

Creating and Sustaining Staff & Student Buy-In and Recognition for PBIS systems

Presented by Megan Gruis

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Topics to Cover

- ▶ Keeping SW-PBIS a priority
- ▶ Involving Staff
- ▶ System Buy-In: School-wide and classroom expectations
- ▶ Buy-in for Success
 - ▶ Students
 - ▶ Staff

PBIS

Desired outcomes for today's session:

- ▶ I can describe at least two ways to:
 - ▶ support student buy-in for PBIS systems
 - ▶ support staff buy-in for PBIS systems
 - ▶ recognize students through PBIS systems
 - ▶ recognize staff through PBIS systems
- ▶ I can develop two goals for 2014-2015 school year related to buy-in and recognition



PBIS People BINGO

- ▶ You will have the next 10-15 minutes to play BINGO with the attendees in this room
- ▶ The goal is to find people in the room that may be a resource for you and your PBIS work
- ▶ If you can associate with a square, put your name and email in that square
- ▶ When you have completed your BINGO sheet, bring your sheet to the presenter to review



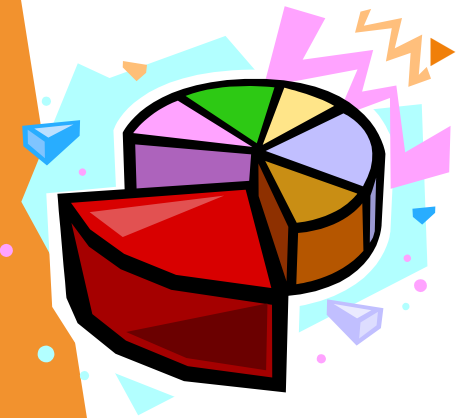
Keep SW-PBIS a Priority

- ▶ Recommit each year with staff
 - ▶ Maintain an 80% buy-in
 - ▶ Integrate SW-PBIS into all efforts
 - ▶ Match name to academic or building wide initiative
 - ▶ Demonstrate how it supports academics
 - ▶ Document measureable changes
- ▶ Market SW-PBIS
 - ▶ Celebrate with staff and students
 - ▶ Present to your school district
 - ▶ Share with parents and community



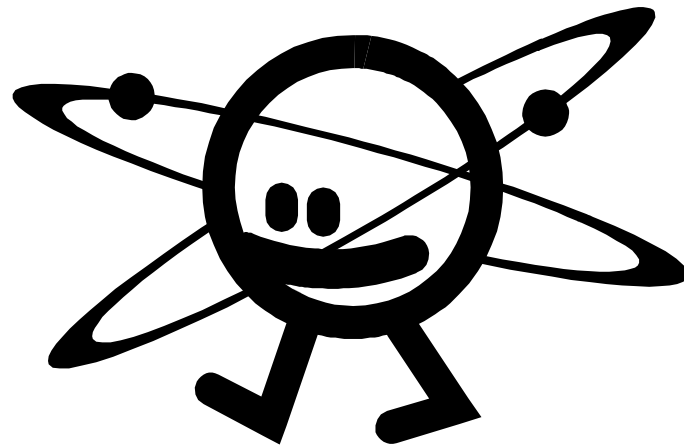
Keep SW-PBIS a Priority

- ▶ Empower Staff
 - ▶ Rotate staff on/off leadership team
 - ▶ Choose a representative team
 - ▶ Rotate staff involvement every few years so efforts and experience are spread school wide
 - ▶ Request staff members involvement
 - ▶ Involve staff in decisions
 - ▶ Share monthly data
 - ▶ Consciously and frequently solicit staff input



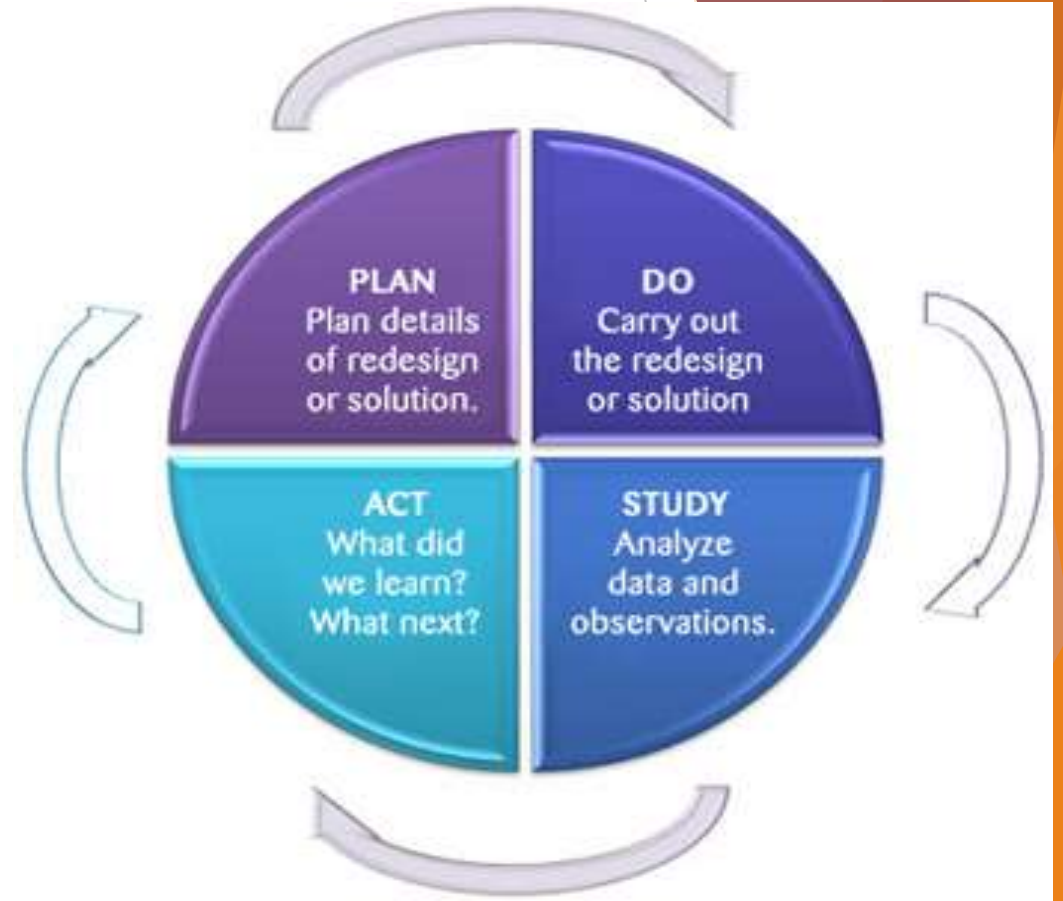
Dig a Little Deeper...Personalize It!

