From the Ground Up: Building PBIS Systems that Work in CTE

Jake Graf
LISD TECH Center

Session E: 8:00-9:45 AM

LISD TECH Center WEBSITE

Adrian, MI

- 28 CTE Programs
- ~ 1,200 Students
- AM/PM Sessions
- 11 Local Districts

Lenawee Student Demographics

- 80% White
- 14% Hispanic/Latino
- 2% African American
- 48% Economically Disadvantaged

Positive Behavior Interventions and Supports

WHAT *IS* PBIS?

"Positive Behavioral Interventions and Supports (PBIS) is an evidence-based, tiered framework for supporting *students*' behavioral, academic, social, emotional, and mental health."

-pbis.org

Initial Concepts

- Schoolwide Positive Expectations
- Classroom Expectations and Routines
- Acknowledging Good Behavior
- Procedures for Discouraging Unwanted Behaviors

PBIS IS NOT…

- A canned program.
- Only for little kids.
- All about tickets, toys, and prizes.
- A program without accountability.

Contemplate this…

- If a child doesn't know how to read, we teach .
- If a child doesn't know how to drive, we teach .
- If a child doesn't know how to write a resume, we teach .
- If a child doesn't know how to apply math skills, we teach .
- If a child doesn't know how to behave, we… teach? punish?

Why can't we finish the last sentence as automatically as we do the others?

Our Journey

Two Ideas Merging Together

- Lenawee ISD PBIS Initiative
- MiMTSS and MDE
- Support from Transformation Zone

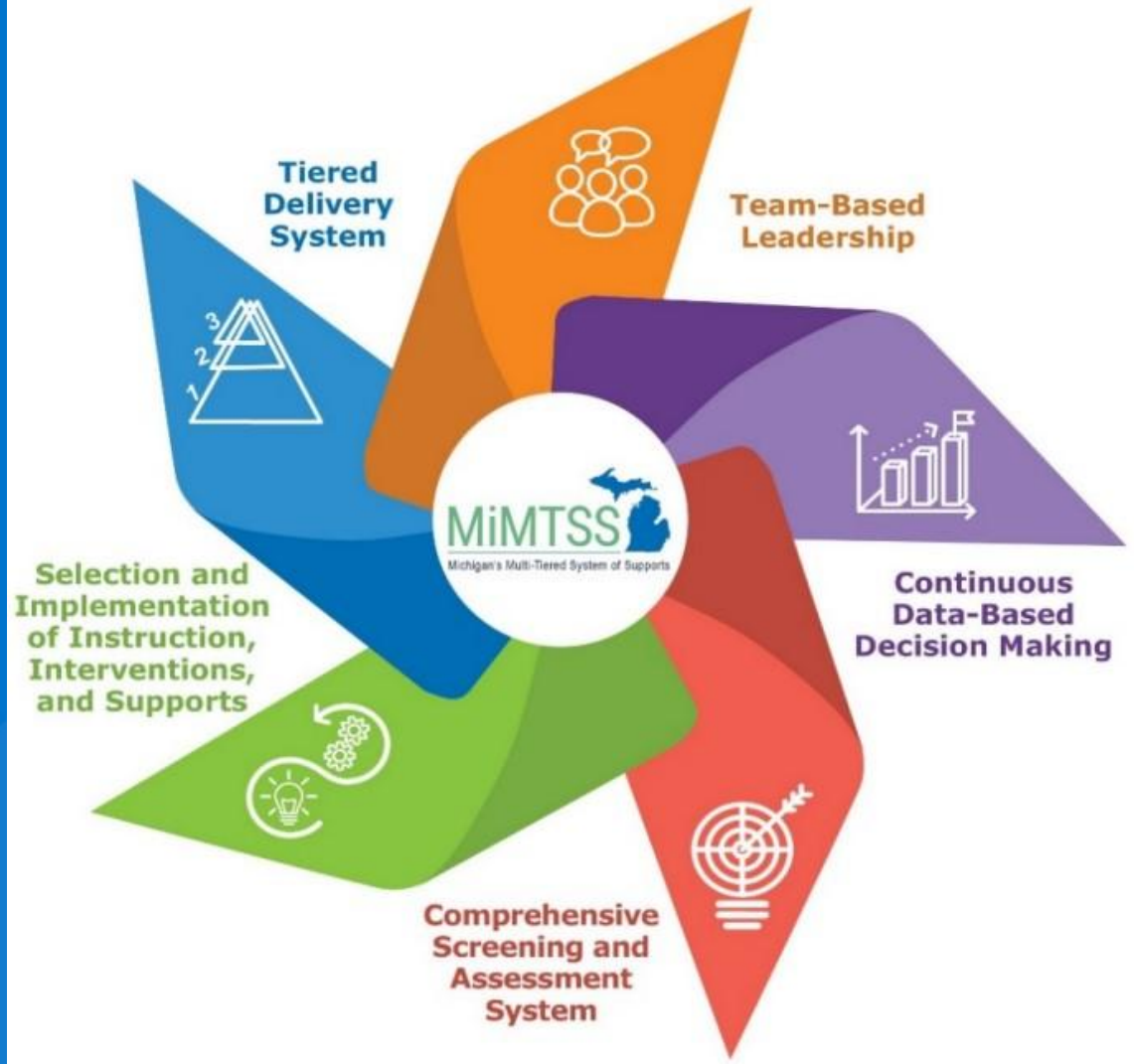
- Wanting to Improve “Work Habits”
- Consistent Language
- Career Ready Practices
- Local Employer Demands

