

# Annual PBIS Evaluation Report

2023-2024

## Ezra H. Baker Elementary

### Tier One Implementation

We have reached a total of 93% of Fidelity of Intervention for this current school year, which was a jump from 77% from the prior school year. Evaluation was strong at 100%. We saw an increase of 25% in Teams from the prior year, which is a 50% increase over two years. The dip in implementation of 72% from the year prior increased to 89%, as many of our PBIS team leadership this year remained constant from last year, with more involvement by the team in the roll out of interventions and support.



### Tier One Outcomes:

- We had a goal that staff would continue to be consistent in positively acknowledging the targeted behavior of students. We provided staff with positive pennies throughout the building and provided all staff with information on how/when to acknowledge with the goal to increase positive behavior. Through our Dolphin Way Survey, of the staff that responded, 100% of staff had positively acknowledged students during the week prior.

In the past week, have you positively acknowledged students for showing positive behaviors?

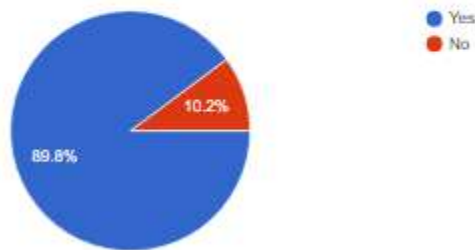
59 responses



- Another outcome we were targeting this year was sharing the office discipline referral data regularly with staff. We created a data team that organized the data and shared it with staff at meetings throughout the year. We used the data to guide discussions around next steps to support our students in areas of need.

Has the school discipline data been shared with staff at least quarterly this year?

59 responses



### Celebrations:

- Staff and students are consistently utilizing PBIS language across the school and reinforcing the schoolwide expectations using our acknowledgment system.
- Staff and students continue to be motivated by the visual representation of their positive penny in the main hallway.
- Our Related Arts team was actively involved with creating a school wide reward for a dance party led by our PE teachers and the creation of our positive piggy bank by our Art teacher.
- Our PBIS team has a wide range of staff to represent stakeholders in our school
- We have created subgroups to work on tasks to support our PBIS initiatives.
- In our family survey all of the respondents noted that their child(ren) received a positive penny during this school year.
- Our first day of school review was attended by all classrooms and was thoughtfully planned out

### **Areas to strengthen:**

- Although our Tier 1 Implementation score was 89% we continue to see areas to target :
  - Discipline Policies: staff need more professional development around what would be appropriate responses to the various behaviors addressed through office discipline referrals and support for classroom managed behavior.
  - Faculty Involvement: Faculty are provided with the data, and we began to have some brief discussions at grade level about how to make effective change based on strategies that could happen at the classroom level. This work needs to continue in an effort to have more continuity across classrooms and staff.
  - Student/Family/Community Involvement: families this year were provided with an opportunity to answer a basic survey about their understanding of our Dolphin Way expectations and acknowledgement system. We had a small percentage of families respond to the survey.
  - Consistency in enforcing and reinforcing the expectations across all staff members.
  - We created a brief summary document for substitutes, but there was no training for them on how to use the pennies to reinforce expected behavior.

### **Action step(s) we plan to take:**

- Create a packet for new staff and onboarding for staff to explain the Dolphin Way/PBIS
- Create a handbook related to PBIS/EHBI Dolphin Way to share with staff
- Create a formalized way for staff to teach the Dolphin Way expectations using stations and adults models along with peer videos for review
- Engage staff in assisting with clarification of wording/language around office managed vs. staff managed behavior
- Create a survey/QR code for families during Open House to encourage more participation
- Plan out dates for all school meetings to celebrate and reinforce the Dolphin Way
- Ensure that areas of concern as noted in our data have related lessons to support the areas of need.
- Create a playground poster on playground expectations
- Plan specific dates for Dolphin Way Expectation lessons and refresh

## Overview

This school year, our PBIS team collaborated to form specialized subgroups addressing various areas of need such as data review, expectation lessons, and visual aids. With the support of our subcommittees, we conducted continuous data analysis and began developing targeted lessons to address areas of concern. Additionally, we engaged our staff in discussions about appropriate behavioral consequences and plan to extend this collaborative effort into the fall semester.

We aim to increase school community involvement in discipline and proactive strategies by integrating representatives from each grade level and specialty area into our committee and incorporating feedback from families.

Our team deemed the Dolphin Way expectations lesson roll out in the fall to be successful. However, we recognize the need for a contingency plan in case of inclement or excessive hot weather. We will continue to assign specific time blocks to each grade for review sessions to ensure a consistent rollout.

Furthermore, we identified a gap in our system for onboarding new staff throughout the year, as there is no formal process for introducing them to the Dolphin Way. Addressing this issue will be a priority to ensure all staff members are well-informed about our school's behavioral expectations.

We look forward to fostering a more inclusive and effective PBIS program with the ongoing support and involvement of our entire school community.