- ▶ Pair & Share
 - ▶ How can we re-energize or re-commit our staff for PBIS buy-in this fall?
 - ▶ Example staff development ideas
 - ▶ How can we empower our staff/PBIS Leadership team more?
 - ▶ How can we involve administration into the process?
 - ▶ Example building goal setting ideas



Buy-In for Success with PBIS

- ▶ Full & sustained implementation requires on-going attention and staff buy-in
- ▶ Buy-in is not a single event or only something done at the beginning of implementation
- ▶ Effective buy-in requires intentional efforts
- ▶ PBIS is a continuous improvement system
- ▶ Utilize assessments (TIC, SAS, SET, BoQ) to maintain fidelity and develop improvement goals from year to year



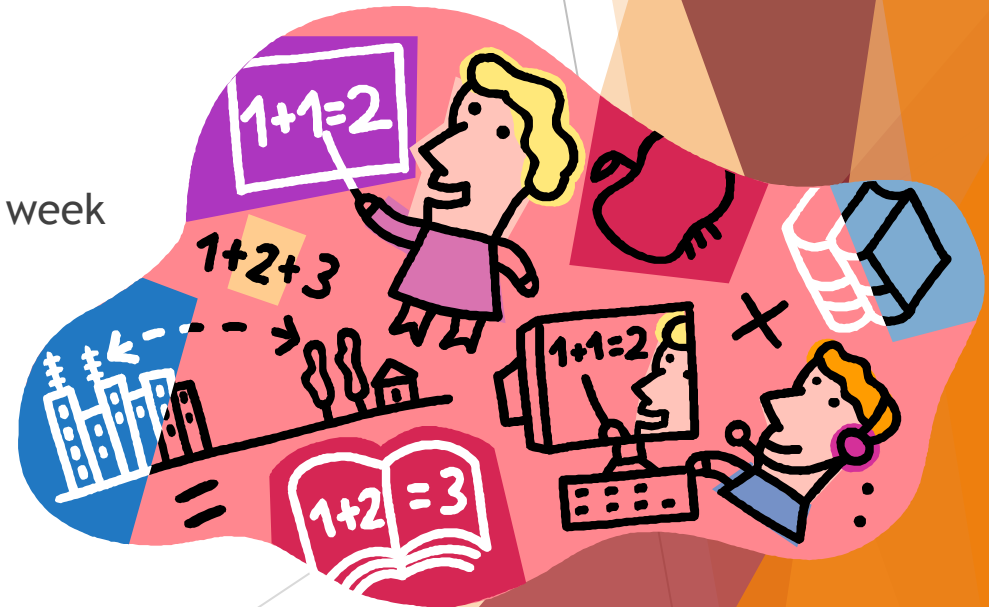
System Buy-In: School-Wide & Classroom Expectations

- ▶ Use School-Wide expectations in every classroom
 - ▶ Each classroom develops a matrix or uses school-wide matrix
 - ▶ Each matrix is consistent with current expectations
 - ▶ Each expectation aligns with classroom culture
- ▶ Develop and use lesson plans for matrix
 - ▶ Teach yearly
 - ▶ Model, practice and acknowledge
 - ▶ Review at least 2 more times a year
 - ▶ Teach each new student entering the classroom



Student Buy-In at Beginning of Year

- ▶ Students First
 - ▶ How do we continue to educate and energize our students around PBIS systems?
- ▶ Examples from Exemplar Schools:
 - ▶ Rotation stations for introducing the matrix for each area
 - ▶ Utilizing the passport system for students to stop and learn
 - ▶ Using classroom teachers to help teach expectations during 1st week
 - ▶ Making it a part of advisory curriculum



Station #	Location	Topic
1	Cafeteria Lunch Lines	112Nutrition expectations
2	Cafeteria Tables	Lunchroom procedures
3	Gym	PRIDE during activities & in common areas
4	Front Loop	Proper drop off & pick up
5	Main Office Hallway	Attendance, passes, office procedures, etc.
6	Room 206	Nurse's office procedures
7	Lab 218	Computer Lab & Carts use
8	Media Center Tables	Expectations in MC
9	Outside of Door 13 (back stairwell door)	Bus expectations
10	6th grade bathroom area	Bathroom/Hallways/Lockers
11	Room B101	Classroom expectations
12	Room 106	Fire & Severe Weather Drill Expectations
13	Main hall by Maverick house (outside room 104)	Technology Zones
14	Room A201	Handbook Review/School Policies

INTRODUCTION TO PRIDE MATRIX

Each grade level will review expectations of the different PRIDE matrix areas during their 4 core classes. Sessions will last about 20 – 25 minutes.

	9/4 - Tuesday - 6 th grade (last 25 minutes of class)	9/5 - Wednesday - 7 th grade (first 25 minutes of class)	9/6 - Thursday - 8 th grade (first 25 minutes of class)
Science	Session A	Session A	Session A
Math	Session B	Session B	Session B
Language Arts	Session C	Session C	Session C
Social Studies	Session D	Session D	Session D



Passport System

Education Throughout School-Year

- ▶ Re-introduce the passport system
- ▶ Teach/re-teach before or after breaks
 - ▶ Winter Break
 - ▶ Spring Break
- ▶ Utilize time during advisory
 - ▶ PBIS Tuesdays
- ▶ Develop a PBIS student committee
- ▶ Collaborate with technology classes
 - ▶ Videos for PBIS support
 - ▶ Presentations from students perspective



- ▶ Utilizing Students in a PBIS Focus Group to get new, creative, and meaningful reward ideas to keep PBIS fresh for students



Goals for the Group

- * To provide students an opportunity to voice their experiences and opinions of PRMS
- * To provide students an outlet to express ideas for improvements
- * To provide students a way to develop leadership and communication skills

"PRMS TRAILBLAZERS are **P**repared and **R**espectful while demonstrating **I**ntegrity, **D**ependability and **E**xcellence."

 All Settings	Classroom	Hallways	Bus	Bathroom/ Locker Room	Lunch	Activities	Common Areas	Technology
Self Represent yourself well (be part of the solution) Dress appropriately Positive attitude Be safe Be honest	Be prepared Try your best Focus on learning Participate Seek help when needed	Walk Use a pass, get back to class	Sit appropriately Watch for your stop Wait in your seat	Practice good personal hygiene	Make healthy choices	Present your "best" self Follow activity rules	Be kind to others Be social	Use/visit appropriate academic sites and games Leave a positive cyber footprint Follow Technology Zones
Others Be polite & cooperate Use appropriate language & volume Include others Support & encourage others Keep distractions at home Follow directions	Respect others' ideas Listen Wait your turn Cooperate with group work Be on time	Hands to yourself Greet others Keep hallway passable (stay right) Be kind Quiet voice	Thank your driver Keep aisle clear Show pass when needed Be kind Quiet voice Hands to yourself	Respect privacy Give others personal space Be kind Dress or use facilities quickly Please flush	Include others Wait your turn Cooperate Practice good manners Maintain personal space	Interact positively Focus on the activity Respect coaches, volunteers, chaperones, and host	Use appropriate volume Hands to yourself Be kind Greet others appropriately	Use others' devices only with permission No cyber bullying Keep volume down Respect others' electronic work Follow Technology Zones
Property Respect facilities & materials Report problems Recycle Manage your possessions Use technology appropriately	Be kind to learning materials Keep classroom clean Take only materials that you need	Pick up trash Shut lockers gently Respect walls and halls, keep them clean	Use seats appropriately Keep bus clean Objects and body parts stay inside the bus	Keep facilities clean Use facilities appropriately Respect others' property	Keep lunch area clean Pay for lunch items Recycle	Clean up after yourself Show respect to activity materials	Keep common areas clean Pick up trash	Respect all devices and technology No food or beverage near devices Follow protocol for using and storing devices



Buy-In Through Data & Goals

GOALS FOR 2013-2014

- *7 to 1 Positive School – Students & Adults*
- *Decrease ODRs in the hallways with active supervision*
- *Encourage new staff to buy into our PRIDE program...It will help everyone involved!*
- *Maintain School Wide Strategy for Managing Non Compliant Behavior*
- *Survey students & staff – CMSW Data*

Show me the DATA!

