

AN INTRODUCTION TO PROGRAM-WIDE PBIS

PRESENTED BY RENÉE VAN NORMAN, PHD

OBJECTIVES

- 1. Problems with reactive strategies
- 2. Program-Wide PBIS
- 3. Examples from the field
- 4. Addressing Challenges
- 5. Costs & Benefits of Implementation
- 6. Assessing Readiness





EQUITY LENS

- Ask yourself the following questions around equitable practices:
 - Who might be affected through our adoption of PW-PBIS?
 - What is our goal in implementing PW-PBIS?
 - Who might our PW-PBIS practices include and who may be left out?
- Create a plan to
 - Assess your goals around implementing PW-PBIS,
 - Engage stakeholders in PW-PBIS adoption, and
 - Evaluate the contextual fit of the shared examples in your school/child care environment.



REACTIVE STRATEGIES



EARLY CHILDHOOD TEACHER FATIGUE

PW-PBIS

- Preventative
- For <u>ALL</u> children
- Nurturing
- Builds S&E skills
- Uses a variety of tools

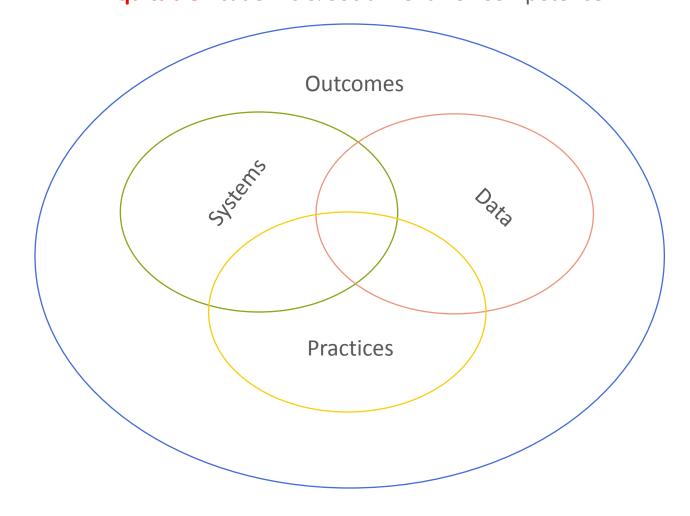


PW PBIS IS...

- A framework to implement effective practices
- Proactive and data driven
- A match of needs and resources
- A collaborative effort
- Uniquely designed for each program
- A focus on systems change

Supporting Important **Culturally Equitable** Academic & Social Behavior Competence

Supporting Culturally
Knowledgeable Staff
Behavior



Supporting **Culturally Valid**Decision Making

PYRAMID MODEL





PW-PBIS FOCUSES ON FIXING ENVIRONMENTS, NOT PEOPLE

PW-PBIS: SOME THINGS TO CONSIDER

- Staff Buy-In
- Resources
- Stakeholder Involvement
- Informed Decision Making



- Prevention
- Teaching
- Nurturing Systems

Prevention

- <u>All</u> children need behavior support, especially in social and emotional development
- Less likely to experience challenging behavior through <u>prevention</u>

- Intentional Teaching
 - Teaching and supporting <u>social</u>, <u>emotional</u> & <u>approaches to learning skills</u> is the most powerful behavior support intervention
 - Combine <u>effective teaching</u> with clear continuum of consequences for challenging behavior

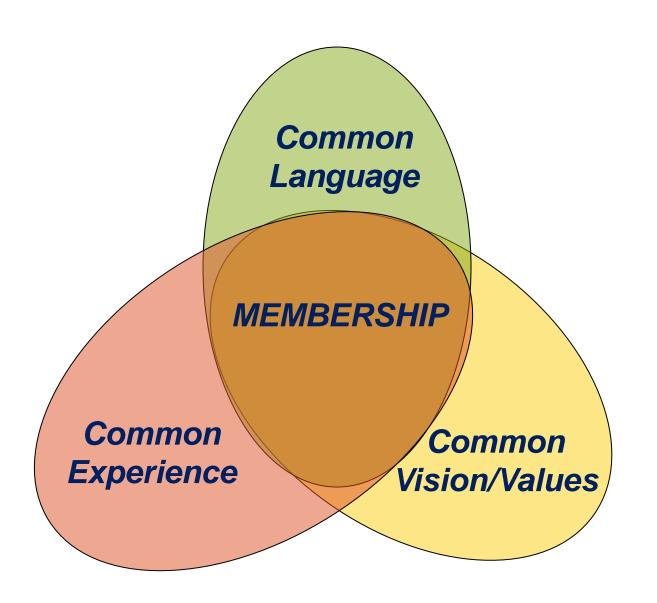
- Effective practices need <u>nurturing</u> systems
 - Information gathering and use for decision-making



