**Paradigm Shift: Changing the Climate/Culture Through PBIS**

At West, we strive to be our best.  We take responsibility for our learning and our actions.  We show respect for ourselves, our community, and our world.

* Personal: Who on your staff (Principal, Asst. Principal, Counselors, Social Workers, Dean, Police Liaison) could serve as case-managers for your highflying behavior students? Proactive vs. Reactive If limited people decide on Top 5% or 15% of students who surface every once in a while to target and build relationships.
* Paradigm Shift: Re-teaching staff that we are in business of educating students NOT punishing students. Restart Room to cool down then return to class: “I’m ready to be a student.” Restart supervisor and Dean will check in with student who has been sent to Restart to determine if they are ready to return to class. Dean will walk student back to class. (This is a change in practice as before students were sent to Restart for a period of time…30 minutes or entire block) Our goal now is to get students back to class as soon as possible to preserve instructional time.
* PBIS Team: Team members deliver information and facilitate activities
* Data: A must at every staff meeting/staff development dedicated to PBIS
* Late Start/Professional Development: PBIS needs time to have discussions with staff and roll out initiatives as they relate to educating students.
* Building Community with Staff
  + Breakfast brought to you by PBIS
  + Gotcha Ticket Drawings (Who are you thankful for?)
  + Ipad Scavenger Hunt (Breakin’ up the cliques)
  + Rented room Gold Nugget
  + Welcoming Kids
  + Staff gatherings
  + Potluck
  + Quick Games Staff Meetings
* BEE Man…Teaching the Expectations
  + Videos teaching behaviors. You can check out some of our videos at https://www.hopkinsschools.org/schools/hopkins-west-junior-high/friday-videos
  + Cafeteria
  + On Bus…Separate Gotcha Ticket Drawings
  + Teaching 3Bs (Be Respectful, Be Responsible, Be Your Best)
  + Gotcha Tickets (4:1)
* Guest Teachers (New Language)
  + Guest Teacher Help Sheet
  + Guest Teacher Gotcha Tickets