

1. Keeping the PBS Team Motivated

How to keep up the energy; how to help the team take on more responsibility; how to motivate them to continue with time and energy throughout the school year and across years; how to support follow through by team.

1. Use other resources to “ease up” time constraints
2. Change meeting times
3. Additional in-service training, PBS (notebooks)
4. Highlight successes & acknowledge accomplishments in faculty meetings
5. Model PBS, “how to”
6. Attendance
7. Community resources/ free stuff
8. Comp time
9. Reminders
10. Positive verbal reinforcement
11. Food (start to finish)
12. Schedule meetings on calendar
13. Celebrate with “Thank You” notes
14. Focus on the (+’s) of PBS
15. Provide input/feedback to staff
16. Recognize staff who consistently use PBS: Staff wins when student wins
17. “Duty Pass” for implementing PBS
18. Share data with staff

2. Getting Continued Faculty Buy-In

How to get staff to buy-in initially; how to prompt continued participation; how to effectively communicate to faculty continued plans and outcomes.

1. Survey teachers
2. PBS training/ school staff with good behavior management
3. Step by step process posted all over campus
4. Model mentor/ peer coaches
5. Present information to faculty on a regular basis
6. Outside trainers come in to review behavior principles/management
7. PLC set up for support and feedback (access to data)
8. “Tip of the Week” provided in staff newsletter
9. Share success stories with faculty at meetings
10. Presentation of philosophy with data to support it

11. USF speaker
12. Rewards system for teacher buy-in
13. School-wide reinforcement
14. Data share
15. Visible reminders with signs/announcements
16. Weekly lessons
17. Student input

3. Interfacing More Effectively With Team

Coaches may feel like outsiders; may not know the dynamics of the school; may not be able to present for all activities; your school schedule may not match the school team's meeting schedule.

1. Spend more time on campus
2. Develop rapport with staff
3. District coordinators cover some of coach's responsibilities
4. Advanced, year long schedule with regular meeting times, stick to it with administrative support
5. Collaborate with principal, getting to know dynamics/needs
6. Invite coach to various day-to-day functions
7. Teachers invite coach's into specific classrooms
8. Sharing time with the teachers and coach to build relationship
9. Create grid with available open times for each team member
10. If there are no common times to meet, coach's will check with other sites for schedule change
11. Use email and memo's when you can not attend meeting
12. Have the district set up a chat room so absent members can participate
13. Use shortened days to meet

4. Dealing With Philosophical Differences on the Faculty/Team

Faculty has a punishment mindset, resistance to use of rewards, etc.

1. Visit schools utilizing PBS
2. Retrain/ more training of teachers/staff/administration
3. Use mentors
4. Staff reinforcement
5. Empirical data of the school
6. Staff from one's own school will visit other schools having difficulty
7. Provide teacher/staff incentives

5. Providing Effective Staff Training

How to provide training with limited time; how to be creative in use of training approaches, how to develop effective lesson plans that fit the class.

1. Write a grant
2. PTO
3. Utilize 1 to 2 half days for 1 to 2 hours (no overtime)
4. Expensive training options (outsource vs. in-house)
5. Incorporate into lesson plans
6. Team the teachers together
7. Seeking/ networking support from other districts
8. Schedule a timeline
9. Tie SIP to administration follow-up
10. Rewards/ compensate teachers for time spent
11. Award points for re-certification
12. Ask district to allot time for training

6. Identifying Effective Rewards

How to use available funds most effectively; how to afford larger ticket items; how to develop low cost rewards.

1. Survey students and teachers for their interests, keep inventory for their rewards
2. Provide teachers with fanny packs to carry tickets (rewards)
3. Students have cards and teachers have a hole punch
4. Booster training
5. Reinforce people to go to training
6. Track the number of rewards
7. Group contingencies
8. Staff reinforcement tied to student performance
9. Mentoring/ modeling/ PDP
10. Administration delegate more responsibilities to give more time for someone to coordinate
11. Solicit parents/ PTA to coordinate
12. Blanket letter to partners/ community
13. Give gift to community/ food services
14. Write grants

7. Getting Full Administrative Support

Administrator does not follow through, does not attend meetings, and there are changes every year.

1. Data share (ours and the project), quick and accessible to administration
2. Work with principal's trusted counselor
3. Invite PBS people into conference
4. Ask principal if he/she has a better meeting time
5. Tie "fishing" items into reward store so the principal will bond with the students
6. Talk with district PBS coordinator for support
7. Find way to address administration delegation of duties (i.e. district coordinator)
8. School-wide meeting calendar
9. Parent involvement (PTA)
10. School board presentation

8. Clarifying the Coach's Role

How to work with a team leader; how to describe a coach's role; and how to share responsibility.

1. Additional responsibilities already on plate
2. Administrative support release time and/or additional duties (i.e. lunch/bus duty)
3. Build a capacity of shared responsibilities within the school
4. Working smarter vs. harder
5. Consolidation of committees using a master schedule and release time
6. Utilization of support from external sources- USF and district office
7. Review manual and furnish copies to staff- providing role descriptions
8. Coach and team leader can meet and discuss their strengths as they relate to job roles
9. Research
10. Observe other teams in action
11. Communicate to staff what the boundaries are

