Critical Element: Building Faculty, Staff and Family Involvement through Communication and Motivation
Objectives

• Identify strategies to enhance communication with and motivation of faculty, staff and family members
• Develop a plan to get faculty, staff and family involvement
Commitment is Essential

- Faculty, staff and family members are critical stakeholders
- 80% buy-in must be secured
- 3-5 year process
- Leads to successful development and implementation of school-wide activities
Points to Ponder...

Challenges

- Reasons for making changes are not perceived as compelling enough
- Staff feel a lack of ownership in the process
- Insufficient modeling from leadership
- Staff lack a clear vision of how the changes will impact them personally
- Insufficient systems of support

Solutions

- Those involved in the school must share a common dissatisfaction with the processes and outcomes of the current system
- Frequent communication opens dialogue for problem-solving across campus
- Administrators need to make this systems change a priority in the school
- Consistent and meaningful reinforcers to all staff
Use the Existing Database

- **Where** behaviors are occurring (i.e., setting)
- What **types of behaviors** are occurring
- What **types of consequence** was delivered to discipline students
- **When** problems behaviors occur most frequently
- **How many** discipline referrals, suspensions, and/or expulsions occurred last school year
- **How many** faculty are absent daily
- Other (loss of instruction time, student absences, etc.)
How to Use the Data to Get and Maintain Faculty, Staff and Family Involvement

- Share visuals (graphs) with staff and family members on a regular basis
- The visuals are a powerful tool:
  - To let stakeholders know the extra work they are doing is paying off
  - To show specific areas that may need a more intense focus
- Emphasize the “Team” process
Paradigm Shift

- Shifting the focus from my kids and your kids to our kids
- Critical conversations
- Actions of creating school-wide processes
- Modeling of inclusive speech
Conduct Surveys

Surveys are an efficient way to:

- Obtain feedback
- Create involvement without holding more meetings
- Generate new ideas
- Build a sense of ownership
Professional Development

- Overview of SWPBIS
- Behavior Management Training
- Impact of student behavior on academic achievement
- How to use...
  - ODRs
  - Consequence matrix (major/minor)
  - Rules & Expectations
  - Interventions & Consequences
  - Reinforcement System
Priority of PBIS

- Part of everyday conversation
- Time is allotted in students’ schedule for activities
- Resources are provided
- Time is provided for team meetings
- Time is provided for professional development activities
What Other Schools Have Found to Be Effective

Theme oriented introduction: Luau, Fiesta, Movie theme, etc.
What Other Schools Have Found to Be Effective

Song & Dance Routines
What Other Schools Have Found to Be Effective

Rotation Stations
What Other Schools Have Found to Be Effective

Team Building
What Other Schools Have Found to Be Effective

Celebrating
What Other Schools Have Found to Be Effective

- Retreat – day before official pre-planning
- After the overview participants sign on chart paper labeled Yes/No/Need More Information
- Show sections of the school-wide video
- Grade level or content focus meetings (rather than entire faculty)
FISH!
A Team Building Philosophy

- Play
- Be There
- Make Their Day
- Choose your Attitude

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Action Plan!

PBIS Critical Element

Building Faculty, Staff and Family Involvement

- Complete Benchmarks of Quality (5 – 7 & 49 – 53) and Action Plan Form
- Develop communication strategies for:
  - Sharing information with faculty, staff and family members
  - Involving faculty, staff and family members ideas into the plan