

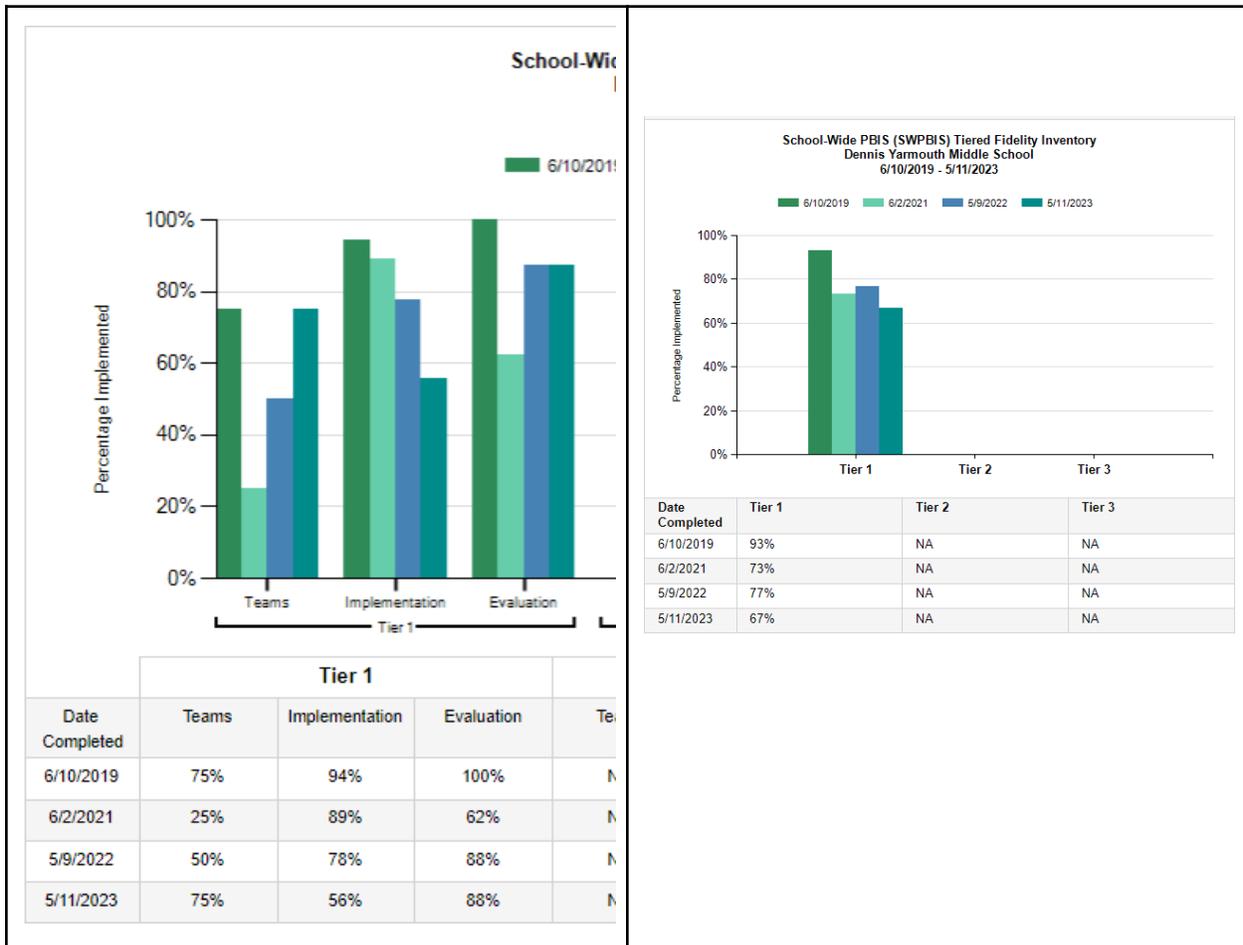
Annual PBIS Evaluation Report

2022-2023

Dennis Yarmouth Middle School

Tier One Implementation

We have reached a total of 67% of Fidelity of Intervention for this current school year. Evaluation was strong and remained the same as the prior year at 88%. We saw an increase of 25% in Teams from the prior year and note that we had an increase in participation from staff members this current school year. We had a dip in implementation to 56% this year from 78% last year as there was a change in PBIS regarding many new team members. This decrease is lower than we would like it to be and will be a focus for our team next year.

