

# Improving School Culture & Student Achievement

S3 School Climate Symposium



November 21, 2013

Kerry Callahan, Pioneer High School

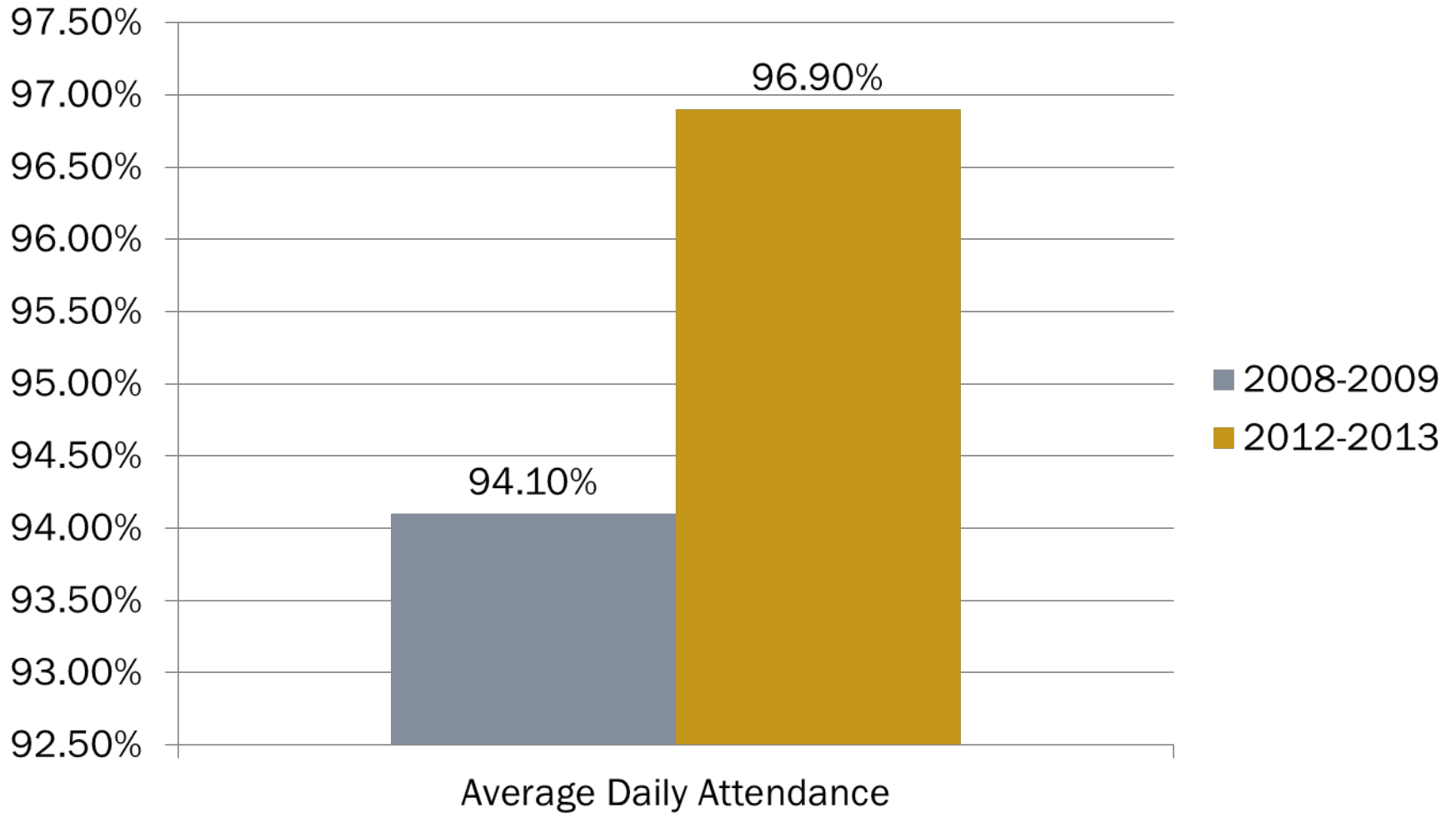
# Pioneer High School Demographics (2012-2013)

- ☞ 1476 Students
- ☞ 58% Free & Reduced Lunch
- ☞ 12% English Learners
- ☞ 62% Hispanic or Latino
- ☞ 8% Asian
- ☞ 27% White
- ☞ 3% Other