TRADES

• TEAMWORK • RESPONSIBILITY • ATTITUDE •
• DEPENDABILITY • EFFORT • SAFETY •

LSD TECH CENTER

THIS IS NOT A DIY AND TRY



Forming a Team

Our Program Leadership Team (PLT)

Scott Biggs

Liz Duckett

Kristina Good

Jake Graf

Johanna Lentz

Ryan Walentowski

Mikayla Cole

Ben Murray

Davina Nino

Bennett Thomson

Allison Norman

What does the PLT do?

- Monitors efforts of PBIS/TRADES
- Identifies accomplishments
- Identifies needs for action planning
- Monitors student outcome data in the areas of attendance, failure rates, and behavior

Getting Buy-In

Will you support the implementation of TRADES with PBIS at the TECH Center?

Copy

40 responses

Establishing Our Why

52% is the average retention rate in employment

-2021 via PeopleKeep.com

46% of students who often or almost always hated being at school

46% of students whose parents have NOT told them they're proud of something they've done

**All data from '22-'23 Lenawee County MiPhy Data unless otherwise noted*

36% of students who reported 2 or more of the following things happened to them during their life

Death of a parent or caregiver;
Mental abuse;
Physical abuse;
Sexual abuse;
Saw violence in home or neighborhood;
Lived with person who had mental illness or attempted suicide;
Lived with person who was an alcoholic or used drugs;
Lived with person who went to jail or prison

**All data from '21-'22 Lenawee County MiPhy Data unless otherwise noted*

37% of adults younger than 30 have voluntarily left their job last year

-2022 via Pew Research Center

11% of students who actually attempted suicide one or more times during the past 12 months

58% of students who think learning is not at all important for later in life.

**All data from '21-'22 Lenawee County MiPhy Data unless otherwise noted*

Staff Training

GETTING STARTED

- 10+ hours of staff training spread over the course of 2021-22 school year.
- You must build the foundation together.
- Used PD days and School Improvement meetings.
- We have continued to meet, plan, and evaluate during each subsequent school year.

Some of the Topics Covered

- Team Composition
- Team Operating Procedures
- Behavioral Expectations
- Teaching Expectations
- Problem Behavior Definitions
- Discipline Policies
- Professional Development
- Classroom Procedures
- Feedback and Acknowledgement
- Faculty Involvement
- Student/Family/Community Involvement
- Discipline Data
- Data-based Decision Making
- Fidelity Data
- Annual Evaluation

TEAMWORK

- Accept, assist, and encourage others.
- Actively participate and contribute to the team.
- Seek and use feedback to make improvements.

RESPONSIBILITY

- Complete routine task on time and to the best of my abilities.
- Communicate regularly with my instructor regarding attendance.
- Plan and organize my work and work space in an efficient manner.

ATTITUDE

- Lead by example with positive actions and words.
- Exhibit respect to people and property.
- Adapt to changes and experiences using an open mind.