CREATING SUPPORTIVE ENVIRONMENTS: HIGH QUALITY EDUCATION

- Builds Nurturing & Positive Relationships
- Promotes child engagement
- Focuses on teaching children what To Do!





ESTABLISHING A POSITIVE CULTURE

BUILDING THE FOUNDATION = NURTURING RELATIONSHIPS



Deposits:

Active Listening

Wait Time

Observation

Mirroring

Self Talk

Parallel Talk

Reflection

Expansion

Modeling

Withdrawals:

No

Don't

Stop

Demands - directions

Using a loud voice

Intimidating request

4 Deposits: 1 Withdrawal!

www.vanderbilt.edu/csefel

DESIGN AN ENVIRONMENT TO PROMOTE ENGAGEMENT:

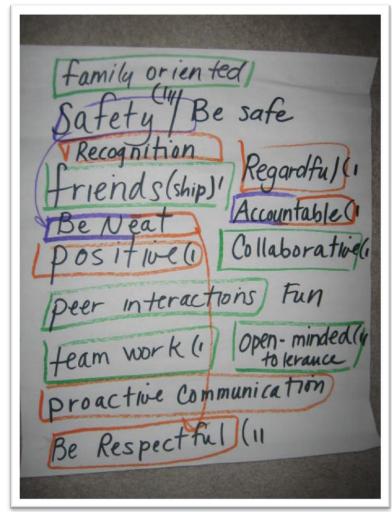
EXPECTATIONS & AGREEMENTS

 Three to 4 simple classroom expectations/agreements

Involve the children

Post visually

 Teach the agreements/expectations systematically







MARY –GO-ROUND-CHILD CARE CENTER





We use nice words while we play with our friends.

(Mary Go Round Child Care Center, copyright TACSEI)







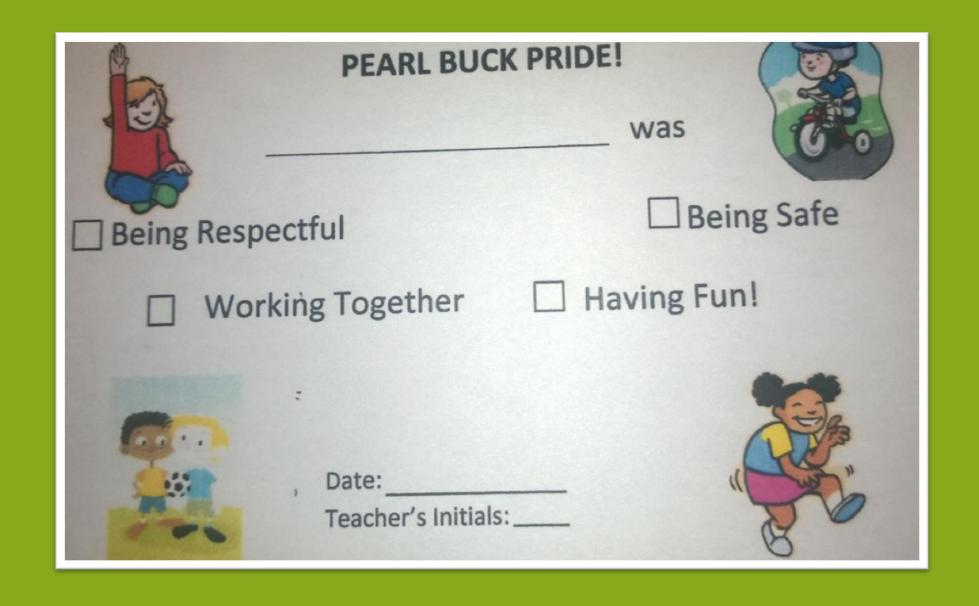
(Mary Go Round Child Care Center, copyright TACSEI)







www.vanderbilt.edu/csefel



How Do YOU Build Positive Relationships?

