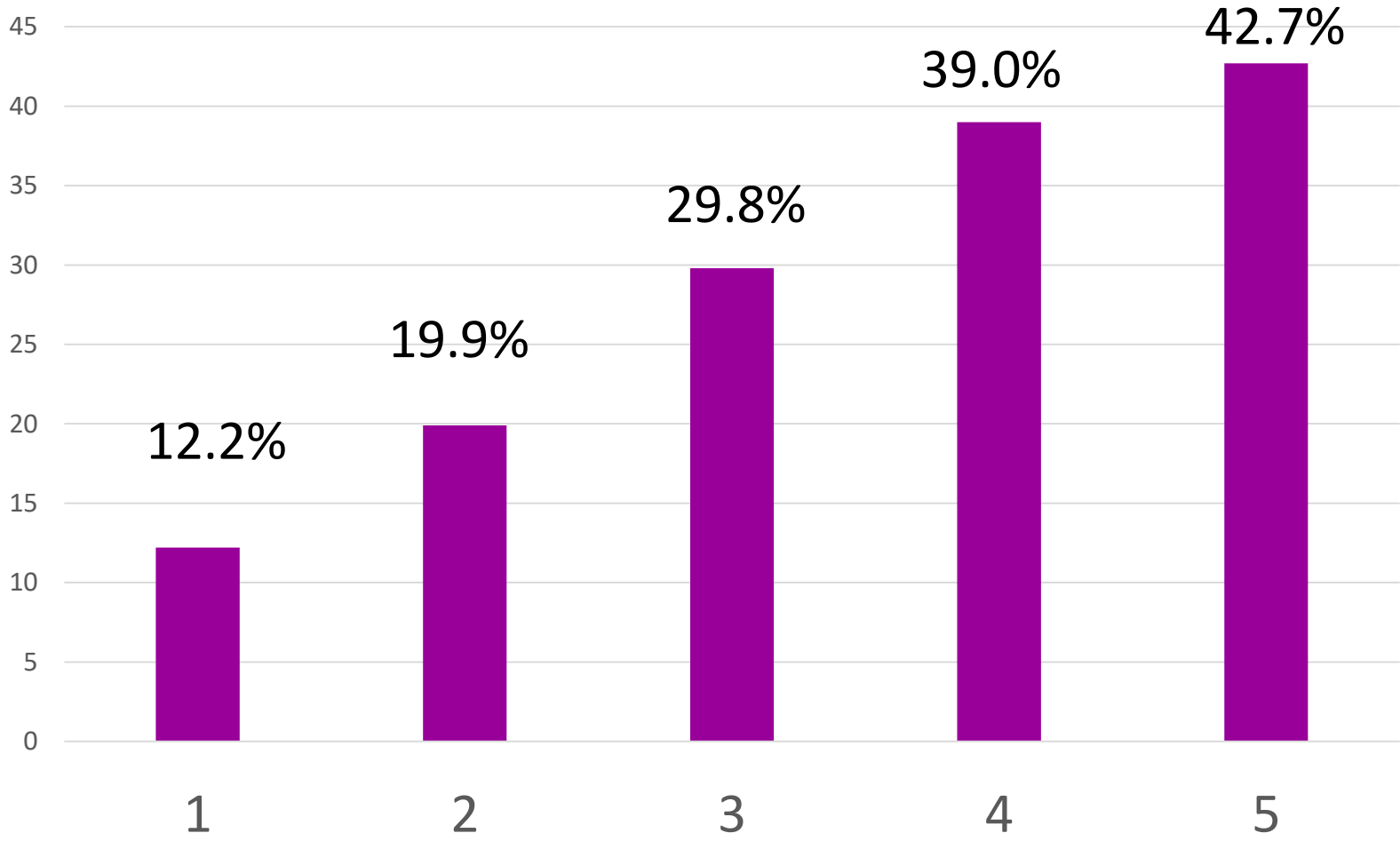
— Statewide

# COLLEGE AND CAREER READY PERFORMANCE INDEX (2016) BY SCHOOL CLIMATE STAR RATING





# 3rd Grade ELA, 2017 Proficient By School Climate Star Rating



GET GEORGIA  
READING



# Challenge 1: Too Many New Initiatives

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# Challenge 2: Integration

RTI

SEL

Trauma

Mental  
Health



MTSS

School  
Climate

Restorative  
Practices

SWPBIS



## Challenge 3: Commitment

**ON THE ROAD TO SUCCESS,  
THERE ARE NO SHORTCUTS.**

JOIN OUR TEAM  
800-669-0322  
shaffert trucking.com



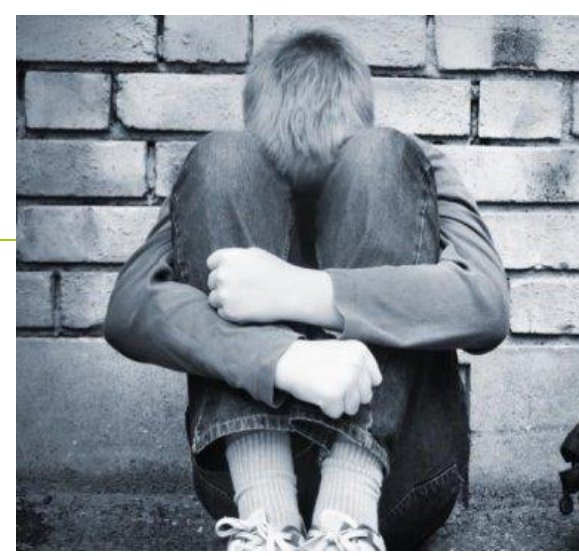
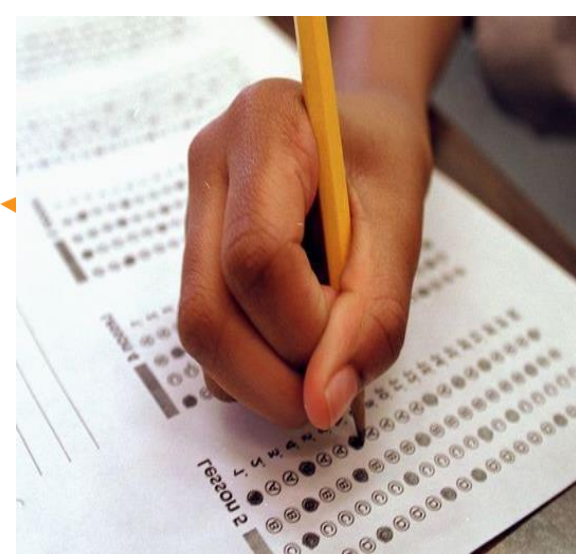
OUR MOST  
VALUABLE  
RESOURCE SITS  
63 FEET AHEAD.

C24D

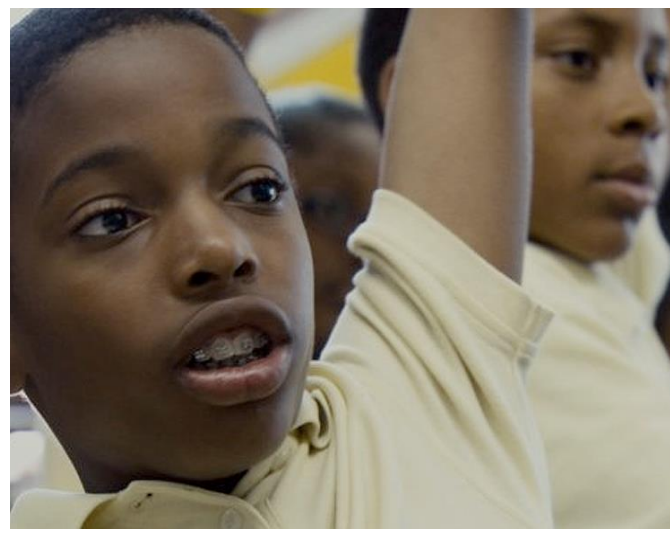
# Question 4: Fidelity







Do you want to improve literacy? Then improve the whole child.  
Want to improve the whole child? Then improve school climate.  
Want to improve school climate? Then Implement PBIS.





A photograph of a lush garden bed next to a blue house. The garden is filled with various plants and flowers, including red gerberas, yellow daisies, purple flowers, and white flowers. The house has a white window with a white frame. The text "It's Always Been About the Host Environment" is overlaid on the image in white font.

It's Always Been About the  
Host Environment





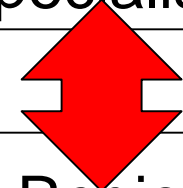
# Interested in PBIS?

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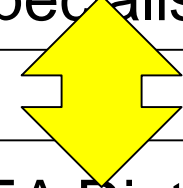




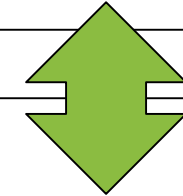
State Team  
9 Regional  
Specialists



38 Regional  
School  
Climate  
Specialists



LEA District  
Coordinators  
Of PBIS



School PBIS  
Coaches



**Justin D. Hill, State Coordinator for PBIS,  
Georgia Department of Education  
*juhill@doe.k12.ga.us*  
*www.gadoe.org.gapbis***