NOTABLE FACTS:

- 48 Stop & Think Tickets handed out 1st Tri
- 20 Stop & Think Tickets handed out so far 2nd Tri
- 890 PRIDE tickets handed out this entire year.
- Currently at a 13 to 1 ratio for Yellow/Orange tickets....
- ✓ For every 1 Stop and Think we hand out, we give out 13 PRIDE tickets! WOW!!!!

COST/BENEFIT ANALYSIS WORKSHEET

Enter info below

School name

Number of tickets for

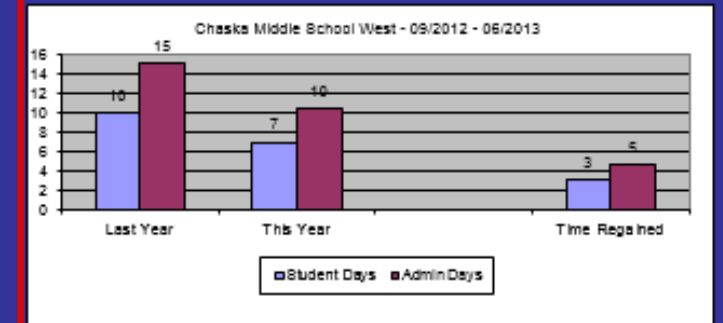
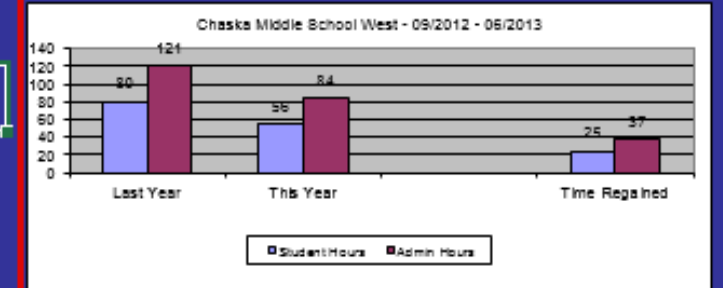
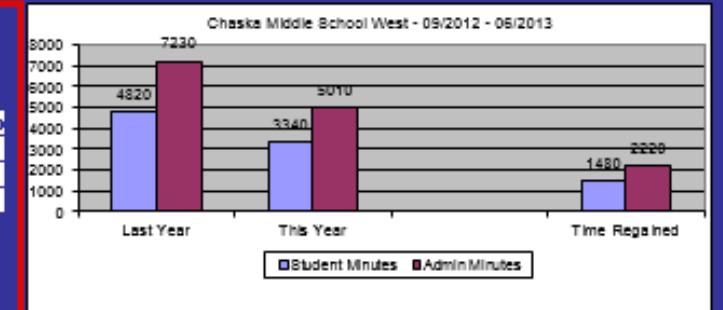
Number of

Average # of minutes student is out of class due to

Average # of minutes administrator needs to process

Time Regained

	Student	Administrato
Minute	1480	2220
Hours	25	37
Days	3	5



Suspensions/Detention/Calls Home

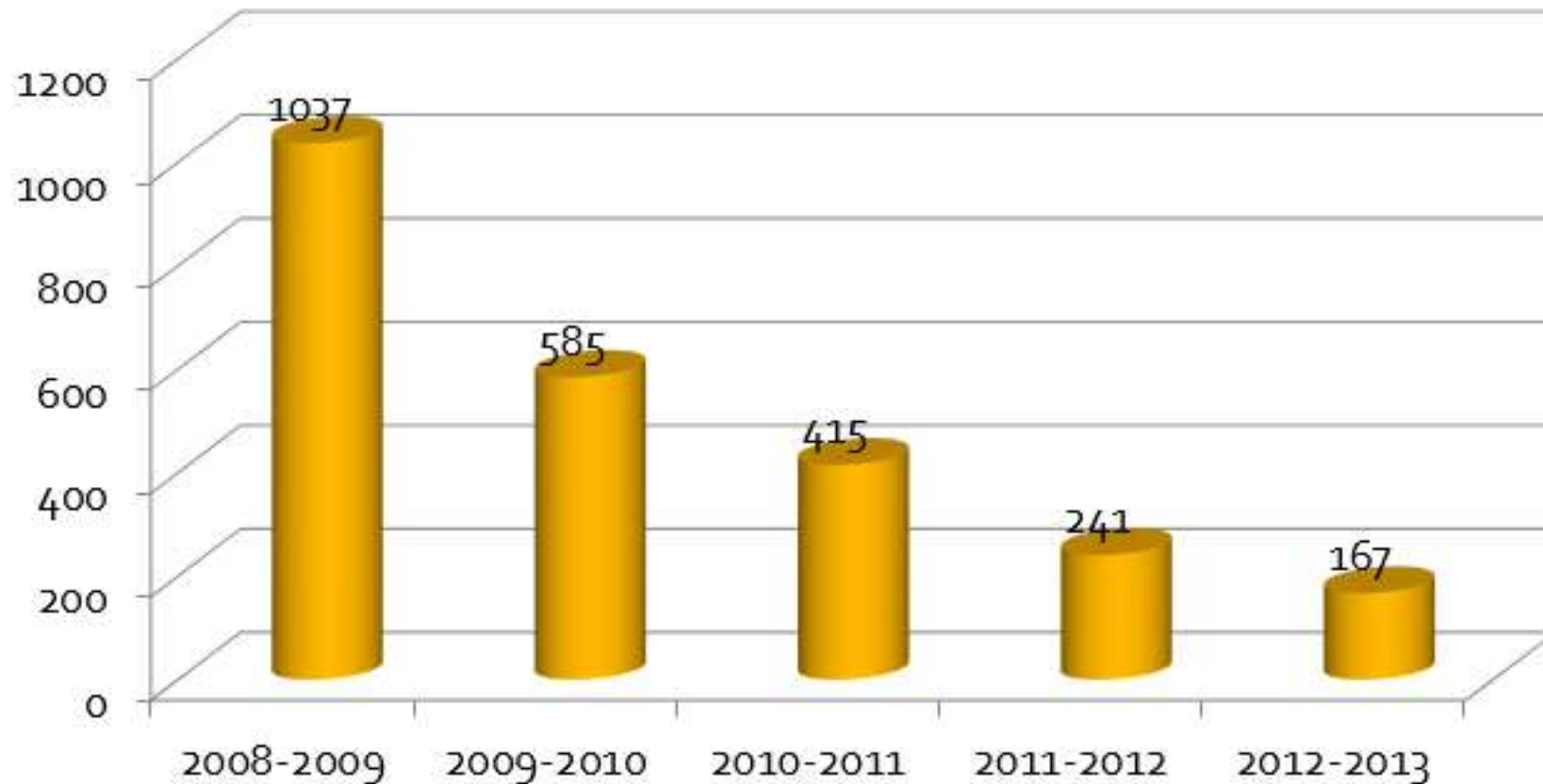
- **OSS-12** Times Used w/ 10 Different Students
 - Decrease of only 1 time from previous year
- **ISS-23** Times Used with 20 Different Students
- **Lunchroom Detention-Used 133** Times With 81 Students
- **199 phone calls home for 101 different students**-(only counting offenders-not including follow up calls for victims/participants or non-ODRs)

