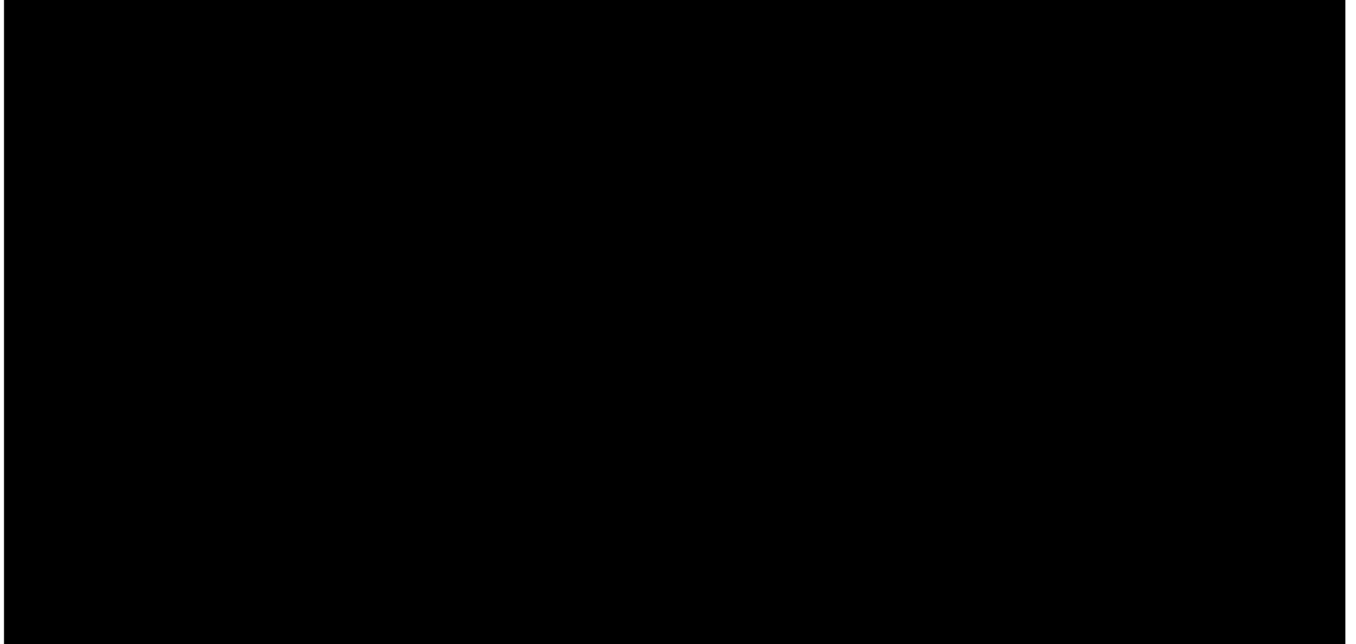


# Positive Behavioral Interventions and Supports



The PBIS **Playbook** – Staff Edition

**Job Ready, Achieving Success, Going Beyond**

Coaching the Undefeated Team

## Our Team

At This School, we are one team.

We may not have traditional sports teams, but that does not mean we are not competitors. Every day, we compete against distractions, poor choices, and low expectations. When we show up prepared, support one another, and respond the right way, we stay undefeated.

Being undefeated does not mean being perfect. It means learning fast, accepting coaching, and making the next play better than the last.