How do you build positive relationships with:

Children?

Families?

Colleagues?

- Brainstorm a list of things you could do to build or strengthen relationships with children, families, or your colleagues
- Make a commitment:
 - Identify 2-3 things you are going to do to build stronger relationships with children, families, and colleagues.

INTENTIONALLY TEACHING YOUR EXPECTATIONS











Teach Routines = Enhanced Engagement

- Create a predictable environment
 - Show children what to do vs. what not to do
 - Use a variety of methods to communicate your expectations
- Use environmental cues and strategic placement
- Create routines and schedules
- Cue transitions, use pre-correction





	We Are Safe	We Are Respectful	We Work Together	We Are Fun
Hallway	Walking feet. Hands to yourself. Stay with an adult.	Inside voices. Kind words. Gentle touches. Listening ears. Give bubble space.	Follow the leader. Keep it clean. Care for our school.	March/parade Look at artwork and bulletin boards smiling/waving/laughing I Spy, Follow the Leader
Gym	Look out for friends Gentle touches Leave with an adult	Gym voices. Kind words. Gentle touches. Listening ears. Give bubble space.	Check on and help our friends. Take turns. Clean up. Follow directions on the signs.	Climb, run, throw balls , Jump/Hop, Build with blocks Sing and dance, Make forts and play hide and seek Yoga Surf (with mats)
Playground	Look out for friends Helmets on bikes Gentle touches Leave with an adult	Kind words. Gentle touches. Listening ears. Bubble Space Help nature to grow.	Check on and help our friends. Take turns. Clean up.	Swing, Ride bikes with helmet, Run, skip, hop, jump Yell/scream, Explore nature (garden, look for bugs, listen for sounds), Sandbox Hide and seek, "Treasure hunting"
Classroom	Walking feet. Stay in the classroom. Leave with an adult. Calm bodies.		Clean-up. Take turns. Follow directions on the signs. Be responsible for your belongings.	Sing and dance, Dramatic play, Art projects, Puppets, Instruments, Read books, Parties Joke time/make silly faces

	Classroom	Bathroom/ Diaper Room	Outdoors	LENDING LIBRARY	Multipurpose Room	FIELDTRIPS	Rest Time
Keep Body Safe	□ walking feet □ feet on the floor □ push in chairs □ quick response to teacher direction	□ walking feet □ wash hands □ adult supervision / adult in bathroom with children at all times □ finish dressing before leaving	□ running feet on grass only □ turn-taking □ wear helmet for bikes and wagons □ gates closed at all times □ quick response to teacher direction □ only adults push blue button □ transition safely	□ walking feet □ turn-taking □ adult supervision	□ walking feet* □ feet on the floor □ push in chairs *unless adult directed	□ walking feet □ follow the friend in front of you □ stay behind teacher □ follow directions □ quick response to teacher direction □ transition safely	□ quiet voices (based on child's individual needs) □ calm body on cot or at center
Keep our Friends Safe	inside voices turn-taking silent signals soft touches "we're all friends" help others invite friends to play follow directions / instructions	□ turn-taking □ privacy	□ soft touches □ turn-taking □ appropriate voices & play □ watch environment & people around you □ invite friends to play	☐ turn-taking ☐ respect your friends ☐ appropriate voices & play	inside voices turn-taking silent signals soft touches "we're all friends" help others invite friends to play follow directions / instructions	☐ follow directions ☐ respect friends, keep them safe ☐ respect for environment, rules, & people at field trip site ☐ model kind words ☐ hold hands	☐ follow directions ☐ quiet bodies & voices ☐ respect others' resting area
Keep our Toys and Materials Safe	□ use materials appropriately □ follow directions / instructions □ clean up	□ keep toys in classroom (not in bathroom) □ keep the environment clean □ respect bathroom materials	□ use outside materials appropriately □ clean up	□ no shoes on Hayden's Corner □ respect materials □ clean up □ keep food and drink out	□ use materials appropriately □ watch environment & people around you □ clean up	respect for environment	□ keep our cots/mats safe □ keep nap time materials safe

We Are Safe!