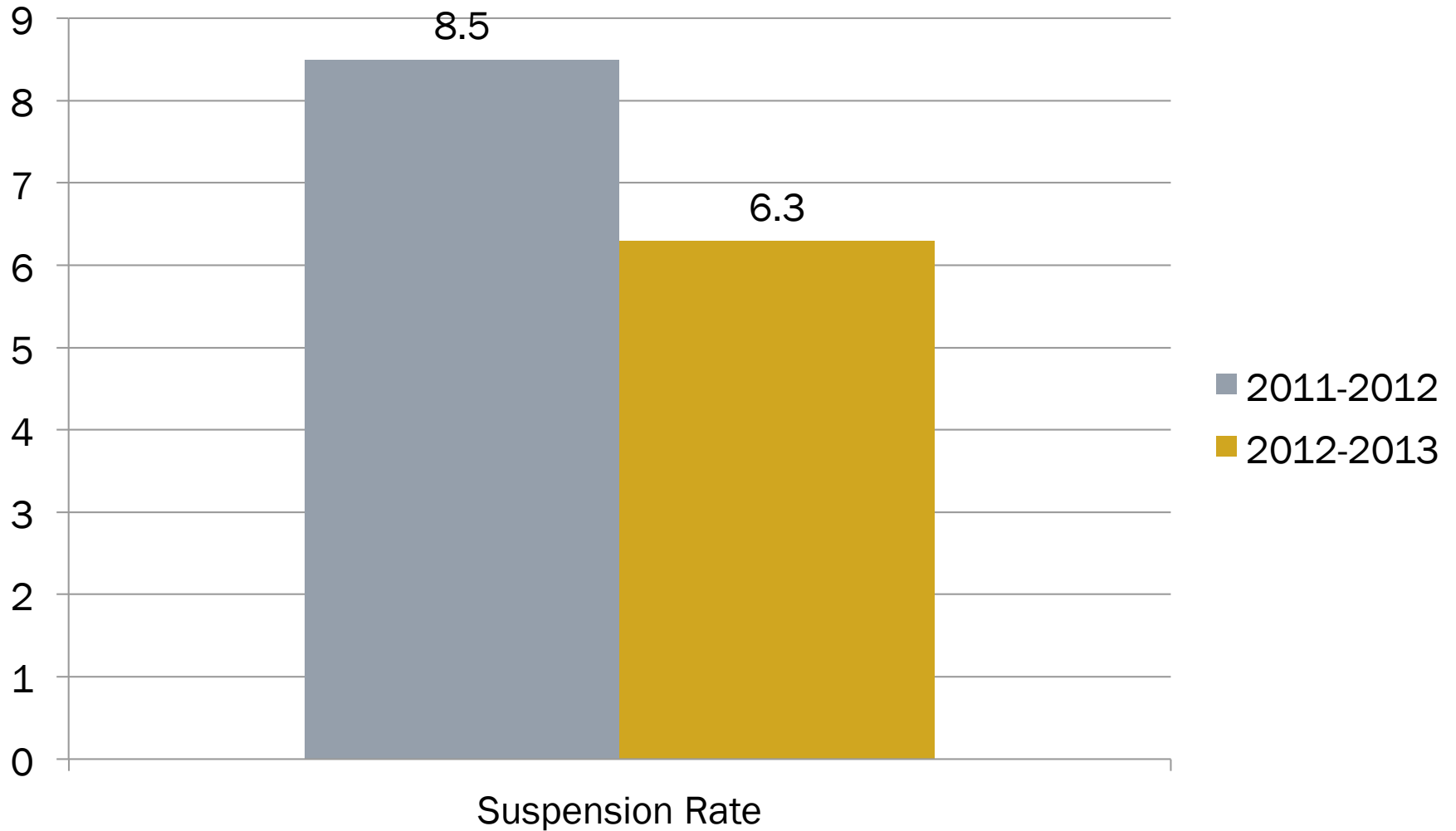
# Pioneer High School (Fall 2003 – Spring 2009)

