# Waterloo PBIS District Team

<table>
<thead>
<tr>
<th>Skoi-Yase Primary School</th>
<th>LaFayette Intermediate School</th>
<th>Waterloo Middle School</th>
<th>Waterloo High School</th>
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<tbody>
<tr>
<td>Jennifer Hayden</td>
<td>Heather Buck</td>
<td>Dan Doore</td>
<td>Tom Mitchell</td>
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<tr>
<td>Assistant Superintendent</td>
<td>Reading Specialist</td>
<td>Asst. Principal</td>
<td>Asst. Principal</td>
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<tr>
<td>for Curriculum and Instruction</td>
<td>Heather Schuessler - Math Intervention</td>
<td>Molly Lahr</td>
<td>Cristi Kelley</td>
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<tr>
<td>Amy McGhan</td>
<td></td>
<td>Reading Specialist</td>
<td>English Teacher</td>
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<td>Speech &amp; Language</td>
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<td>Melissa Brown</td>
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<td>First Grade</td>
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Waterloo, New York
Birthplace of Memorial Day

- Located in the heart of the beautiful Finger Lakes nestled between the two largest Finger Lakes; Seneca and Cayuga.
- Waterloo is the County Seat of Seneca County; therefore resources are easily accessible (housing, financial needs, mental health support, etc.)
- Waterloo is the birthplace of Memorial Day.
- The population of Waterloo, NY 4,936 (2017)
- The median household income is $51,958.
Demographics of our Schools

- Enrollment: 1,567
- Skoi-Yase Primary School, LaFayette Intermediate School, Waterloo Middle School, Waterloo High School
- 51% male 49% female
- Ethnicities: 90% White, 10% Black, Hispanic, Asian, American Indian
- English Language Learners 1%
- Students with Disabilities 15%
- Economically Disadvantaged 59%
- Homeless 3%
Our Why

Our boat was on stormy seas, pelted with missiles that threatened to sink us...the "perfect storm," if you will.

Our path was no longer certain, and our vessel was battered. The captain, crew, and passengers weary.

We needed to triage the damage and find a way to rebuild our ship while still in open water - stronger and more supportive than before, able to weather the waves that crashed around us.
**Implementation Timeline**

- **July 2018**
  - Initial Tier 1 Training for building teams

- **October 2018**
  - PBIS Chicago Conference

- **November 2018**
  - Tier 1 Training of Trainers

- **January - May 2019**
  - Early Release Wednesdays and monthly PD

- **May 2019**
  - TFI and planning for next steps

- **September 2018**
  - Initial PBIS Rollout

- **November 2018**
  - Early Release Wednesdays and Building Reboots

- **February 2019**
  - Additional summer training for building teams
Data

• Discipline Data 2018-2019
  • 2959 Discipline Referrals during the 2018-2019 school year
    • 449 on the Bus (15%)
    • 311 in the Hallway (11%)
    • 1116 in Teacher's Classroom (38%) - data led us to address teacher managed vs. office managed t-chart
Changes in Staff Perception

- **Believe in Waterloo's Approach**
  - Fall 2018: 18%
  - Spring 2019: 48%
  - Fall 2019: 88%

- **Believe in PBIS Practices**
  - Fall 2018: 49%
  - Spring 2019: 59%
  - Fall 2019: 70%

- **Understand PBIS**
  - Fall 2018: 48%
  - Spring 2019: 70%
  - Fall 2019: 93%
  - Spring 2019: 94%
  - Fall 2019: 100%
Changes in Parent Perception

<table>
<thead>
<tr>
<th>Category</th>
<th>2018-2019</th>
<th>2019-2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENJOY TRIBE/ADVICEMENT</td>
<td>51%</td>
<td>74%</td>
</tr>
<tr>
<td>PERCEPTION OF BULLYING</td>
<td>49%</td>
<td>54%</td>
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<tr>
<td>PERCEPTION OF STUDENTS FOLLOWING RULES</td>
<td>45%</td>
<td>46%</td>
</tr>
<tr>
<td>PERCEPTION OF STUDENT RESPECT</td>
<td>45%</td>
<td>41%</td>
</tr>
<tr>
<td>PBIS HELPS SCHOOL CULTURE</td>
<td>54%</td>
<td>48%</td>
</tr>
<tr>
<td>STUDENT TALKS ABOUT PBIS AT HOME</td>
<td>35%</td>
<td>42%</td>
</tr>
<tr>
<td>KNOW WHAT PBIS IS</td>
<td>61%</td>
<td>65%</td>
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School Safety and Educational Climate Data (SSEC)

2017-2018
- 51 Student Offenders
- 48 Student Targets
- 50 Incidents of bullying/cyberbullying
  - Bias Related Incidents - 34 (Race, Ethnicity, Color, Disability, Sexual Orientation, Sex, Weight, Other)

2018-2019
- 55 Student Offenders
- 42 Student Targets
- 55 Incidents of bullying/cyberbullying
  - Bias Related Incidents - 42 (Race, Disability, Sexual Orientation, Sex, Weight, Other)
Month-By-Month SSEC Data
November Training of Trainers

- Highlights of the three-day ToT, led by Sheri Luecking
- Wayne Finger Lakes BOCES
  - All 25 component districts were invited to participate in the TOT workshop
- Throughout Day 1, Sheri asked participating teams if they wanted to help lead the training on Day 2 and 3. We were asked to help train participants day 2.
- We presented modules 1.3 and 1.4
 Implementation - Lessons Learned

• Don't rush - marathon, not a sprint.
• Time for regular staff training - Early Release Wednesdays
• District and building teams - support, ideas, and unified vision
• Including all members of school community - transportation, maintenance, parents
• Reality of the work - importance of clear roles, sub-committees, establishing a strong building team
• Future planning - TFI and other data to guide decisions
Skoi Yase Primary School

"Bee Sisters"
Bee Responsible
Bee Engaged
Bee Respectful
Bee Safe

School Wide Events

Parent Acknowledgement

Peace Corners in every classroom

Get Together Time (School Assembly)

Skoi Yase Pride Trait Video
LaFayette Intermediate School

2018-2019 School Year
Golden Spoon Award
Used to increase appropriate cafeteria behavior. Spoon to hang outside classroom and VIP seating in cafeteria.
Expectations taught for cafeteria, bathroom, & bus.

2019-2020 School Year
School-wide ticket system, including hallway expectations, protocol for stairs, school-wide celebrations for successfully reaching milestones
Waterloo Middle School

Hallway Etiquette:
https://youtu.be/Wm4ZIZzmwwI

Acceptance:
https://youtu.be/BXfqRf0U3cs

Pride Interviews:
https://youtu.be/LGqxHvGS_gE
District Framework and Support

• Vision
• Regional Resources
• Monthly Meetings with ASI- who serves as the District Coordinator
• Guiding building level team structure- standing agenda item for Administrative Meetings
• Support and time/resources for implementation- budget, professional development
• PD time for coaches to bring PD back to buildings
Next Steps

• Strengthening our building PBIS teams with more staff
• District Coaches will be training new staff members so that all staff receive the Tier 1 foundation
• Join the Regional MTSS Roundtable discussion bimonthly
• Include parents and community members on the building level PBIS teams
• Plan to Reboot/Reteach expectations in January or as necessary based on the data collected
What questions do you have?