

Adelante High School
Warrior PRIDE



Prepared ~ Respectful ~ Involved ~ Disciplined ~ Efficient

PBIS Handbook

Positive Behavior Interventions and Supports

What is Positive Behavior Interventions and Supports?

Positive Behavior Interventions and Supports (PBIS) is an evidence-based approach for supporting students to be successful in schools. PBIS was developed from research in the fields of behavior theory and effective instruction. PBIS supports all students through interventions ranging from a school-wide system to a system for developing individualized plans for specific students. School-wide PBIS focuses on the development and implementation of pro-active procedures and practices to prevent problem behavior for all students and improve school climate. The focus is on fostering the desired behaviors through positive interventions.

What is the structure of the PBIS program at Adelante High School?

The PBIS program at Adelante High School consists of a Coordinator, an Implementation Team, the Tier I Team, the Tier II Team, the Tier III referral team, and a team of student PRIDE Ambassadors. Primarily the Coordinator works to ensure the fidelity of the program to the PBIS tenants and maintains continuity throughout the multi-tiered system. The Coordinator also trains and mentors the PRIDE Ambassadors, maintains the ODR data, organizes the prizes and the drawings for the recognition of students 8 times yearly, facilitates the Tier I meetings, participates in the Tier II meetings and interventions, attends district-level PBIS meetings, attends county-level PBIS trainings and meetings, solicits student input on prizes and celebrations, plans and facilitates the Diwali celebration, as well as plans and hosts the year end PRIDE Luau. Planning the Luau includes soliciting input from the students, developing the budget, submitting proposals to the School Site Council to request funds, purchasing the supplies, decorations, and prizes, negotiating prices with vendors, and establishing the agenda for the day. The Implementation Team ensures the fidelity to the evidence-based PBIS program as well as assists with celebratory events on campus. The Tier I team reviews the Office Data Reports and plans behavioral interventions for students. The Tier II team provides more targeted interventions for specific students, based on data. The Tier III team provides intensive interventions and, possibly, referrals to outside agencies for students in crisis. The PRIDE Ambassadors welcome new students, share the behavioral expectations with them, and meet with students exhibiting low-level behaviors in an attempt to change the behavior before it becomes a larger issue.

The entire staff - certificated, classified, and administrators - participate in the school-wide behavior intervention program. The PBIS program at Adelante High School is referred to as Warrior PRIDE.

School-Wide Behavior Expectations

Why do we have School-wide behavior expectations?

Adelante High School has five clearly defined behavior expectations: Prepared, Respectful, Involved, Disciplined, and Efficient. These behavior expectations makeup Warrior PRIDE.

The behavior expectations are posted clearly in all areas across campus, on staff T-shirts, and on PRIDE passes handed out as recognition for desired behaviors. PRIDE behavior expectations are even clearly outlined for students serving the behavioral intervention of lunch detention. Adhering to Warrior PRIDE consistently across campus helps students modify their behavior, when necessary, and allows for new students and staff to enculturate more quickly.

All staff and students in the school are expected to know the School-wide behavior expectations. Students and staff are reminded of the PRIDE behavior expectations through weekly PRIDE videos, shown during 4th period. The Coordinator solicits student volunteers to co-write and act in the videos. The Coordinator directs, films, and edits the videos. The Coordinator then plans the schedule of the videos, by quarter, and includes any special event videos. Examples of special event videos include the Career Fair video and Sierra College CTE Day video. These special event videos inform students what to expect during the special event as well as outline the behavior expectations for the event. Once the weather turns warmer, the Dress Code video is included in the rotation. The link to the video of the week is sent out by the Coordinator via an Outlook Calendar invitation. This allows for ease of use for staff. There is no searching for the link. Instead they simply open their calendar and click the link.

School Behavior Expectation Posters

School Behavior Expectation Posters are posted in every room in the school, including all classrooms, the cafeteria, quad, front office, and restrooms. There are also purple Adelante PRIDE flags located throughout the quad, to reinforce the behavior expectations.

Student Recognitions and Celebrations

PRIDE Passes

Daily, across campus, all students can be awarded PRIDE passes for exhibiting any one of the five behavior expectations of Prepared, Respectful, Involved, Disciplined, and Efficient. The goal is that students will receive 5 positive recognitions for every 1 corrective interaction.

Those PRIDE passes are entered into PRIDE drawings. Individual teachers may hold drawings for those PRIDE passes turned into classrooms. Once those classroom drawings occur, the PRIDE passes are then placed into the receptacle for the campus-wide PRIDE recognition drawing. The campus-wide PRIDE recognition drawings are held 8 times per year - at progress reports and at end of quarter. During those 8 drawings, 25 student names are drawn. Once attendance has been verified, each of the winning PRIDE passes is stapled to the prize pack and then photographed. The names are announced during 4th period. The winning students then meet in Room 11 to retrieve their prize packs and enjoy lunch together. At the end of quarter drawings, students with perfect weekly attendance and PRIDE Superstars are entered into separate drawings for larger prizes.

PRIDE Superstars

The PRIDE Superstars are nominated weekly, by staff, at staff meetings. The PRIDE Superstars are recognized for a myriad of accomplishments, overcoming adversity, or exhibiting strong character. When recognized as a PRIDE Superstar, PRIDE postcards are sent home announcing the recognition to parents/families.

Chalk It Up - Diwali Style

The Chalk It Up - Diwali Style is a cultural representation of the celebration of light observed by Asian Indians in October. Students are randomly selected through a PRIDE pass drawing to gather on the quad to create elaborate chalk images that are replicas of the traditional colorful sand paintings native to India. The entire school then shares sweet treats at lunch while walking around, observing the beautiful artwork.