Leave with an adult.

Stay in the classroom.



Walking feet.





Calm bodies.

In the classroom...

We are Respectful!



Inside voices.



Listening ears.



Gentle touches.



Kind words.



We Work Together!



Clean-up.



Take turns.



Follow directions on the signs.



Be responsible for your belongings



Give bubble space.

Take Care of YOURSELF







Take Care of EACH OTHER



MEHLVILLE EARLY CHILDHOOD



Take Care of YOUR SCHOOL







Take Care of YOUR WORLD



Teaching New Skills Prep, Practice, Praise

- Prep for the new skill.
 - ⇒ Provide examples.
 - ⇒ Prompt the expected behavior.





⇒ <u>Practice</u>.

⇒ Play.

Fantastic, you're wearing your helmet on the bike!

→ Praise



Area of the School: Classroom Expectation: We are safe

Step 1: Identify and describe expected behavior

Walking feet

Step 2: Rationale for teaching the rule

Less chance of injury

Step 3: Identify a range of examples

Positive Examples	Negative Examples		
Walking around classroom calmly; walking around obstacles, moving between areas calmly. Ask adult for permission to leave classroom. Taking deep breaths; moving slowly; using toys as intended such as cars are for driving, books are for reading, blocks for building etc.	Running; stepping on toys; bumping into things & people Leaving classroom without asking an adult. (run out the door w/o asking) Running between areas; throwing toys or blocks; using toys not as intended; flailing arms/bouncing around (just being hyper)		

Step 4: Practice / Role play activities

- Stop/Go behavior game for walking feet and calm bodies. Model in & out of the classroom at doorways & practice different ways to ask. Do on playground/gym as well
- Use puppets to model calm bodies and teach calming strategies. (role play altercation then show how they calm down.

Step 5: Prompt and promote expected behavior

- Use acknowledgement system to promote expected behaviors as seen. Use verbal praise as well – really strongly during and after teaching.
- ✓ Pre-teach at transition times.
- ✓ Circle times "refresher" lessons.
- √ Frequent reminders/check-in.
- √ "Stop", who has a clam body right now?"
- ✓ General discussions while down & engaged with kids in classroom.
- ✓ Always model.

Step 6: Assess student progress

- Less promptings.
- Less challenging behavior instances.
- Less injuries/altercations

CONCEPTS INTRODUCED, TAUGHT OR ADDRESSED

Directions: Document each time you introduce, teach or address the major concepts from the Expectation Matrix. This form will help you track your instruction and reinforcement of behavioral expectations. For each behavioral concept, you will indicate the level of instruction (e.g., I = individual instruction (one-on-one), SG = small group instruction (two or more students), and WC = whole class instruction) and the date on which the instruction occurred. Instruction can consist of a formal lesson to informal behavioral support that might occur within the natural setting (i.e., classroom, bathroom, playground).

Walking Feet	"We're All Friends"	Follow Directions/Instructions	Appropriate Voices & Play	Use materials appropriately (inside, outside, or on field trip)
I – SG – WC/Date:	I – SG – WC/Date:	I – SG – WC/Date:	I – SG – WC/Date:	I – SG – WC/Date:

	Clean Up	Help others	Invite Friends to Play	Respect for Environment	Turn-Taking
	I – SG – WC/Date:	I – SG – WC/Date:	I – SG – WC/Date:	I – SG – WC/Date:	I – SG – WC/Date:
ı					
1					

Silent Signals	Soft Touches	Following a Teacher on a Field Trip	Bathroom Privacy and Hygiene	Quick Response to Teacher Direction
I – SG – WC/Date:	I – SG – WC/Date:	I – SG – WC/Date:	I – SG – WC/Date:	I – SG – WC/Date:

USING POSITIVE FEEDBACK AND ENCOURAGEMENT: 4 PRINCIPLES

- <u>Contingent</u> on appropriate behavior
- Descriptive
- Conveyed with enthusiasm
- Contingent on <u>effort</u>

Praise



"You are waiting so patiently!"

