



# Reach for the STARS

## Overcoming Barriers to Implementation

### Establishing Staff Buy-in

- ⇒ **Show the Need** – Find a FUN way to demonstrate the value of school climate change in comparison to keeping the status quo. For instance, present a skit showing two “politicians” campaigning: one can explain the value of being positive and progressive, while the other communicates old-school values that depict rigid, set-in-your-ways thinking. Follow the skit with a short explanation of PBIS and how it can impact school climate.
- ⇒ **Determine Consensus Regarding the Need** – Survey your staff with questions such as, “Do you believe we need to improve culture and school climate on our campus? Do you believe PBIS is the initiative to help us reach this goal? If not, what do you suggest would be a better approach?” Collect data from your survey and share it with staff. This data will give you the information to know if the time is right for your campus to proceed with PBIS.
- ⇒ **Hold a Team-Building Party** – Plan a social event such as watching a sing-along version of Momma Mia in the evening. Serve a meal and give “Grammys” for various categories such as costumes, vocals, and dancing.
- ⇒ **Introduce an Activity that Builds Momentum** – The goal is to perk curiosity in advance of the kick-off and get staff talking about the changes coming their way. For instance, give each staff member a tangram template and instruct them to hang it outside their door. Each day for three weeks give a puzzle piece that states a different component of PBIS. To reinforce the activity, after a day or two, give a fast-food coupon to staff that have the puzzle displayed. That reinforcement motivates non-participating staff to get their puzzle up so they can get their coupon!
- ⇒ **Host a PBIS Kick-off** – By now, staff is curious! Hold a faculty meeting to share first year initiatives and proposals. Plan for staff to redeem their completed puzzle for a prize as they enter the meeting. Present your team, purpose, baseline data, and school-wide expectations proposals. Do a straw vote to establish support.
- ⇒ **Collaboratively Develop Initiatives** – Provide opportunities through staff development to create common area expectations and reinforcement systems.
- ⇒ **Implement your Plan** – Provide a staff overview of all that has been developed and establish how students will learn about the new expectations and initiatives. Move forward confidently; when the staff sees the bus moving, they will get on board!!
- ⇒ **Monitor, Encourage, Reinforce** – Throughout the year, share data that supports staff efforts and make changes collaboratively as needed. There will be bumps in the road...don't quit! Rely on the PBIS core team to review concerns and adjust appropriately.
- ⇒ **Celebrate milestones!** – At the end of the first year, hold a faculty meeting to review all that has been accomplished. Introduce next steps and hold a team-building party to celebrate!

## Overcoming Time Constraints

### ⇒ **A Passionate Core Team is Essential**

- The principal must be a part of the team. Without this, the team will not make school-wide changes that stand the test of time.
- The team needs to consist of five to eight staff members who are a cross-section of school representatives and are well-respected and influential among their peers.
- For the first year, meetings will need to be held a minimum of every other week. Minutes need to be recorded and sent out to staff, so value of team discussions and decisions are well communicated. The staff needs to be kept aware of the team, its purpose, and the direction the team is moving.

### ⇒ **Use Creative Scheduling to Provide Staff Development** – The majority of the staff will not share the same level of passion as the core team members. For this reason, staff development and time for collaboration must be integrated into the normal work schedule or they must receive some type of credit for participating. One good way to provide time for collaborative planning is by utilizing comp time.

### ⇒ **Make Good Use of Staff Time** – Since time is limited, it must be valued and used effectively. The best way to ensure time is valuable is to have teacher-driven activities and be collaborative in nature. “Sit-n-git” training will not be seen as a valuable use of their time.

## Overcoming Financial Constraints

### ⇒ **Utilize Resources that are Low Cost / Free** – Examples include Bully Prevention in PBS for Middle Schools, Advantage Press, peer mediation, tap into staff areas of interest, make good use of available staff time within the master schedule.

### ⇒ **Utilize Low Cost / Free Student Incentives** – Examples include STARS cards, Rasco Revenue, reinforcement parties, student activities, Front-of-the-Line Pass.

### ⇒ **Utilize Low Cost / Free Staff Incentives** – Examples include Kudos, Shout Outs, Jean Day, Sonic drinks, availability of massages, lunch orders, Movie & a Meal Nights, April Fool’s Day fun, Christmas door decorating, Look Who’s a Superstar cards.

### ⇒ **Get Creative when Looking for Ways to Generate Funds** – Collaborating with your nearest McDonalds will generate not only funds, but also provide an opportunity for enhancing public relations with your parents and community as well as team-building among your staff. Consider days that special messages could be delivered to students and staff.



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