Pancake Day

Pancake Day is an European tradition, also known as Shrovetide. This is an event planned for February where the entire school will enjoy pancakes together on the quad. Following the

pancake feast, there will be relay races where teams of students run a course while flipping pancakes in the air and catching them in a frying pan. Teams will be selected through random PRIDE pass drawings.

End-of-Year PRIDE Luau

The entire school community gathers at the end of the school year for our PRIDE Luau. Student input is solicited during the planning stages of the event. The Implementation Team includes all student requests into the event so that the students know their voice is valued and heard. We encourage the participation by all students and only those with significant safety concerns are excluded. The students and staff play together, learn to hula together, eat together, and enjoy a real Hawaiian shave ice treat together. This event embodies the sense of aloha that is present all year within our campus. The final PRIDE recognition drawing occurs during the PRIDE Luau. The PRIDE Superstar and the Perfect Weekly Attendance winners are also honored at the event.

Intervention System

Adelante High School serves as the Tier III behavioral intervention for all five comprehensive high schools in our district. A significant portion of our population is either current or exited Special Education (currently over 45%). Another issue that poses an exceptional challenge to Adelante is that over 85% of our students qualify for free-/reduced-lunch. Fully 75% of our students are male, which creates a fairly homogenous social group and leads to development and behavior issues. The staff at Adelante High School is flexible and dynamic so the program they have designed is reviewed regularly to make sure that the program is meeting the needs of the campus.

Detention

Detention is an intervention used by teachers for students who were unproductive in class and by administration for more significant behaviors, such as excessive tardies and leaving campus without permission. Detention runs Tuesday through Friday at lunch for 20 minutes. Each student is notified of their detention, a call is made to the parent, and a reminder slip is sent to their fourth period classes on the day detention is scheduled. If a student exhibits disrespectful or disruptive behaviors or has markedly excessive tardies (6 or more in a week), the students serve detention after school for 1 hour. Students are then driven home by administration.

Office Data Reports

The interventions in the classroom begin with Office Data Reports (ODRs). If a student is not adhering the behavior expectations of Prepared, Respectful, Involved, Disciplined, and Efficient, a conversations begins with the student. The conversation is an attempt to re-regulate the student and maintain a safe, effective learning environment. An ODR is written so that data can be collected and shared in effort to help support the student and return them to the behavior expectations. All ODRs are recorded in SWIS data tracking system and communicated to the parents..

Tier I Interventions

Teachers meet the first and third Wednesday of the month after school as the Tier I Team, to review the ODRs. All teachers are invited to participate. The school's Intervention Counselor, the PBIS Coordinator, and 90% of the teachers regularly participate in the Tier I Team meetings. The three or four students with the highest number of ODRs are reviewed. The team reviews ODRs, assertive discipline, attendance records, and grades. Anyone in the room can share anecdotal information that is relevant to the behaviors the student is displaying. An action plan, including a point person designated to contact that student, is then designed by the team. At the

following meeting, the point person will report back to the group on the conversation. Data will then be reviewed again to see if the student has made progress. If a student has not made the necessary changes to re-regulate, the student can then be referred to the Tier II Team. Minutes are taken of the meeting and shared via Google docs.

Tier II Interventions

The Tier II Team meets the morning of the first and third Fridays. The team consists of the PBIS Coordinator, the Intervention Counselor, the School Psychologist, the Special Services Coordinator, the Assistant Principal, and the Principal. The team reviews students referred from the Tier I Team or referred by Administration. The review includes checking CUM records, behavior data, grades, and attendance. The team has conversations with the student in effort to develop a comprehensive corrective action plan. The team may also hold meetings with parents to help support the student. In subsequent meetings the student is called back in for a follow up review on the corrective action plan. If students do not re-regulate, they can be referred to the Tier III for more intensive interventions.

Tier III Interventions

This level of intervention is reserved for students who have been unresponsive to the Tier II interventions and/or are in crisis. The Tier III interventions bring in support from outside entities including, but not limited to, RJUHSD Wellness Program, probation, law enforcement, CPS, drug and alcohol programs, etc.

PRIDE Student Ambassadors

A selected group of students serve as ambassadors of the PRIDE program for students. These PRIDE Ambassadors are trained and mentored by the PBIS Coordinator. These student ambassadors will welcome new students to campus, provide tours, and be available to help new students acclimate to life at Adelante High School. Part of the welcome will include completion of the PRIDE passport. The PRIDE passport reviews the behavior expectations in each area of the school and has the new student sign in acknowledgement of the review of those behaviors, as well as a visit to each room on their schedule, the cafeteria, the computer lab, basketball court, etc. Students who have internalized the behavior expectations are selected to become PRIDE Ambassadors.

The PRIDE Ambassadors will also assist the Tier I team with interventions with students. For example, if a student receives Office Data Report for low-level behaviors, such as inappropriate language, the ambassadors will meet with that student to attempt to re-regulate their behavior by stressing the importance of being respectful.

The PRIDE Ambassadors will also star in the PRIDE videos for the weekly behavior expectation lessons encouraging students to be Prepared, Respectful, Involved, Disciplined, and Efficient.

Staff Recognition

Aloha Kitty

At each staff meeting a staff person, certificated or classified, is recognized by a peer for going above and beyond or as a thank you. This recognition includes the passing of the Aloha Kitty statue. The recognition started from a simple ukulele playing maneki-neko in a Hawaiian shirt. Since then, Aloha Kitty has been given a pedestal to rest upon. The pedestal was then lovingly painted purple to more accurately reflect Adelante. Aloha Kitty is now secured with superglue atop the pedestal being it's name. Staff enjoy this tradition and take great pride in receiving Aloha Kitty, even if it is just for a week at a time.