North Bay Elementary

PBIS Model Site
2009-Present
Welcome to North Bay Elementary

- We are located on the Coast of Mississippi in the city of Biloxi.
- Our school consists of grades kindergarten – fifth grade.
- We have approximately 723 students enrolled.
  - 64% White
  - 24% Black
  - 6% Hispanic
  - 6% Asian
We are very proud to have been named a 2011 National Blue Ribbon School by The United States Department of Education.
2011 National Blue Ribbon School

We know that PBIS has played an important role in establishing a culture of high expectations among our students and staff. This culture, along with the hard work of students, staff and parents enabled us to achieve this national distinction.
Establishing a SWPBIS Team

Our journey to becoming a model site began in Spring 2008 when we visited a PBIS school in our area as we were searching for a way to expand our current FISH philosophy in our school. We took our school leadership team to visit Three Rivers Elementary and then our team worked together with the rest of our staff to develop our own system for implementation in school year 2009-2010.
Identifying School Wide Expectations

One of our first challenges was identifying common school wide rules and expectations for all areas of our school.
Identifying School Wide Expectations

Each morning on our in house TV broadcast, WNBAY, we remind our students of our school wide FISH philosophy and expectations.

Be There- Come Prepared
Make Their Day- Be Respectful and Kind
Choose Your Attitude- Show Self Control
Play- Act Responsibly
Identifying School Wide Expectations

On our morning broadcast in addition to the pledge to the United States flag, we also recite the North Bay Pledge…

“I pledge on this day to be kind in every way, to take care of myself and others too, to do the best that I can do.”
Identifying School Wide Expectations

Another part of our PBIS is our daily character lessons on WNBAY using the *Project Wisdom* program. Our on camera correspondents read a lesson each day and add commentary as to how our staff and students can be better people through the lessons learned by others.
Specific Rules for Specific Settings

One of the best things about PBIS is having a set of unified school rules. Students and staff know what is expected in each setting at school. The rules are the same regardless of the teacher or staff member present.
Specific Rules for Specific Settings

Restroom Rules

- Enter and exit in a timely manner.
- Respect each other's privacy.
- Keep restrooms clean.
- Report any problems to an adult.
Specific Rules for Specific Settings

Hallway Rules

- Walk quietly in a single file line in the third full square on the right side of the hallway.
- Keep hands and feet to yourself.
- Respect displayed student work.
Specific Rules for Specific Settings

Classroom Rules
Specific Rules for Specific Settings

**School Programs**
- Come to attention before the count of three with hand signal.
- Be courteous and respectful to the person speaking or the group presenting.

**Cafeteria Rules**
- Enter quietly and single file.
- Use proper table manners.
- Eat silently for the first 10 minutes when the red cup is on your table.
- Clean your area when leaving.
Specific Rules for Specific Settings
Developing a System for Teaching Appropriate Behavior

During our August back to school staff orientation day we go over the school PBIS procedures and components. Then we dedicate the first two weeks of school to train our students by taking them to each setting and teaching the students our rules and expectations.
Developing a System for Teaching Appropriate Behavior
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We use the FISH for Schools Student Expedition program in our school. FISH is what our PBIS system is based upon and is our guiding philosophy for PBIS in our school. Our students are taught this curriculum the first 9 weeks of school during our Morning Meeting time.
Developing a System for Teaching Appropriate Behavior

Morning Meeting is a special time in our school each day from 8:35-8:55. Students and the teacher come together to participate in a community building time. The components of Morning Meeting are

- Greeting
- Group Activity
- Sharing
- Morning Message
Developing a System for Teaching Appropriate Behavior

Conscious Discipline is used in many classrooms in our school. The structure and expectations involve all students in creating a positive learning environment for all.
Developing a Reinforcement System

Students begin each day anew on the classroom discipline ladder. Students that do not move beyond a warning (the second step) will receive a “North Bay Buck” for good behavior that day. Students save their bay bucks for the end of the term Bay Buck Blast store.
Developing a Reinforcement System

Students who do not go beyond the first step (warning) all week receive an additional bay buck. Students who have their homework completed and their planner signed by the parent will receive another bay buck. Good behavior and responsibility will result in 7 bay bucks in a week for a student! 😊
Developing a Reinforcement System

The Bay Buck Blast store at the end of the nine weeks is always a big hit with the students. Parent volunteers man the store while students shop for items purchased through the school activity fund.
Developing a Reinforcement System

Another popular item for purchase with bay bucks at the Bay Buck Blast is extra special time with the PE teacher, music teacher, art teacher. An extra 30 minutes is provided for those students purchasing the “specials coupon” with a certain amount of their bay bucks.
Developing a Reinforcement System

There is even a coupon for special time with the school principal, Dr. Laurie Pitre.