6th Grade

- ▶ **6th Grade Specific PBIS Data**
 - 14 referrals to the office
 - 9 males
 - 5 females
 - 2 repeat offenders
 - From referrals
 - Classroom – 5
 - Hallway – 3
 - Bus – 5
 - Locker room – 1

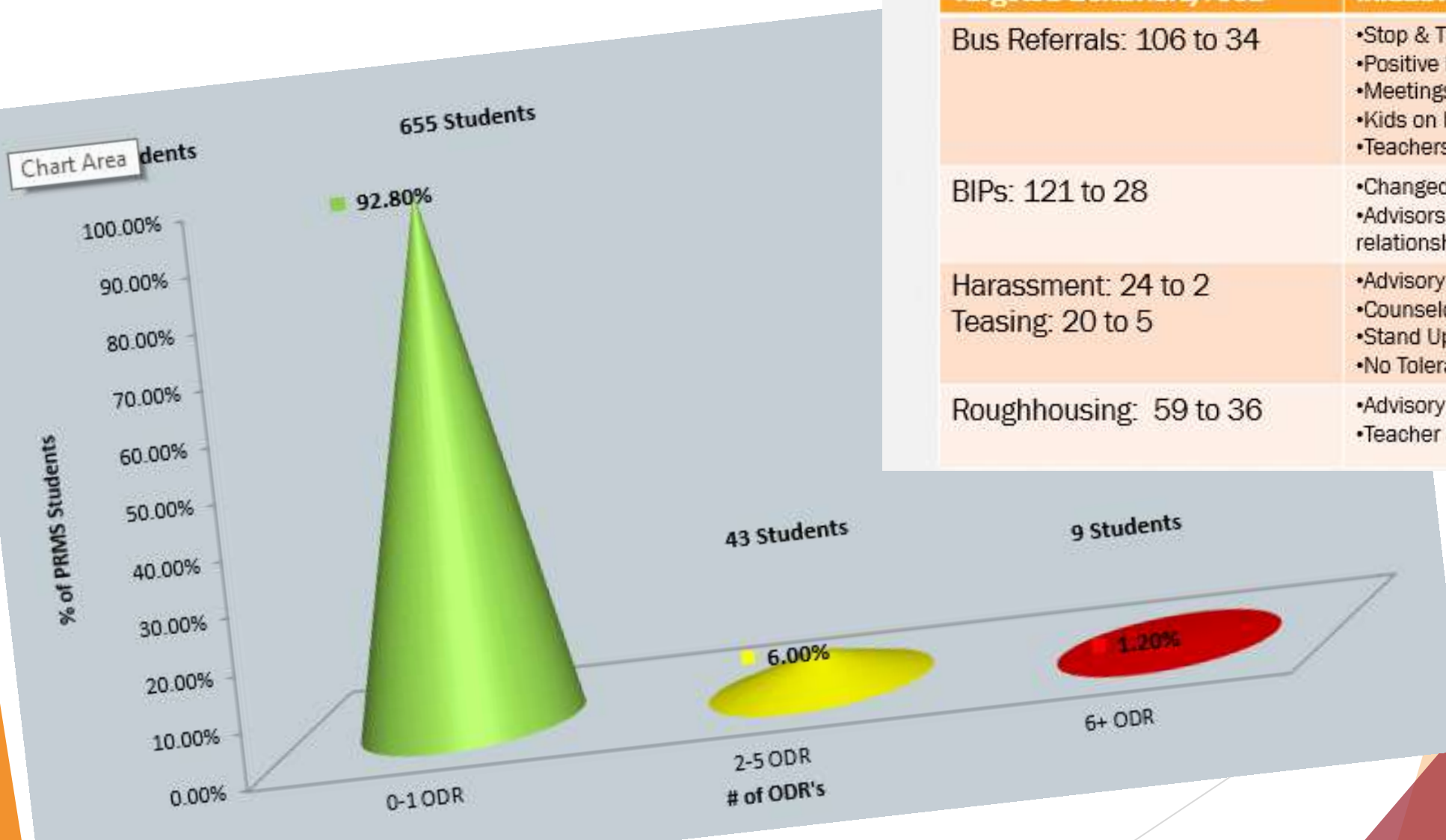
Office Discipline Referrals (ODR) 5-Year Trend

2008 - 2013



Improvements with Student Behaviors

Targeted Behaviors/Area	Initiatives to address
Bus Referrals: 106 to 34	<ul style="list-style-type: none"> • Stop & Think Tickets on Busses • Positive Bus Bucks • Meetings with drivers • Kids on busses during PRIDE lessons • Teachers on busses at end of day
BIPs: 121 to 28	<ul style="list-style-type: none"> • Changed reporting • Advisors address 1st BIP – relationship with student
Harassment: 24 to 2 Teasing: 20 to 5	<ul style="list-style-type: none"> • Advisory curriculum on bullying • Counselors in classroom • Stand Up Day • No Tolerance district/building
Roughhousing: 59 to 36	<ul style="list-style-type: none"> • Advisory Booster Lesson • Teacher awareness



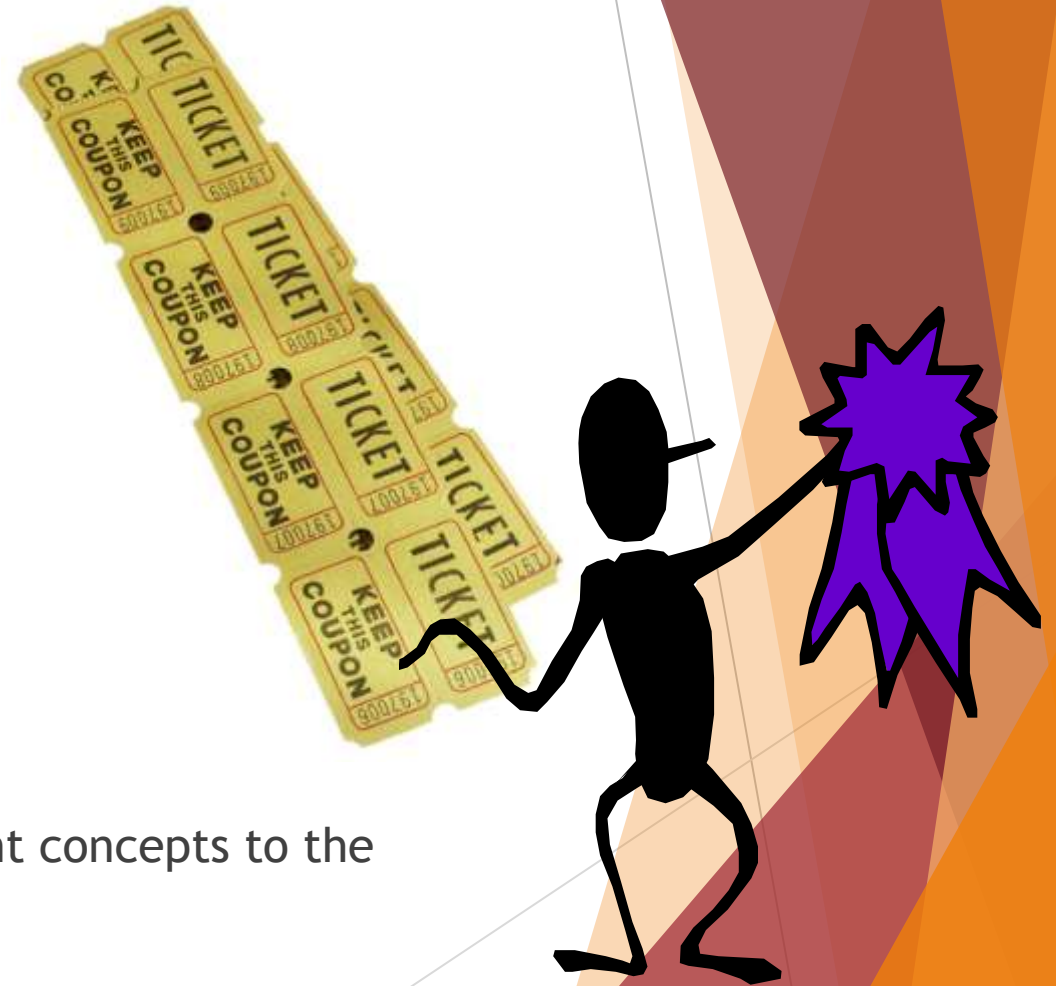
Dig a Little Deeper...Personalize It!