DEPENDABILITY

- Attend class on time, be prepared to learn and work.
- Follow through and meet commitments.
- Complete tasks on my own accurately and efficiently while paying close attention to requirements and details.

EFFORT

- Work willingly and be engaged with class activities.
- Communicate my needs to be successful.
- Remain focused and on task for the duration of class period.

SAFETY

- Display appropriate appearance including professional attire, personal protective equipment (PPE) and uniform.
- Maintain a safe work area by using equipment in a safe manner and returning it to the proper place.
- Follow LISD TECH Center rules and student code of conduct.

LISD TECH CENTER

Local Industry Participation

- Advisory Meetings
- Work Based Learning Expectations and Evaluations
- Guest Speakers
- School Kick Off Video

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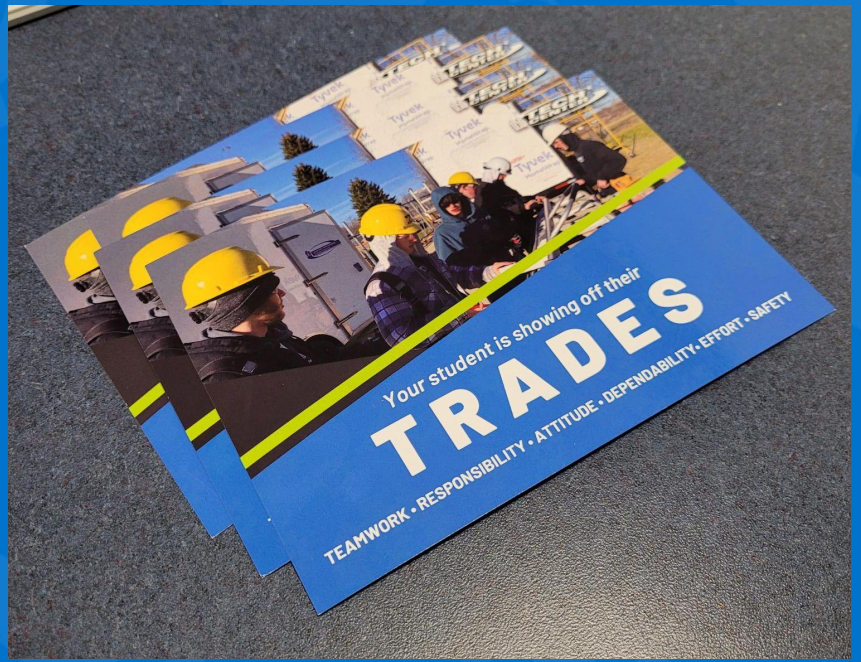
TECH CENTER
TITUDE • DEPENDABILITY • EFFORT • SAFETY • TEAM


Your student is showing off their
TRADES
TEAMWORK • RESPONSIBILITY • ATTITUDE • DEPENDABILITY • EFFORT • SAFETY

TEAMWORK
RESPONSIBILITY
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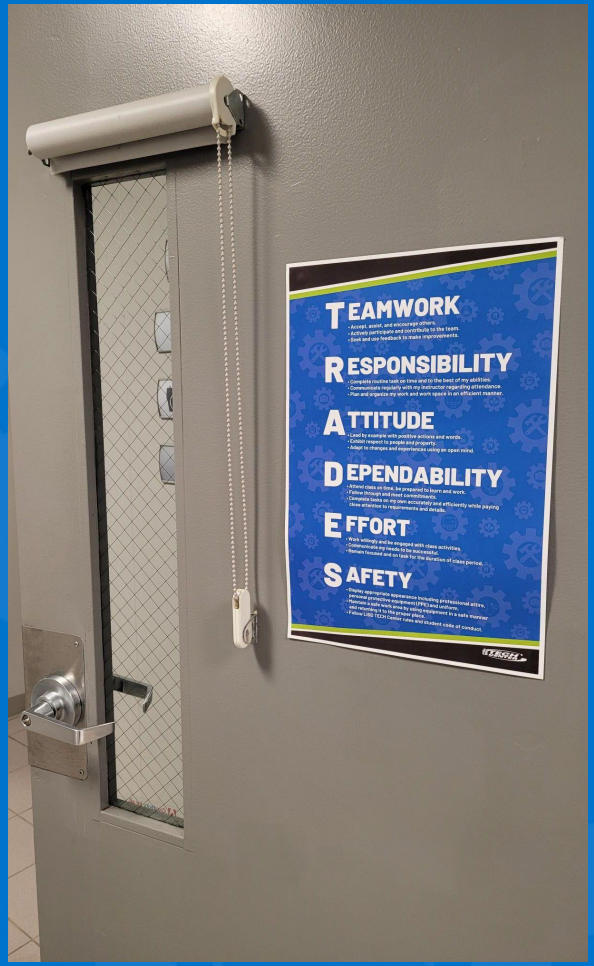
TEAMWORK
RESPONSIBILITY
ATTITUDE
DEPENDABILITY
EFFORT
SAFETY

