

Dundee Crown: How to Turn it Around

*Thinking About Implementation and
Sustainability When
Starting Over*

Illinois PBIS Network
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School-wide Components of PBIS

1. Clear, positive expectations
2. Procedures to teach expected behaviors
3. Range of ways to encourage 
4. and discourage 
5. Means to collect data, monitor
6. Team based problem solving



How do we know when a school is ready to begin the PBIS journey?

Commitments

Network
District
Administration
and...

Building Level Commitments

- ✓ Three-five year focus to get sustainable change
- ✓ Active administrative support and participation
- ✓ Administrative leadership for PBIS teams
- ✓ Commitment from staff (80%)
- ✓ Ongoing communication and support with staff
- ✓ Completion and use of data collection (discipline and academic data, survey, checklists)
- ✓ Staff participation in ongoing training

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Commitment to Data-Based Decision Making

- ▶ Accessibility
 - Is data easily accessible to promote good decision making?
- ▶ Accuracy
 - Do individuals in-putting data share common definitions?
 - Can information be easily shared?
- ▶ Reliability
 - Is information current?
 - Is information meaningful?

**And now...
how does all of this really work??**



Dundee-Crown High School
Carpentersville, Illinois
School District 300

Lance Huber, Jane Hansen, & Rachel Heyde

Dundee-Crown: How to Turn it Around



About Us

- Located in Carpentersville, Illinois (northwest suburb of Chicago)
- Under re-structuring
- Labeled an "Illinois priority school" by the state superintendent

Statistics (2009)

- Student enrollment: 2,420
- Low income: 46%
- Mobility: 26.5%
- Demographics: White: 51.3%
Hispanic: 38.2%
Black: 6.9%
Asian: 2%
Multiracial: 1.4%
Native American: .2%

A Work in Progress

- Original core team formed in '07-'08
- Actual implementation in '08-'09
- Process quickly fell apart
- Reorganized team in the summer of 2009
- Have experienced successes since reorganization

False Start in '08-'09

- Lack of administrative support
- Small core team
- Lack of commitment from staff
- Lack of data
- Student expectations unclear

Administrative Support

- PBIS felt “forced”
- Should be a “bottom-up” approach; too top-down
- Administrators not trained in PBIS framework
- No resources designated

Core Team

- Lacked core team leadership
- Core team members highly involved in other initiatives
- Not representative of staff

Commitment (Buy-In)

- Lack of understanding: process, benefits, significance (“see to believe” mentality)
- Lack of commitment from everyone involved
- Overall negative attitude from staff

**PUSH THE
PRIDE!**

Data

- Data never discussed in meetings
- Data not used to drive lessons
- No organized system to collect or analyze data
- Data collection system not user-friendly

Student Expectations

CHARGER



Positive
Respectful
Involved
Dedicated
Excellent

How we are
turning things
around...

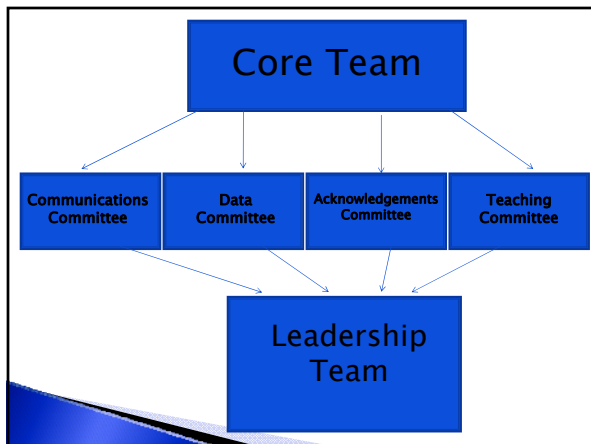
**PUSH THE
PRIDE!**

Administrative Support

- All school administrators trained in PBIS
- “Core” administrators (principal, assistant principals, deans) attended summer training
- Divisionals trained separately to help support the initiative
- Funds budgeted
- Administrators did not control, but rather supported the initiative

Core Team

- Recruited a well-respected school leader
- Trained a large core team (30+) for organization and sustainability
- Core team included teachers in most disciplines, support staff, parent, guidance staff
- Core teams meets 2x/month



Commitment (Buy-In)

- Completed universal training with large core team
- Trained paraprofessionals and secretaries (teachers were trained in previous years)
- "Push the Pride" t-shirts and lanyards given to all staff and worn on the first day of school to magnify school spirit
- Staff kick-off video lightheartedly addressed key issues amongst staff

Data

- Lessons are driven by discipline data
- Still complications pulling data from Infinite Campus
- Currently investing in SWIS to facilitate process

Student Expectations

CHARGER PRIDE IS...

- BE RESPECTFUL
- BE RESPONSIBLE
- BE POSITIVE



“Sustainability is visibility.”



Be Respectful	Be Responsible	Be Positive
<ul style="list-style-type: none">-Value one another's space in and surrounding tables (10 people max.)-Leave tables where they have been placed	<ul style="list-style-type: none">-Remain seated at a table throughout the lunch period.-Always have your ID and be ready to present it before using the washroom-Clean up after yourself	<ul style="list-style-type: none">-Be courteous to staff (always say "please" and "thank you")-Keep conversations between friends polite and considerate