- ▶ Find someone who...
 - ▶ How can we evaluate our current matrix/system?
 - ▶ What data do we have that we can intentionally use to check our implementation?
 - ▶ Examples of teaching/data sharing with students
 - ▶ Examples of teaching/data sharing with staff



Student Buy-In Throughout the Year

- ▶ Rewarding students through a variety of avenues
 - ▶ Weekly drawings
 - ▶ Menu of reward choices put together by students
 - ▶ Lounge or Den for PBIS rewards and classroom rewards
 - ▶ Coupons/Awards on lanyards to keep accessible
 - ▶ Community partnerships for prize drawings
 - ▶ PTO partnerships for prize drawings
- ▶ Utilize student PBIS committee for current ideas
- ▶ Allow students to present lessons/make videos/present concepts to the student body



KEEP TRAILBLAZING with PRIDE

Name _____ Date _____
 Advisor _____ Location/Hour _____
 Student Signature _____ Staff Signature _____

Prepared	<input type="checkbox"/> Having materials ready for class <input type="checkbox"/> Ready to learn	Other/Comments
Respectful	<input type="checkbox"/> Participating appropriately <input type="checkbox"/> Being a good listener <input type="checkbox"/> Helping in the classroom <input type="checkbox"/> Being positive <input type="checkbox"/> Picking up after yourself/others <input type="checkbox"/> Being courteous	
Integrity	<input type="checkbox"/> Taking responsibility for your actions <input type="checkbox"/> Cooperating with peers <input type="checkbox"/> Demonstrating honesty <input type="checkbox"/> Doing the right thing <input type="checkbox"/> Making good choices	
Dependability	<input type="checkbox"/> Following through with commitments <input type="checkbox"/> Managing your workload	
	<input type="checkbox"/> Meeting or exceeding personal goals <input type="checkbox"/> Striving to do your best	

STUDENT: STAR PRIDE AWARD

You have been caught demonstrating STAR PRIDE!

PREPARED _____
RESPECTFUL _____
INTEGRITY _____
DEPENDABLE _____
EXCELLENCE _____

WITNESS: _____

ADVISED: _____

DATE: _____

Classroom _____
 Lunchroom _____
 Hallway _____
 Locker Room _____
 Assembly/Field Trip _____

**Please give out STAR PRIDE AWARD to students demonstrating PRIDE in the building.*
**Please Turn Ticket In To The Main Office!!!*

**THANK YOU FOR SHOWING
 TRAILBLAZER P.R.I.D.E.
 DURING LUNCH!**



Pioneer Ridge Middle School

Proudly Presents

With the Honor of

Continuously Displaying Trailblazer P.R.I.D.E.

by receiving no Stop & Think Tickets during the 2012-2013 academic year

Donna K Miller
 Ms. Miller, Principal

ME Gruid
 Mrs. Gruid, Administrative Dean



Jay Walker
 Mr. Walker, Assistant Principal

Advisor

Examples of Student Buy-In Strategies

PRIDE AWARD MENU

8th GRADE

Math - 3 Pieces of Candy and a Handshake
World History Pizza/Music Party w/a Peer @ end of Trimester
Late Science Homework Pass
Front of the Lunch Line Pass
Front of the a la Carte Line Pass
Lunch w/an Administrator & Peer
Other Miscellaneous Items
\$1 credit to the a la Carte line
Sports Drinks
Can of Soda
Posters
Books

7th GRADE

Talk through *Math* Test Question with the Math Teacher***
Movie Lunch with a Peer in the Science Room
Civics Pizza/Music Party w/ a Peer @ end of Trimester
Technology Pass@ Lunch for one month
Front of the a la Carte Line Pass
Front of the Lunch Line Pass
Lunch w/an Administrator & Peer
Other Miscellaneous Items
\$1 credit to the a la Carte line
Sports Drinks
Can of Soda
Posters
Books

6th GRADE

Math - Two Bonus Points on a Math Test
Technology Pass@ Lunch for one month
Front of the a la Carte Line Pass
Front of the Lunch Line Pass
Lunch w/an Administrator & Peer
Other Miscellaneous Items
\$1 credit to the a la Carte line
Sports Drinks
Can of Soda
Posters
Books

Each Friday, 4 names will be drawn at each grade level. We will no longer be calling those names out at lunch on the microphone. Instead, someone will personally hand a PRIDE wristband to you and explain how you can collect your prize. One of those 4 names will win the option to take a \$5 gift card from Target. The other 3 students will be able to choose one of the items from the PRIDE Award Menu. All prizes need to be claimed in Mr. Andrews' office. All four students from each grade will be allowed to request a school appropriate song to be played during lunch the following Friday.

At the end of each month, all of the weekly winners will be put into a pool and one name will be drawn to win a \$20 iTunes or Target gift card.

Students with 10+ STAR Awards will receive a postcard in the mail noting their accomplishments.

What do they look like ?

Name _____



Teacher Signature _____

Helpful
O
KiNdness
O
Respectful

Caring
O
Dedicated to Learning
E

HONOR CODE REWARD MENU

* (Star): Needs teacher approval, turn in coupon(s) to teacher

1 Coupon

- Small Candy/Prize Jar (redeem daily)
- Front of the Lunch Line (redeem daily)

5 Coupons

- Large Candy/Prize Jar
- Hot Chocolate during Lunch
- Little Debbie treat
- Extra Recess w/Friend
- *Dismiss 5 Minutes early from 7th hour for one day
- *Go to a friend's T/A with approval
- *Bring backpack to 7th hour for one day
- Popcorn during Lunch
- Pick out the A.M. Music for one day

Student Name



We thank you for working hard in our classes! You have made great improvements and we appreciate your efforts. You are a very nice, polite, and fun student.

