

PBIS Annual Summary

B. F. Butler Middle School

PBIS TEAM (2021 - 2022)

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What is PBIS?

PBIS, Positive Behavioral Interventions and Supports, is a tiered system of preventative interventions that support a student's academic and emotional success.

What do we do?

PBIS provides a clear system for all expected behaviors at Butler Middle School. Through PBIS, we work collaboratively to create and maintain a productive and safe environment in which all school community members clearly understand the shared expectations for behavior. Through positive recognition and continual teaching of expectations, students will experience academic and social growth. PBIS works to generate a work environment which imbues recognition, improves morale, and builds interdependence.

Annual Metrics

In the 2021-2022 school year, the PBIS team work began in July of 2021. The team met approximately 18 times over the course of 10 months with the final meeting occurring on May 19th, 2022. Over the course of the year we spent a combined 25 hours working toward developing the school's culture and fostering a safe and productive environment in which all community members can thrive.

We lead **eleven** school-wide initiatives including **five** staff morale building activities both during and outside of school hours. In addition, PBIS sponsored five student-centered initiatives to elevate recognition and student voice. The work of the PBIS team this year has felt comprehensive and rewarding. We look forward to continuing our work in the coming school year

Accomplishments

PBIS defines success in many ways. First and foremost is our capacity to drive change and have a positive impact on our school culture and the quality of our students' and staffs' experiences.

This year we have implemented a Tier 2 mentoring program called Check and Connect. The program has allowed about 40 students to be mentored over the course of three 8 week sessions. This initiative prioritized relationship building between staff and students.

In December, we held a school wide door decorating contest between the classrooms. The students and staff in each classroom selected themes and worked together to collect materials used to decorate their classroom doors. Some of the themes included *Elfie Selfie*, *Gingerbread Lane*, *Winter Wonderland*, *Mischievous Cats* in *Santa Hats*, as well as many others. This activity helped raise morale and build community through healthy competition.

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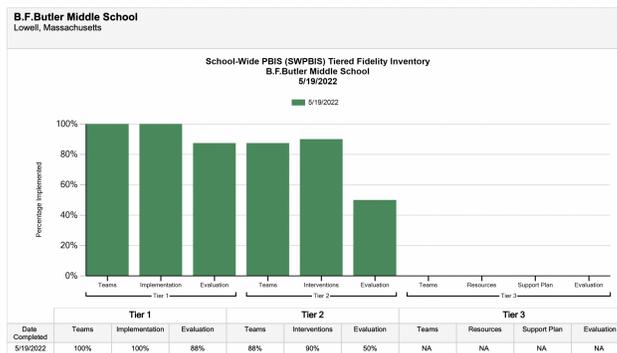
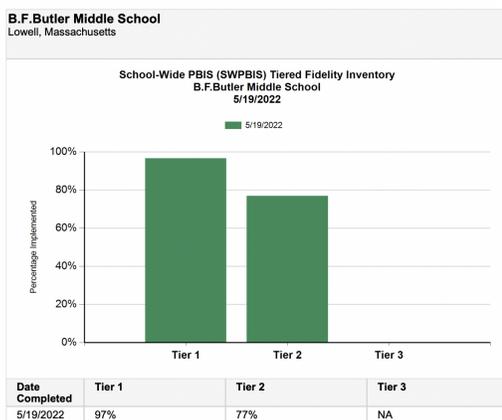
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Something we introduced this year to help build staff recognition and to carry the momentum of our work was the Staff Challenge Board. The PBIS team used the board to show appreciation for staff and activities included *Meet the Staff*, *Pay It Forward*, the *Thankful Tree*, and *You've been Mugged*.

Among our many accomplishments this year, the most noteworthy includes the Team's advancement across the PBIS TFI (Tiered Fidelity Inventory). We are now operating as a **Tier 2** school as identified by the PBIS Academy. PBIS' move from Tier 1 to Tier 2 is based on our ability to provide a greater range of targeted support to students based on need. These options are shared as a "menu" staff and students can access to best respond to needs as they arise. Additionally, Tier 1 schools require more support in the implementation of their PBIS efforts. Tier 2 schools operate with greater independence in the implementation and maintenance of their PBIS initiatives.

TFI Data

The TFI indicates that we are implementing both Tier I and Tier II with Fidelity. Within the core features, we are strong in all areas, except for Tier II Evaluation where we scored at 50%. In our Action Plan we will be focusing on data collection to assess the success of our Tier 2 Interventions as well as how we communicate that information with our stakeholders.



Challenges This Year

It's been a difficult year returning to school after COVID-19. PBIS Team members worked hard to meet a number of goals despite barriers to the work. The ability for all members to meet consistently across ten months was particularly challenging with COVID-19 still impacting staff attendance. Funding and financial resources to propel the work. Some of the activities outlined earlier in the year were not accomplished or were revised based on limitations in available resources.

Future Work

In the next school year, the PBIS and RJ (Restorative Justice) team will merge to become the Culture Climate Committee. This will create continuity in our efforts to facilitate a safe and responsive school culture. The Check & Connect Program was identified as a large success and will continue in 22-23SY. The Culture Climate Committee will also focus on communications system-wide that advance the mission and provide updates to all stakeholders.