LISD TECH Center TRADES Matrix

	All Locations	Technology	Arrival/Dismissal	Community
Teamwork	• Accept, assist and encourage others • Actively participate and contribute to the team • Seek and use feedback to make improvements	• Assist group members with technology issues • Be appropriate during virtual meetings	• Holding others accountable • Help remind others they need to get on their bus • Have all of your belongings (either from bus, car, or from class)	• Support members in the community • Productively assist groups or partnerships
Responsibility	• Complete routine tasks on time and to the best of my abilities • Communicate regularly with my instructor regarding attendance • Plan and organize my work and work space in an efficient manner	• Use technology/devices during appropriate times • Use technology for school related activities only • Follow LISD Acceptable Use policies • Report issues to instructor	• Go directly to your destination • Being mindful of your surroundings • Know your schedule (bus or class) • Have proper documentation (driving or riding pass) • Display pass properly in vehicle • Park in designated student parking lots	• Keep community leader informed • Be prepared to work with all necessary materials
Attitude	• Lead by example with positive actions and words • Exhibit respect to people, property, and teaching methods • Adapt to changes and experiences using an open mind	• Be flexible and patient when technology doesn't work correctly • Be positive and cooperative	• Be a role model for those around you • Follow scheduled times • Exhibit respect to people and property • Be courteous	• Be positive and respectful when providing feedback to others • Be open to meeting new people and having new experiences • Be accepting of differences within the general community
Dependability	• Attend class on time, prepared to learn and work • Complete tasks on my own accurately and efficiently while paying close attention to requirements and details	• Have devices charged and in working order • When attending virtually be signed into class 5 minutes early • Respect equipment and software • Have a backup plan for communicating virtually	• Meet commitments • Communicate when you will be present/absent • Arrive on time • Leave at the appropriate dismissal time	• Be where you are supposed to be at expected times • Know your role and meet your responsibilities
Effort	• Work willingly and be engaged with class activities • Communicate my need to be successful • Remain focused and on task for the duration of the class period	• When virtual, if technology does not work, communicate with instructor in a timely manner	• Good attendance • Arrive and leave prepared • Communicate appropriately with security guards • Move with purpose	• Willingly participate • Apply skills and knowledge from TECH Center to community experiences
Safety	• Display appropriate appearance including professional attire and PPE, and/or uniform • Maintain a safe work area by using equipment in a safe manner and returning it to proper place • Encourage others to practice appropriate PPE	• Follow LISD Technology Policy • Visit TECH Center approved websites only • Use technology as it is intended	• Follow all traffic laws • Be aware of your surroundings • Exhibiting safe speeds in the parking lot • Observing other students and vehicles • On property during scheduled times or with permission	• Follow local safety rules and guidelines • Bring required PPE if applicable • Be mindful of self and others

TECH CENTER WIDE LESSON PLANS

Teach the TECH Center Wide Lesson Plans

1. **All Locations Lesson Plan** ***Jake will show in Orientation***
2. **Arrival/Dismissal Lesson Plan**
3. **Community Lesson Plan**
4. **Technology Appropriate Use Lesson Plan**

Must be taught anytime from August 26th to September 16th.