Princeton Middle School Honor Code Traits Matrix				
I Will RESPECT...	Hallway/Locker Bay	Gym/Locker Room	Classroom	Cafeteria
Myself	<ul style="list-style-type: none"> Carry planner at all times Return to class quickly Smile and say hi 	<ul style="list-style-type: none"> Work hard Be prepared with gym clothes and planner Lock your locker Remain in area until dismissed 	<ul style="list-style-type: none"> Be prepared with materials and on time Engage in productive work Record assignments in planner Give your best effort Complete and turn in work 	<ul style="list-style-type: none"> Stand in line, be patient and courteous, stay in original spot Walk on right side of hallway Remain in lunchroom until excused Stay seated
Others	<ul style="list-style-type: none"> Keep hands and feet to self Move slowly on right side of hallway Voice level: 0-2 	<ul style="list-style-type: none"> Keep hands and feet to self Participate safely in activities Include ALL students Encourage each other; positive interactions Show good sportsmanship; take turns 	<ul style="list-style-type: none"> Keep hands and feet to self Listen to others Raise hand Give encouragement Voice level: 0-3 	<ul style="list-style-type: none"> Thank staff for food Clean up area and stack tray neatly Keep hands and feet to self Give speakers your attention Voice level: 0-2 1 side dismissed at team-pls follow this, look for signs in lunchroom
Property	<ul style="list-style-type: none"> Be considerate of others' property Pick up garbage Keep items locked in your locker Keep lockers clean 	<ul style="list-style-type: none"> Leave others' property alone Pick up my belongings Use my own locker Use equipment properly 	<ul style="list-style-type: none"> Keep room organized and clean Return items Keep desk free from markings 	<ul style="list-style-type: none"> Food stays on plate Clean up spills Taking the appropriate amounts of ketchup and dressing Food stays in cafeteria
Community	<ul style="list-style-type: none"> Model respectful behavior Encourage others to make good choices Help those who need assistance 	<ul style="list-style-type: none"> Model respectful behavior Encourage others to make good choices 	<ul style="list-style-type: none"> Model respectful behavior Encourage others to make good choices 	<ul style="list-style-type: none"> Model respectful behavior Encourage others to make good choices Invite someone new to sit with you

Trimester I PRIDE Celebration

Purpose



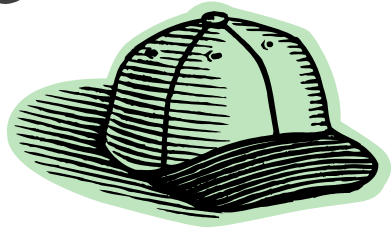
☞ To praise you for following the PRIDE matrix and reinforcing how you modeled “**PRMS Trailblazers are Prepared and Respectful while demonstrating Integrity, Dependability, and Excellence**” every day during trimester I.

6th Grade – 12:50 to 1:20

7th Grade – 1:20 to 1:50

8th Grade – 1:50 to 2:20

Free Hat Pass

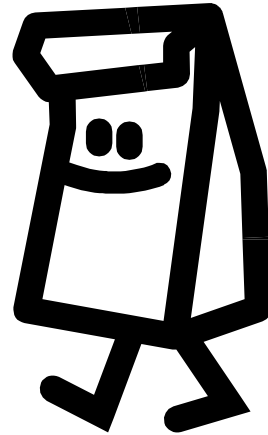


Early Release from School

Extra College Rep Visit

Free Homework Coupon
Gym Time

Lunch with the
Principal



Pajama Day



Principal for the Day



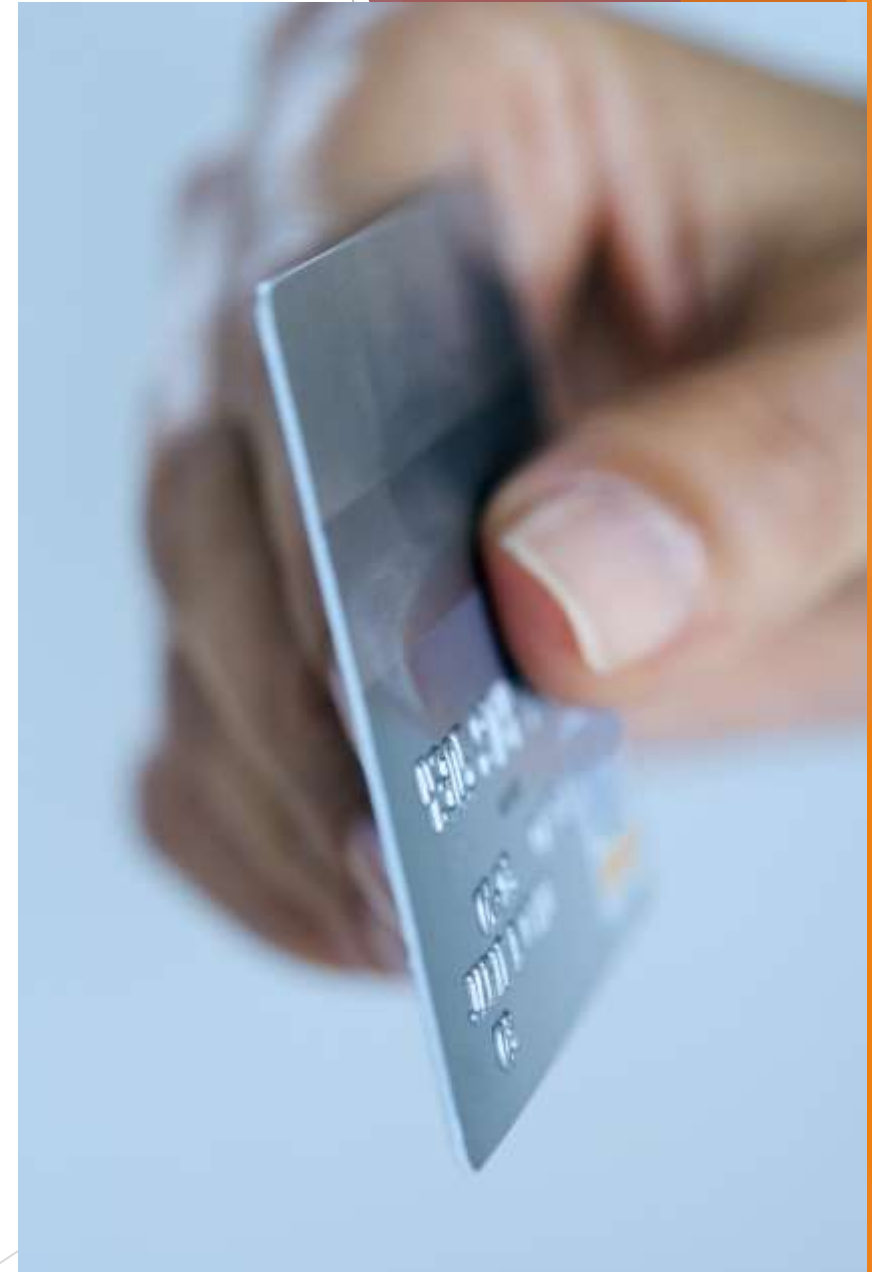
Computer Lab
Time



Drive your TRACTOR to school day

Staff Buy-In Throughout the Year

- ▶ Continuous training during fall workshop on an annual basis
- ▶ Showing data at monthly staff meetings, through staff bulletins, and through informal conversations
- ▶ Utilizing the PBIS committee work to inform and motivate
- ▶ Develop a separate committee for staff PBIS initiatives