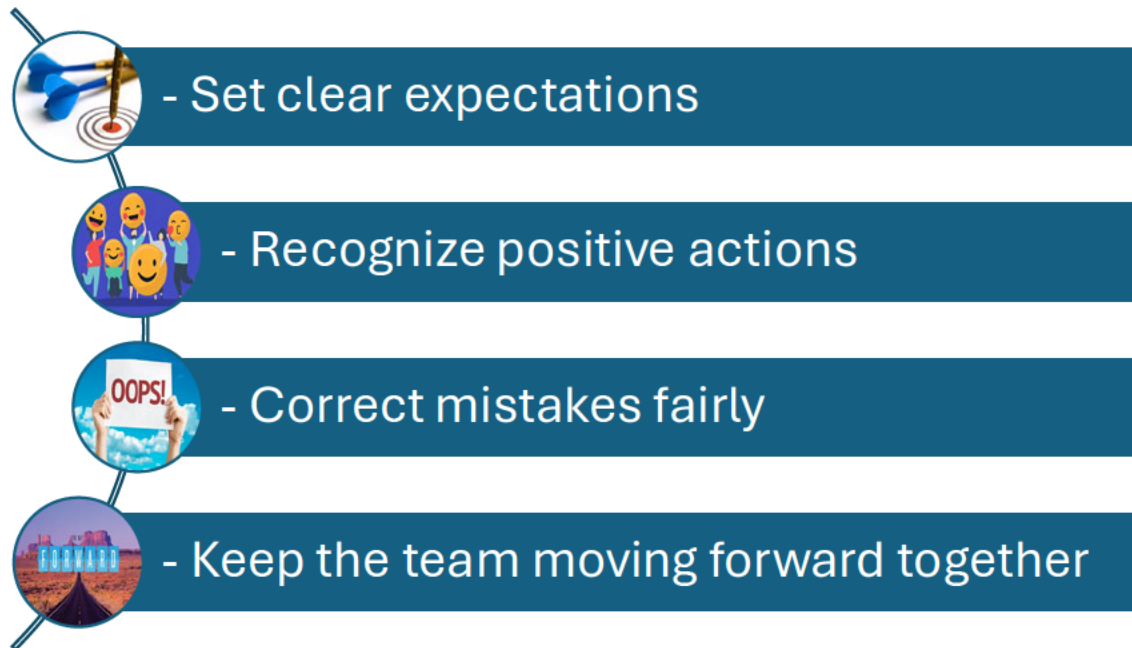
**Team Huddle:** Everyone belongs. Everyone matters. Everyone contributes.

---

## The Game Plan

This PBIS Playbook explains how we work together to create a safe, respectful, and focused school.

PBIS helps:



## OFFENSE: Positive Plays

Offense is every positive action that strengthens our team. These are the plays that build momentum, trust, and success.

Our offense is built on three expectations:

### Job Ready – The Fundamentals

- Be on time and prepared
- Wear your ID and required uniform
- Be present and focused

### Achieving Success – Strong Execution

- Stay engaged in learning
- Set goals and track progress
- Learn from mistakes

### Going Beyond – Leadership Plays

- Help teammates
- Show respect in all settings
- Leave spaces better than you found them

**Player Reminder:** Positive plays don't have to be big to matter—consistency wins.

## Behavior Matrix

	<u>Job Ready</u>	<u>Achieving Success</u>	<u>Going Beyond</u>
Attendance	- Follow students handbook regarding absences	- Make up assignments in all classes - Make good attendance a priority	- Bring assignments to peers that were absent - Assist others to make attendance a priority
Cafeteria	- Engage in positive conversations/activities with appropriate volume - Stay seated until bell	- Wait patiently in line - Clean up after yourself	- Throw away trash even if it is not yours - Be accepting of other students
Classrooms	- Arrive on-time - Be prepared - In uniform and wearing ID - Be present- off phones	- Stay engaged - Do your best - Set goals for yourself	- Push in your chair - Be sure to collect belongings - Help others when you can
Hallways	- Walk - Keep hands, feet, objects to yourself - Be present- off phones/music	- Travel directly to and from your destination - Have a pass - Using positive and professional language	- Help others get where they should be - Leave room for others to get where they are going
READY	- Complete READY work - Model good behavior - Be present - off phones	- Ask for help with assignments - Check Progressbook/Google classroom/Email daily - Complete SEL lessons	- Help others with assignments - Encourage others to stay on task
Labs	- Arrive on-time - Be prepared - In uniform and wearing ID - Be present- off phones	- Take initiative - Be visible to instructor - Learn from your mistakes	- Improve skills everyday
Parking Lot	- Come to Cafe prior to bell - Wait patiently to be dismissed	- Park in the proper parking lot - Wear your seatbelt	- Encourage others to park in the correct lot - Encourage others to wear seatbelt
Technology	- Have your technology prepared and ready to go for the day's work - Return borrowed technology promptly	- Become familiar with use of technology - Use internet appropriately	- Be kind and respect others - Show others how to use technology
Bathrooms	- Be timely in your usage - Wait patiently in line	- Keep restrooms clean; Flush - Take Care of School Property	- Encourage others to clean up
Asynchronous/ FRF Days	- Follow student's handbook regarding absences	- Check your attendance regularly - Complete all classwork on time	- Attend FRF events - Make attendance a priority

## DEFENSE: Learning From Mistakes

Defense is how we respond when expectations are not met. Defense exists to protect learning time and keep everyone safe.