PROGRAM SPECIFIC LESSON PLANS

1. Procedure Document
2. Classroom Matrix
3. TEACH YOUR PROGRAM SPECIFIC LESSONS
4. Plan Teaching Program Specific Lessons Scope & Sequence
5. *Booster lessons*

Must be taught anytime from August 29th to September 16th

Critical Features when Teaching Lesson Plans

- **Clear Expectations**
- **Connect to Industry**
- **Opportunity to Practice**
- **Give Feedback**
  - Catch them being good (4:1)

Behavior Management

Behavior Management Process

LISD TECH Center Student Behavior Management Process

LISD TECH Center Behavior Office Referral

LISD TECH Center Digital Behavior Office Referral

LISD TECH Center Student Code of Conduct

Acknowledgement System

4 Main Types

1. Immediate/High Frequency
2. Intermittent/Unexpected/Unpredictable
3. Long-Term Celebrations
4. Staff Acknowledgement

Immediate/High Frequency Acknowledgement

Implemented	Suggestions to Further Build Classroom Culture
● Grades tied to TRADES ● Daily/Weekly Reflections and Feedback	● Be a 4:1 School ○ Four Positives, One Correction ○ Greet your students ○ High fives/fist bumps/hand shakes ○ Compliment students work in real time ○ Compliment good TRADES ○ “How was your weekend?” ● Out of School Recognition ● Student Feedback on classmates ● Recap on extracurricular activities (weekend recaps)

Intermittent/Unexpected/Unpredictable Acknowledgement

Implementing this year	Suggestions to Further Build Classroom Culture
● Random raffle tied to TRADES grade -*PLT initiated* ● Postcards sent to students ● Automated Emails that recognize… ○ Perfect Attendance (over a specified period of time) ○ High TRADES grade (over a specified period of time)	● Have students send calendar invite for birthday! ○ option for bday banner ○ option for bday card ● Gift Certificate from Advisory Committee ● For More Ideas see your PLT team!

Your student is showing off their

TRADES

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LISD TECH Center
1372 N. Main St.
Adrian, MI 49221
517.263.2108
lisdtechcenter.com

A quick note to say that I was really impressed by the EFFORT of Steven in class today. He stayed focused throughout the morning, working on his building project until he was done.

Great kid who is starting the year off right. You should be very proud.

-Mr. Murray

Steven Guy
123 Great Job Lane
Adrian, MI 49221

Long Term Celebrations Acknowledgement

Implemented/ Implementing this year	Suggestions to Further Build Classroom Culture
• Quarterly “TRADES” Student Awards • End of Year Excellence Awards • End of Year TRADES Celebration • Decision Days	• Class Celebration for earning Certifications • “Most Improved” program award • For More Ideas see your PLT!

Staff Acknowledgement

Implemented	Suggestions to Further Build Staff Culture
• “Core Value Honors” at monthly staff meetings. • Staff potlucks • Random acts of kindness • Gift of “Time” • Birthday Celebration • Staff of the Month • Cheers for Peers	• Fun Fridays (after school) • Monthly Offsite Morale Meetings

Student Involvement

Student Voice

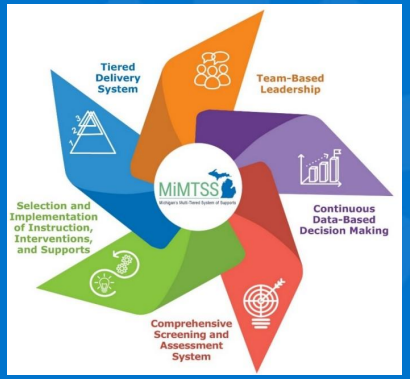
- Student Leaders from each class hold monthly meetings
- Providing Feedback on the Acknowledgement System
- Assist in Problem Solving
- Keeping us connected to student opinion

The Work Continues

- Tiered Fidelity Inventory
- Monitor the composition of our Program Leadership Team to ensure it properly reflects our school and community.
- Look for more partnerships with local businesses and industry to reinforce TRADES at our TECH CENTER.

Trusted Resources

- https://mimtsstac.org/
- Technical Assistance for Implementing PBIS
- Trainers that help build a cascaded system of support



- Michigan MTSS Website
- Overall guide for Multi-Tiered Systems of Supports (MTSS)
- Great resources for understanding implementation science

- https://www.pbis.org/
- Leading national resource for PBIS resources and guides

THANK YOU FOR ATTENDING!

SCECH QR CODE