

Contact Information

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No PBS Funding-No Problem

Make Normal High School
Routines PBS Initiatives

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How to recognize and target potential PBS Initiatives

- Anecdotal Data
- Qualitative / Quantitative Research
- District/School Surveys
- School Improvement Plan
- State Surveys (Teacher Working Condition)

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How was the Data Collected for this presentation?

- Quantitative Data
- Anecdotal Data
- School Improvement Plan (SIP)

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Quantitative Data

We had 986 students with at least one tardy from September 6, 2010 through October 6, 2010

Resource: School Data Manager

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Anecdotal Data

Teachers Students Parents Volunteers
Visitors Paraprofessionals Custodians
CN Staff T A Bus Drivers Clerical Staff
Support Staff

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Anecdotal

- **Personal Observations**
- **Historical Initiatives**

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SIP

- Decrease disrespectful interactions and tardiness by 10% as indicated on follow-up surveys and discipline data.
- Follow-up surveys will indicate a drop of 10% in the area of concern.
- May 1, 2011

Target Indicator & Milestone Date

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SIP

Strategy # 1: Goal #2

- Implement a plan to decrease disrespectful interaction and tardiness.

Goal # 2: Strategy # 1

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SIP

- Utilize the Positive Behavior Support (PBS) model to foster a culture of appropriate behavior and reduce out of school suspensions by 2%.

Goal #2: Strategy #3

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Faculty support, how?

- PRINCIPAL

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MOST IMPORTANT

- FUNDING

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AUDIENCE

Administrators

Teachers

Departmental Leaders

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Support Staff Meetings

- Custodians
- Bus Drivers
- Child Nutrition
- Clerical

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Barriers with Faculty

- Faculty belief students or staff should be rewarded for doing what they are suppose to do. (OVER 70% at Faculty meeting)

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How was PBS Team Established?

- An email was sent to the staff soliciting volunteers.
- However, I personally made it my business to recruit certain members on the staff

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PBS Team Responsibilities

- Draw student name from box
- Distribution of Falcon Soar Cards (PBS)
- Publicity
- Set meeting times and dates

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TEAM RESPONSIBILITES

- Data Collection
- Prizes
- Notebook & Timer
- Meeting minutes

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Establishment of PBS Team Norms

- Model PBS Initiatives
- Team MEMBERS MAY not serve on Sub-committees. Team members role on these committees SHOULD be in an advisory capacity only.
- Start and End meetings on time

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NORMS

- Each committee should report out at each meeting
- Don't interrupt class time to discuss PBS
- Is Attendance Required
- We will agree to disagree

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Theme

- We (Team) agreed that FALCON SOAR would be the foundation for PBS. We will identify a target behavior each week based the foundation principles of *Falcon Soar* (i.e. *follow directions, lead by example, on time, acceptance, respect, etc*). On Time will be the first theme for two weeks, (ran for 10 weeks) then evaluate for 2 weeks , after that we will follow the order on the Falcon Soar Cards

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What is FALCON SOAR

- Follow Direction
 - Actively Listen and Learn
 - Lead by Example
 - Complete Assignment
 - Offer Peer Support
 - Never Quit
- Safety
 - On time
 - Acceptance
 - Respect

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How were funding resources
targeted and obtained?

PRINCIPAL
(\$250.00)

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Funding Resources
ATHLETIC DIRECTOR

20 ATHLETIC PASSES

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Replica of Falcon Soar (PBS) Athletic Pass



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Head Coaches

- **Philip Davanzo- Wrestling T-shirts**
- **Mike Briggs- NFL High School Jersey**
- **Daniel Hall- Baseball T-shirts**
- **Kim Annas- Falcon Chic-Fil-A T-shirts**

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PTSA



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LOCAL MERCHANTS



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FACULTY MEMBERS



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School surplus items with logos



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How did we reward Students?

- Student whose name is pulled will be announced daily.
- Student will be awarded a gift of their choice.
- Picture of the winner will be on our school website for a day.

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How did we reward Teachers and Staff?

- Staff member's name is announced over the PA System.
- Staff member's name is emailed daily to the to faculty via announcements

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Food for Thought

- Think Big....Start Small
- First do ONE thing....but do it well
- Just because you can't do all the things you want to do—don't let that stop you from doing the ONE thing you can. -- SRO Conference
- In the beginning, Don't be concern about those who aren't...Be concern about those who are!

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Food for Thought

- We learn to do things by doing the things we are learning to do. Aristotle
- What we have learned and experienced is grist for the mill of writing and research.-- Dale Brubaker
- To know what is right and not do it is cowardice
Carter G. Woodson
- Many hands make light work --Author Unknown

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