### Minor Mistakes

- Coaching and reminders
- Reteaching expectations
- Reflection and correction

### Major Mistakes

Some behaviors affect safety or disrupt learning. These require administrative involvement and stronger consequences.

**Team Standard:** Mistakes are part of learning—how you respond matters most.

**OBSERVE PROBLEM BEHAVIOR**

**Minor Referral**  
Teacher Managed Problem Behaviors

**Office Referral**  
Office Managed Problem Behaviors

**POSITIVE PREVENTION:**  
Always acknowledge students who are following rules within the matrix consistently and reward through PBIS Rewards.

Is the behavior a **Teacher/Staff Managed or Office Managed?**

**POSITIVE PREVENTION:**  
Always acknowledge students who are following rules within the matrix consistently and reward through PBIS Rewards.

**#1: TEACHER RESPONSE**  
- After **FIRST OFFENSE:** Reteach behavior, **Verbal reflection with student**, Document minor within system

**#2: TEACHER RESPONSE**  
- After **SECOND OFFENSE:** Reteach behavior, **Parental notification**; Document minor

**#3: TEACHER RESPONSE**  
- After **THIRD OFFENSE:** **Initiate MAJOR Office Referral, Notify the student and parent** that you have submitted a Major Referral for repeated minor referrals within your classroom, Document minor and create combo major.

<b>MINOR</b> Teacher Managed Problem Behaviors	<b>OFFICE</b> Office Managed Problem Behaviors
<b>DEFIANCE</b> - Not doing any work - Not listening - Sleeping	<b>INSUBORDINATION</b> - Sustained defiance - Leaving campus or classroom without permission
<b>DISRESPECT</b> - Talking back - Making faces - Body gestures	<b>DISRESPECT</b> - Refusal to acknowledge teacher - Harassment of teacher or student - Disrespect to teacher.
<b>DISRUPTION</b> - Talking - Throwing an object - Pounding their fist	<b>DISRUPTION</b> - Screaming - Sustained interruption
<b>HORSEPLAY</b> - Teasing - Messing around	<b>BULLYING</b> - Seeking to harm or intimidate - Repeated bullying towards student
<b>INAPPROPRIATE LANGUAGE</b> - Cussing to self - Name calling - Using unkind words	<b>ABUSIVE LANGUAGE</b> - Hateful/racist comments - Sexual harassment - Profanity (including gestures) directed towards a person
<b>MINOR PHYSICAL CONTACT</b> - Purpose: Playing Around / Reaction	<b>MAJOR PHYSICAL CONTACT</b> - Purpose: Intent to Harm - Hitting, Pushing, or Punching - Tripping or Kicking - Sexual Harassment
<b>PROPERTY MISUSE</b> - Throwing an object - Dropping an object - Accidental breaking an object	<b>VANDALISM</b> - Of personal or school property of a high value
<b>POSSESSION OF INAPPROPRIATE ITEM</b> - Non-school appropriate items	<b>POSSESSION OF ILLEGAL ITEMS</b> - Drugs/Alcohol - Vape/Lighter - Weapons
<b>TECHNOLOGY VIOLATION</b> - Inappropriate use of chromebook during instruction	<b>AUP VIOLATION</b> - Use of cell phone or earbuds - Cyber-bullying - Inappropriate image/sites
<b>STEALING (PETTY)</b> - Petty theft with little or no value - Item returned to individual	<b>STEALING (MAJOR)</b> - Major theft with high value - Minor theft without item returned

**#1: TEACHER RESPONSE**  
- After **MAJOR OFFENSE:** **Verbal reflection with student**, Document major within system  
- **Parental notification**

- After carefully weighing the facts and circumstances pertinent to the incident, the Director will make the decision at what levels students will be given the consequences, based upon the severity of the infraction and/or the number of prior infractions.

---

---

## Recognition: The Scoreboard

Positive actions are noticed.

Students earn PBIS points for demonstrating Job Ready, Achieving Success, and Going Beyond behaviors.

Points can be redeemed for rewards, recognitions, and special opportunities.

Make purchases from the PBIS Rewards stores. There are school stores and staff stores to purchase from.

Redeem purchases from the store owner.

**Scoreboard Note:** Effort, improvement, and consistency all count.

---

---

## Your Role as a Player

Being on this team means:

- Knowing expectations
  - Accepting coaching
  - Supporting others
  - Taking responsibility for your choices
- 
- 

## Undefeated Together

We stay undefeated by showing up, doing our part, and supporting one another—every day.

**This is our team. This is our playbook.**