

CI3T Rollout at the High School Level

Well my name is Bill DeWitt. I'm one of the assistant principal's at _____ High School. You've asked me to speak a little bit about our roll out with CI3T and I think in our in our high school setting which is which is unique because I don't think you see it as much as you do in the elementary and middle schools. So we've been excited with our process and I think one of the things we had to do to the school was remind our teachers that as we're putting our models together was to remind the teachers that we want your input because this is your school as well, these are your expectations this is a shared load that we all need help our kids be successful and learn you know positive behaviors and good expectations but we wanted to remind them in the process that everything we've done up to this point is really good you know. We're not reinventing the wheel, this isn't the golden ticket that's going to solve all the things this is just a way to take everything we've already done and put it into a good model and so I think that you know put the teachers at ease a little bit and really allow them to buy in as to what we're going to do and then of course there was work by Principal Dr. Burngardt and myself to kind of organized it in a way that teachers felt really comfortable kind of teaching our expectations to the students in the past we've always had an assembly where because our school so large we had to split it into two groups who can bring em in. It's kind of a sit and a get. Have the administrators talking about whether they're supposed to do and we sent them back to the classroom and now we've done is in place of that assembly is we've taken our seven settings because we've identified seven areas in the school that we want the kids to learn the expectation we broke that into 7 different lessons and we had those lessons taught first hour of the first day, second hour of the second day third hour of the third day and so every teacher is teaching a lesson to a different class but they were all teaching the same thing at the same time. We loaded the lessons for them gave them some flexibility. We trusted them as professionals to teach it in the manner they were most comfortable with and what it really did was it is it took it down to the level that has the greatest impact which is in the classroom and so I think it's had great meaning and I think our rollout has been very good and I think we've had some surprise buy in from some teachers that were really skeptical. So we really enjoyed process. One of the best feed-backs you can get some teachers are stopping by the office going "I need more posters", "I'd like to get more tickets", "I'd like to talk about this experience I had with the student", which I think is really great because you didn't get that in the past and I think when you have tangible items like the PBIS framework with the tickets that we employ here. I think teachers are finding out that pairing their praise with something tangible is very positive and because I have asked them to you get out of their comfort zone. I think some of them found themselves forced into conversations that they might have not had prior and they're finding that it does feel good to give praise and it does feel good to reinforce positive behaviors and if you take the efforts early to build the relationships have the conversations with kids it makes your year go a lot longer. It's very proactive instead of reactive strategies as we get further down here you know we were very proactive begin in the first seven days as we overlapped the seven lessons to put announcements that are read by some of our student leaders that really...one thank the kids for being a part of _____ high school because that's important and then encouraging them to you know be kind to one another and kind of take the steps necessary to make our school great and I do think there is a good buzz and it does help to consolidate a thought into common themes and common signage. When kids need a little bit of redirection, a little bit of guidance, we can all point to one specific area that's very consistent. So, I do think that the kids have a really nice and it's really good vibe and were off to an outstanding school year we have to be proactive in recognizing that every position in the school from principal to custodial

to kitchen staffs and everywhere in between everybody here is giving their best effort and we as a school need to respect that best effort and one of the things we talked to students about is that you know when we take care of what we're supposed to do that does benefit everybody else that really makes their school great. Our custodians in our kitchen staff have been very complimentary about the way the kids are handling themselves. They've seen a change in the kids and I think part of that obviously comes from you know a unified processed staff to say look this is how we want to show that we care about our school. This is how we want to show that we value other people's times as well and so it's been nice to get good feedback from custodial staff from the kitchen staff talking about how their areas seem to be cleaner. Kids are respecting their areas better and just buying in to this kind of an environment. We don't have yet we're in the early roll out. We hope as we get into next year that we can have a one to one store. We just don't have that. We have some prizes that we are going to handout but in high school setting one of our big gets is what we call a game day experience because we're a large high school very competitively and Friday night football games are very exciting on this campus and so well we've been doing is allowing kids, if they choose we've given them several options and put a drawing option for what we call the game day experience and so during our fall pep rally on Thursday we are going to draw two names from that from that portion and those names each get to bring a friend and are given the game day experience. So they're going to give special seating in the in the south end zone they're going to get pizza shuttle which is a local company that everybody loves delivered to him during the game we're going given concession passes and of course, it's free admission. So we hope that'll be something that's visible kids will see a lot of those kids get special you know privileges and we can say it's not some special privilege. We are just reinforcing the excellence that they already have and maybe you'll be down there next time.