Staff Trainings

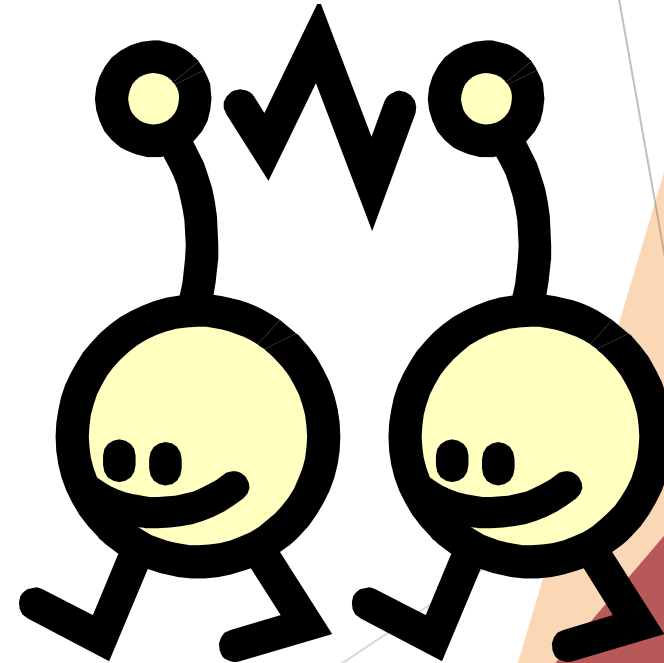


Learning Targets

- 🎯 Review the PRIDE data from last year
- 🎯 Celebrate Accomplishments
- 🎯 Set Goals for Upcoming School Year
- 🎯 Reinforce School Wide Strategy for Non Compliant Behavior
- 🎯 PRIDE Booster Training

WAYS TO SHARE DATA WITH STAFF

- ▶ Online weekly bulletins
- ▶ Monthly staff meetings
- ▶ Running announcements on the TV
- ▶ Snippets in mailboxes
- ▶ Emails
- ▶ Team Meetings
- ▶ Shared platforms
- ▶ Through casual conversations



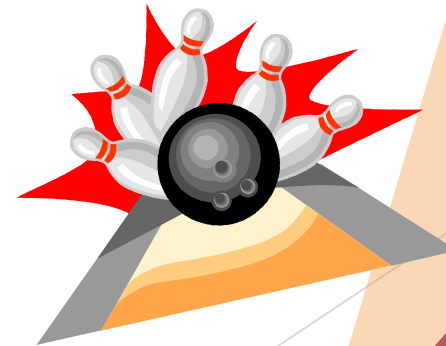
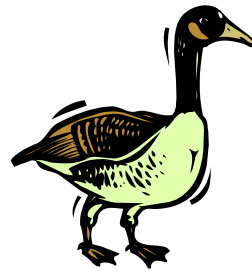
ONLINE WEEKLY BULLETIN

- ▶ Weekly bulletin link:
 - ▶ <http://meggers12.edu.glogster.com/office-referrals-3011>
- ▶ Quick data points:

	6 th Grade	7 th Grade	8 th Grade	Total
Bus	8	9	17	34
Classroom	8	10	9	27
Field Trips	0	2	4	6
Hallways	3	2	13	18
Indoor Areas	0	1	0	1
Lunchroom	2	0	3	5
Other	3	0	0	3
Trailblazing	413	543	290	1246
Stop & Thinks	41	53	57	151

Examples of Staff Buy-In Strategies

- ▶ Book Clubs or Literature Circles
- ▶ Staff Award Ticket or Link
- ▶ GOOSE Award
- ▶ Traveling trophy
- ▶ Parking spaces
- ▶ Hot dish cook-off
- ▶ Chili feed
- ▶ Pancake breakfast
- ▶ Random holiday celebrations
- ▶ Mystery bus tour
- ▶ Boat cruise
- ▶ Bean bag tournament
- ▶ Winter Olympics
- ▶ Bowling night



Staff BINGO

T	I	G	E	R
Traveled to another country this past year	Spent some time in the Boundary Waters this past year	Someone who runs, bikes, skis, snowboards, on a regular basis	A staff member who has a vegetable garden	A fan who watched the USA Women's soccer
Someone who was born in the same birth month as you	Someone who is newlywed	A staff member who grills competitively	Someone who read a book this summer	A staff member who caught a fish this summer
Someone who has a tatoos	A staff member who raises chickens and sells eggs	Someone who grew up using a real rotary dial phone	Someone who (past or present) coaches, advises, directed	A person who watched the last episode of MASH
Someone who rides motorcycle	A staff member who loves to play Golf	A Minnesota Viking Fan	A staff member that has been to Target Field this past year	Someone who owns a fantasy football team
Someone who likes to cook	Traveled to Hawaiian Islands	I went to the MN State Fair this year	Green Bay Packers are my Team	A person who loves to ride horses

Staff Kudos



Pioneer PRIDE: Fill out this form and submit if you want to give someone a shout of Pioneer PRIDE!

Name of Staff Member Recipient:

Description of Pride Action:

Person Submitting Pioneer PRIDE

STAFF TRAILBLAZING with PRIDE		
Staff Member Being Awarded _____		
Person Giving Award _____		
Date _____		PRMS Appreciates YOU!
Professionals are	<input type="checkbox"/> Being ready to teach, engage & make a difference	Other/Comments
Radically	<input type="checkbox"/> Participating in professional development <input type="checkbox"/> Providing a nurturing environment <input type="checkbox"/> Embracing diversity <input type="checkbox"/> Focusing on 21st century learner goals <input type="checkbox"/> Being courageous	
	<input type="checkbox"/> Demonstrating leadership in the classroom/building	
	<input type="checkbox"/> Addressing needs <input type="checkbox"/> Personal <input type="checkbox"/> Connected to	



- Staff Parking Space
- Covering a Class
- “Skunk” Award
- Pat on the Back Award



G.O.O.S.E. AWARD

The GOOSE Award is presented weekly to a teacher who has given out a STAR Award to students. In the same way that students can earn rewards for getting STAR Awards, Teachers can also earn the reward of getting out of school early on a Friday for rewarding PRIDEFUL behavior by students at CMSW.

**G-GET
O-OUT
O-OF
S-SCHOOL
E-EARLY**

A simple, stylized line drawing of a goose, facing right. It has a long neck and a small beak. The drawing is positioned to the right of the acronym text.