A donuts and juice breakfast with the principal is always a popular purchase at Bay Buck Blast.
Developing a Reinforcement System

In conjunction with our FISH philosophy students in each classroom vote on a classmate that has been super “fishy” for the week and that student will receive the “FISHY student of the week” award which is a special certificate hand delivered by the principal or assistant principal first thing each Monday morning.
Developing a Reinforcement System

The FISHY student of the week also receives the class stuffed animal fish to sit on his/her desk for the week. The fish is thrown “Seattle fish market style” from the FISHY student of the last week to the FISHY student that week. That is sometimes a student’s favorite part!
Developing a Reinforcement System

Our local Biloxi Kiwanis club has partnered with our school for the Terrific Kids character recognition program. Each month a student is selected by the teacher to receive the award which comes with a certificate, bumper sticker and pencil.
Developing a Reinforcement System

We recognize two buses per month who have not had any bus discipline referrals. The driver of the bus receives a special certificate, gift certificate to a local restaurant, and each student on the bus receives a bay buck. The picture of the students and the bus driver are displayed in the glass display case in the hallway for all to see!
Developing a Reinforcement System

In addition to reinforcing students for good behavior and character, we also recognize our outstanding staff members.
Developing a Reinforcement System

Each month our staff members send in nominations for the FISHY teacher of the month. A drawing is held and the winning teacher receives a special certificate, a gift card to a local restaurant and his/her picture displayed in the hall glass display case.
Developing a Reinforcement System

Above and Beyond is a board in our staff mailroom where staff members can write messages of appreciation to each other for doing something extra special to make our school a better place for everyone!
Developing a Reinforcement System

We work to reinforce the FISH philosophy and a culture of excellence and appreciation by providing special treats and surprises throughout the year for our staff members. Whether it is pizza and cookies for teachers on parent meetings nights, hot chocolate and donuts on a cold morning, Mexican Fiesta to celebrate the end of state testing week, monthly birthday cakes from the PTO, Teacher Appreciation week treats and special luncheon, or just simply a little chocolate candy at weekly staff meetings, we know it is the little things that make our teachers smile!
Developing a Reinforcement System

Lunch Bunch is the last Friday of each month when the principal and assistant principal take lunch duty in the cafeteria so that teachers may enjoy a time together to have lunch without the students. This has become a time that all teachers look forward to!
Office Discipline Referral Process

Students who disobey the school rules move down the consequence ladder.

1. Warning
2. Walk 5 minutes at recess
3. Walk 10 minutes at recess *(Recess is 20 minutes)*
4. Parent Contact
5. Office
Office Discipline Referral Process

MINOR OFFENSES are those that go through the classroom consequence ladder before going to the office as a discipline referral.

MAJOR OFFENSES are those that go straight to the office as a discipline referral.

*Those are outlined in our staff handbook in our PBIS section.*
Behavior Interventions

Behavior at Tier 2

Students who receive numerous office behavior referrals and/or who are exhibiting chronic behavior issues in the classroom and school are reviewed by the Response to Intervention (RTI) team.
Behavior Interventions

Students at Tier 2 may receive a behavioral plan, a behavior contract designed by the teacher and our RTI/Academic Strategist. The parent and student are also involved in this process.
Behavior Interventions

Evaluation procedures are put into place to measure the effectiveness of these interventions.
Behavior Interventions

All students in the school are screened during the year for behavior issues and disorders to identify those students at risk.
Behavior Interventions

If Tier 2 interventions are not successful, students are referred to Tier 3 for a Functional Behavioral Assessment (FBA).
Building Faculty, Staff and Family Involvement

North Bay Shining Stars
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Building Faculty, Staff and Family Involvement

We began our school year and our PBIS school wide program with our staff with a back to school team building day at the MGCCC ropes course.
Building Faculty, Staff, and Family Involvement

Another way we build faculty and staff involvement is by changing our school leadership team each year.
Building Faculty, Staff and Family Involvement

We build family involvement in a number of ways!

- North Bay Back to School Night
- North Bay Newsflash weekly newsletter
- Articles to parents
Building Faculty, Staff and Family Involvement

- Parenting brochures on current topics available in our school lobby
- PTO
- Parent Academies
Building Faculty, Staff and Family Involvement

North Bay Night Out is a totally free event sponsored by our PTO in the fall for the whole family to enjoy. Everyone always looks forward to North Bay Night Out!
Building Faculty, Staff and Family Involvement

The Grandparents’ Day Breakfast always brings over 900 grandparents into our school to have breakfast with our students and to tour our school with their grandchildren.
Building Faculty, Staff and Family Involvement

Our weekly newsletter, North Bay Newsflash, gives parents important information about upcoming events as well as helpful tips for student success. It highlights special events, student and school accomplishments.
Building Faculty, Staff and Family Involvement

We also use our local newspapers, The Sun Herald and the Biloxi/D’Iberville Press to build family and community involvement. They publish news articles for us throughout the year, detailing the good things going on at North Bay through PBIS.
Using Data for Long Term Change

We run office discipline reports to show when, where, why, and how often ODRs occur. We share that data with our teachers at the end of each term in team meetings.
Using Data for Long Term Change

We also post discipline referral data in our School Data Room along with our academic data to look for correlations in academics and behavior.
Using Data for Long Term Change

We compare data from previous years as well as the current year. We look for areas where specific behaviors are more numerous than others and address those concerns with students during WNBYA broadcasts as well as in our classroom Morning Meetings.
Using Data for Long Term Change

We give surveys to our students, staff and parents to determine what is working with PBIS and what we need to change.
Using Data for Long Term Change

We also look at attendance data because we know attendance affects school success.

We have attendance data included in our School Data Room.
We hope you enjoyed our continuing journey to becoming a true Professional Learning Community. And Sustaining and Improving as a Model PBIS School!