"Awesome job keeping your hands to yourself!"

"I love hearing these inside voices."

Help Them



"Let me show you."

"I'm going to help your body be safe."

"Let's practice inside voices. An inside voice is a quiet voice."



PW-PBIS IN ACTION

Teaching classroom expectations



PW-PBIS IN ACTION

Interactive Circle Time

TIER 2 EXPLICIT INSTRUCTION IN SOCIAL AND EMOTIONAL SKILLS

EXPLICIT INSTRUCTION IN SOCIAL AND EMOTIONAL SKILLS DEVELOPMENT

- For children who experience circumstances known to increase the risk of social and emotional disorders and the development of challenging behaviors
 - Risk factors may include poverty, exposure to abusive, neglectful or violent home situations, delays or disabilities in learning or communication, maternal depression and other variables (Campbell, 1995; Huffman, Mehlinger, & Kerivan, 2000; Qi & Kaiser, 2003).
- Variety of parent training, social skills and social & emotional curricula, and multi-component intervention programs have been developed to provide assistance for these children.
 - http://www.pbisworld.com/tier-2/teach-social-skills/

TIER 3 INDIVIDUALIZED BEHAVIOR SUPPORT PLANNING

FACING BEHAVIORS THAT ARE DISTURBING TO OTHERS

WHAT DO I DO?

Tips for Talking with Kids

1. Stop and listen.





2. Go over to your child.

Get down to their level.

Make eye contact.



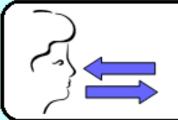
3. Calmly state what your child should do.

Say "use gentle hands" not "don't hit." Say "use walking feet" not "don't run."

WHAT IS THE CHALLENGING BEHAVIOR COMMUNICATING?

Positive Guidance **Tool Kit**

WHEN FACING CHALLENGES...



Stay calm

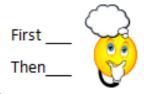


Recognize their feelings





Remind them what to do



Give Directions
OR Choices



Praise and/or help them



PW-PBIS
COSTS &
BENEFITS

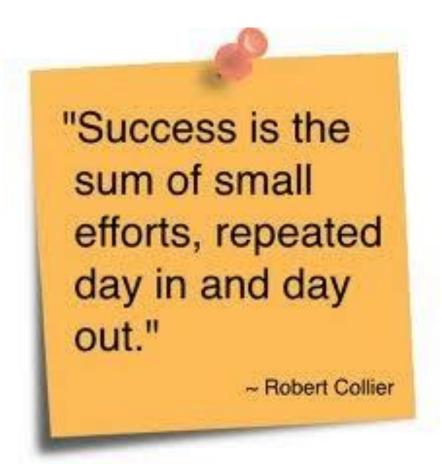
SOME COSTS

- Upfront investment
- May require change
- Doesn't solve all issues
- Commitment...but don't worry



BENEFITS

- Proactive & preventative
- Addresses school readiness
- Team approach
 - Child, parents, teachers, specialists
- Efficient and effective for all



CHECK YOUR PROGRAM'S READINESS

- See Handout
 - Adapted from Hawaii CSEFEL Pyramid Partnership

Center on the Social and Emotional Foundations for Early Learning
 www.vanderbilt.edu/csefel

Early Childhood PW-PBIS Readiness Checklist

Items to Consider	Yes	No	N/A
In your estimation, is there (or will there be) a long term commitment from program leadership? (*)			
Is your current leadership/administration staff stable? (*)			
Does your program currently have policies and/or procedures in place for supporting teachers who, within their classroom, have children with behaviors that are disturbing to others?			
Does your program currently have <u>staff</u> in place to support teaching staff and children with behaviors are disturbing to others?			
Does your program currently have policies and/or procedures in place for supporting children with behaviors that are disturbing to others?			
Does your program currently promote ongoing professional development?			
Is your program part of the QRIS (Quality Rating and Improvement) system?			
Does your program currently have time built in for staff discussions, updates, etc.?			
Does your program currently have policies and/or procedures in place for staff feedback?			
Does your program currently have policies/procedures that encourage active family participation?			
Does your program currently have staff member(s) who can help with the additional workload of a new initiative? (*)			
In your estimation, does your program have a positive climate?			
In your estimation, does your teaching staff have a good understanding of social emotional development for the age that they work with?			
In your estimation, does your teaching staff have a good understanding of how to support social emotional development in the children they work			