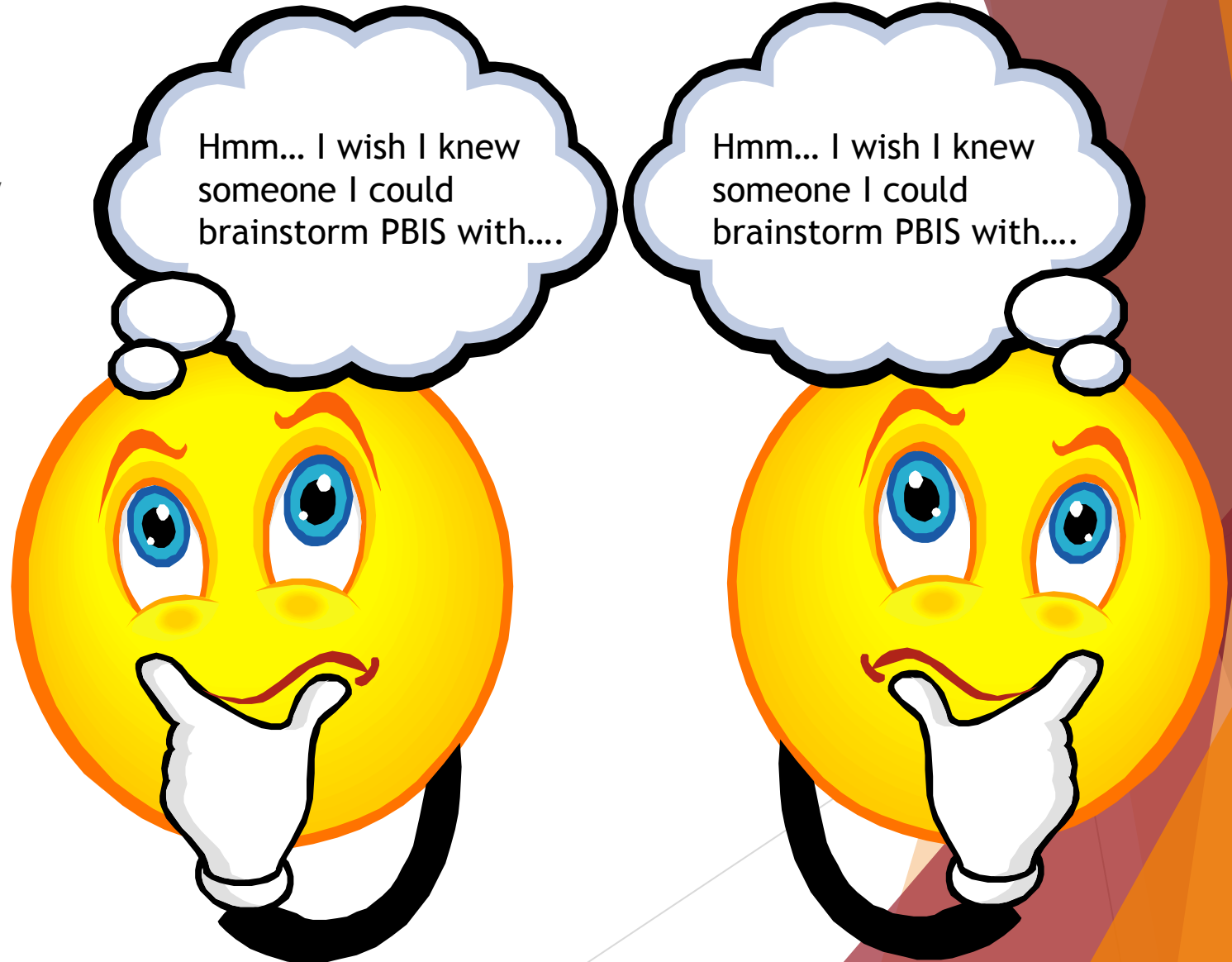
Dig a Little Deeper...Personalize It!

- ▶ Pick your Partner
 - ▶ How can we continuously recognize our good works?
 - ▶ Examples of student recognition
 - ▶ Examples of staff recognition



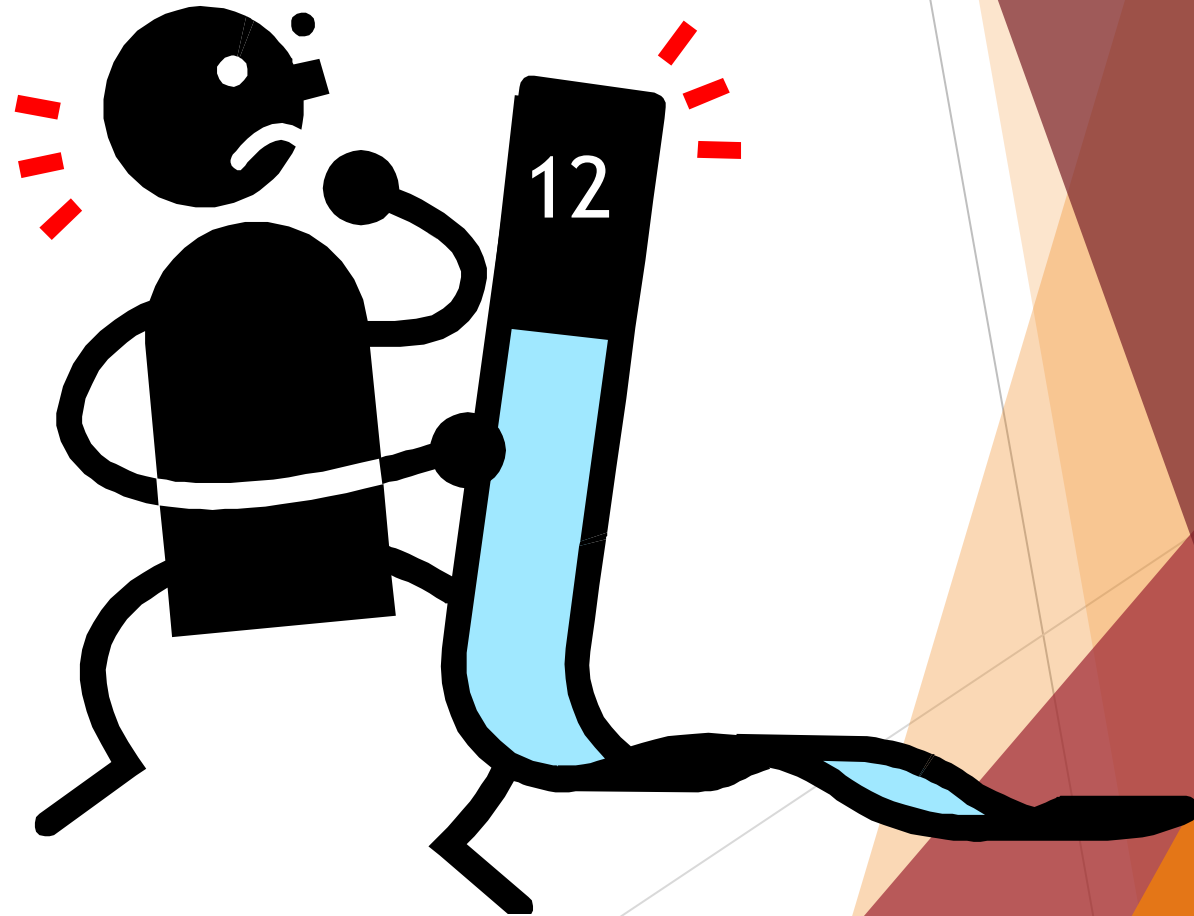
Two heads are better than one...

- ▶ Take a few minutes to review all the ideas posted
 - ▶ Write down two ideas from each topic area



Two heads are better than one...

- ▶ You should have 12 ideas list on your paper
- ▶ **TWELVE IS TOO MANY!!!!!!!!!!!!!!!!!!!!!!**
 - ▶ Narrow your focus, pick 2-3 ideas/goals for next year
 - ▶ If you meet these goals, you have 9 more to choose from!



Desired outcomes for today's session:

- ▶ I can describe at least two ways to:
 - ▶ support student buy-in for PBIS systems
 - ▶ support staff buy-in for PBIS systems
 - ▶ recognize students through PBIS systems
 - ▶ recognize staff through PBIS systems
- ▶ I can develop two goals for 2014-2015 school year related to buy-in and recognition

Was this accomplished?

Other questions, thoughts, ideas, concerns, gripes, celebrations...

Creating and Sustaining Staff & Student Buy-In and Recognition for PBIS systems

Contents, Ideas, Credits:

Chaska Middle School West
Pioneer Ridge Middle School
Princeton Middle School
Apollo High School

Presented by Megan Gruis

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