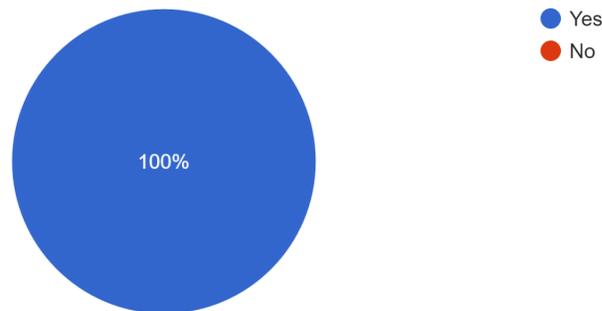


Tier One Outcomes:

- We had a goal that staff would be more consistent in their use of positively acknowledging the targeted behavior of students. Through our Dolphin Way Survey, of the staff that responded, 97% of staff had positively acknowledged

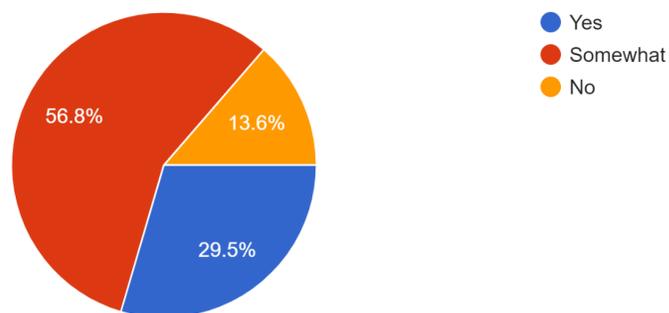
students during the week prior and 50% of those that had acknowledged used our schoolwide acknowledgement system.

In the past week, have you positively acknowledged students for showing positive behaviors?
44 responses



- Another outcome we were targeting this year was the use of the electronic referral system (SWIS) by all staff members. As a team we have moved to staff filling out the electronic referral form. Although there is not clear data to show these referrals were made with fidelity, we did poll the staff to determine their confidence level in using the system. 56.8% of staff that responded to the questionnaire found the system easy to use consistently, 56.8% somewhat and 13.8% did not feel it was easy to use consistently.

I find it easy to consistently use SWIS for the office referral process?
44 responses



Celebrations:

- We have moved completely to utilizing the online input of SWIS office referral system. Requiring all staff to input their information.
- Staff and students were re-invigorated with the school wide incentive system by adding individual student stickers and a store to cash in the stickers at.
- A staff member from each team or specialized area was added to the PBIS team increasing the consistent participation of staff on the team.

- We decided to meet either weekly or biweekly rather than monthly due to the positive increase in staff participation.

Areas to strengthen:

- Although our Tier 1 Implementation score was 67% and that was based on the interpretation of the team regarding a number of target areas:
 - Problem Behavior Definitions: we have a flow chart and definitions, reviewed by the PBIS team, to be shared with the staff moving forward
 - Discipline Policies: Administration increased follow up and communication of SWIS referral actions, Christine Downs came in to train staff on their dashboard and how to use it to review actions taken on previous referrals.
 - Faculty Involvement: Data has not been adequately shared with staff to discuss in depth and give them the opportunity to provide input on how to make changes. This is a priority for next year.
 - Student/Family/Community Involvement: families this year were provided information related to PBIS during open house, although there were not any formal ways for families to communicate/provide input on the systems in place in our building.
 - Providing specific strategies to staff in the building to implement based on identified areas of behavioral need.
 - Targeted training and formal opportunities for review of how to implement. Emails were sent to staff about how to use SWIS and were provided a way to contact the PBIS Coach should issues arise. We could take more time with new staff to work on how and when to use the office referral procedure.

Action step(s) we plan to take:

- Create a substitute one page sheet to explain PBIS and how to use the reinforcement system
- Create a handbook related to PBIS/DYM Dolphin Way to share with staff
- Create a formalized way for staff to teach the Dolphin Way expectations using stations and adults models along with peer videos for review
- Engage staff in assisting with clarification of determining when and what level to refer behavior (office managed vs. staff managed behavior)
- Create a form/survey for families related to PBIS
- Ensure that monthly the data is shared with the staff and areas of concern have related lessons to support the areas of need.

Overview

This school year there was a change in the PBIS team with new members all learning the ins and outs of how PBIS and the team should work. Our team decided to meet weekly or biweekly rather than monthly to tackle topics surrounding PBIS in the building. Our team still needs to work on delegating tasks and developing roles for each member of the team. Our team had meaningful conversations about the direction we would like to move in for next school year. We did review our data at the meetings, but have yet to develop new lessons to address specific concerns. As a team we feel as though we have a good starting point and have specific plans on how to support school staff in the implementation of the Dolphin Way lessons and to teach new staff about the different systems in place (electronic referral, sticker charts, office vs. classroom managed behavior, how to use the data, etc.). We would like to target specific areas of concern that are identified by referral data and develop targeted strategies to teach staff and implement into classroom settings.