READINESS SELF-ASSESSMENT

Adapted from: Hawaii CSEFEL Partnership Readiness Assessment

Preschool Behavior Support Self-Assessment

Feature	How	Consiste	ntly?
		Sometimes	
I use a predictable, orderly classroom environment to support positive behavior.			
I build caring, positive relationships with every child and family to encourage communication and trust.			
My classroom uses visual cues and labels to prevent problem behavior (e.g., pictures that indicate where to sit during circle, signs that represent the number of students per center).			
Different areas in my classroom have clearly defined physical boundaries.			
My classroom does not have wide-open areas where children might run.			
Children and adults can move easily throughout the different areas of my room.			
I can easily monitor students from various places in the room—there are no "blind spots."			
Activity materials are prepared in advance and adequate for the students per activity.			
Our schedule balances teacher- and child-directed and large and small group activities.			
My classroom has an illustrated schedule posted at students' eye level.			
My class consistently follows our schedule; I refer to the schedule throughout the day.			
I provide students with a warning prior to transitions (e.g., "5 more minutes until clean up").			
I use more than a verbal signal to indicate the beginning of a transition (e.g., ring a bell).			
I use transitions to pre-correct behavior (reminding students of expectations for new setting).			
I plan for transitions, including ways to keep students engaged (e.g., finger plays, songs).			
I define and teach expectations to support positive behavior.			
My classroom has 2-5 positively stated behavior expectations (e.g., Be Kind, Be Safe).			
Classroom expectations are illustrated and posted at students' eye level.			
I use our expectations to establish rules specific to our typical settings (e.g., at circle, "Be			
Kind" means listen to others and use an inside voice).			
I explicitly teach and review classroom expectations for each of our typical settings.			
After I teach expectations, my students could state them to me if asked.			
I communicate with families about our classroom's behavior expectations.			
I explain expectations to others who will interact with students (e.g., assistants, volunteers).			
I acknowledge appropriate behavior and respond consistently to problem behavior	r.		
I provide students with positive feedback 4 times more often than negative feedback.			
The state of the s	1	ı	ı

SELF-ASSESSMENT

Hancock & Carter (2011)

Taking Action

Celebrate your "Always" answers—list three elements of your practice that support positive behavior.

1.

2

3

For the features you identified as priorities, choose 1-3 that are important to you right now and plan next steps.

- Choose your goal. What do you hope to achieve?
- Outline the process you will follow to achieve your goal. Focus on observable and measurable steps.
- Indicate how you will monitor your progress. How will you know you accomplished each step?

Goal	Steps / Process	Monitoring

SELF-ASSESSMENT

Hancock & Carter (2011)



IN SUMMARY





NURTURE
YOURSELF &
OTHERS AROUND
YOU





HUGE THANK YOU TO DEB CARTER, PH.D, BCBA-D!

For sharing tools & slides with me & being a great friend and colleague.

https://education.boisestate.edu/sped ecs/dr-deb-carter/

ANNE HARRIS, FORMER FAMILY
SUPPORT COORDINATOR @ PEARL
BUCK PRESCHOOL

PW-PBIS RESOURCES

- Center for Evidence-Based Practice: Young Children with Challenging Behavior
 - www.challengingbehavior.org
 - View Creating Teaching Tools for Young Children with Challenging Behavior
 - Resources for developing classroom materials!
- Center on the Social and Emotional Foundations for Early Learning
 - www.vanderbilt.edu/csefel
 - View Resources & Practical Strategies
- Head Start Center for Inclusion Visual supports and educational tools for teachers (http://headstartinclusion.org/resources/teacher-tools)
- <u>Cainclusion.org</u> Website offering resources translated in Spanish and Chinese

FOR MORE INFORMATION CONTACT

RENÉE VAN NORMAN, PHD
EI/ECSE EDUCATION SPECIALIST
(503) 934-0795

RENEE.VANNORMAN@ODE.STATE.OR.US