- ☞ Opened in the Fall of 2003
- ☞ Student Enrollment = 1573 (2006)
- ☞ 5 Principals in 6 Years
- ☞ Similar Schools Ranking = 1 (2008)
- ☞ Average Daily Attendance = 91.8% (2005)
- ☞ Academic Performance Index (API) = 665 (2005)
- ☞ Days of Suspension = 657 (2007)
- ☞ High Staff Turnover (15-20 Teachers per year)
- ☞ Parent Involvement Was Low
- ☞ Student Pride & Engagement Was Low

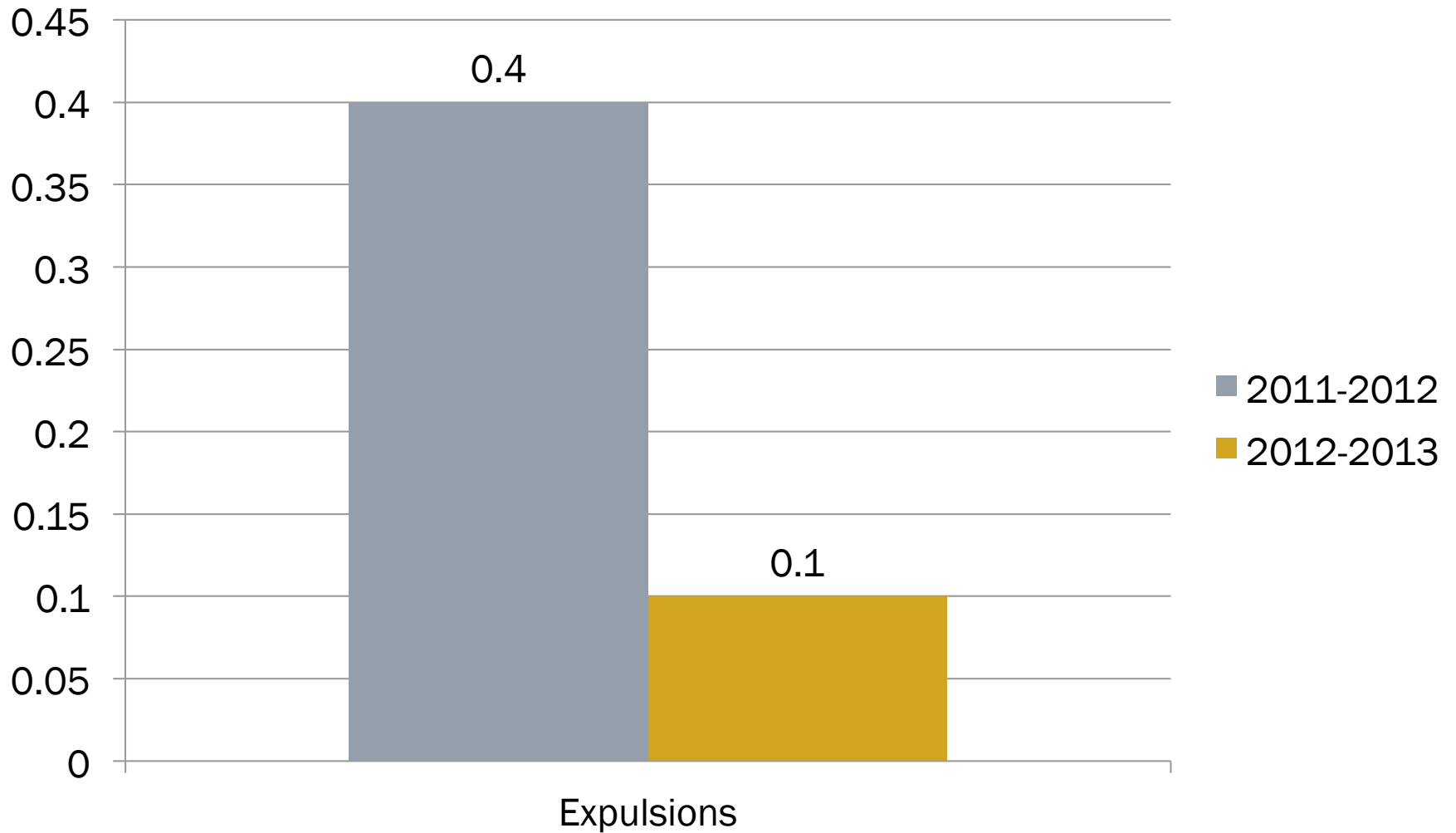
# ADA



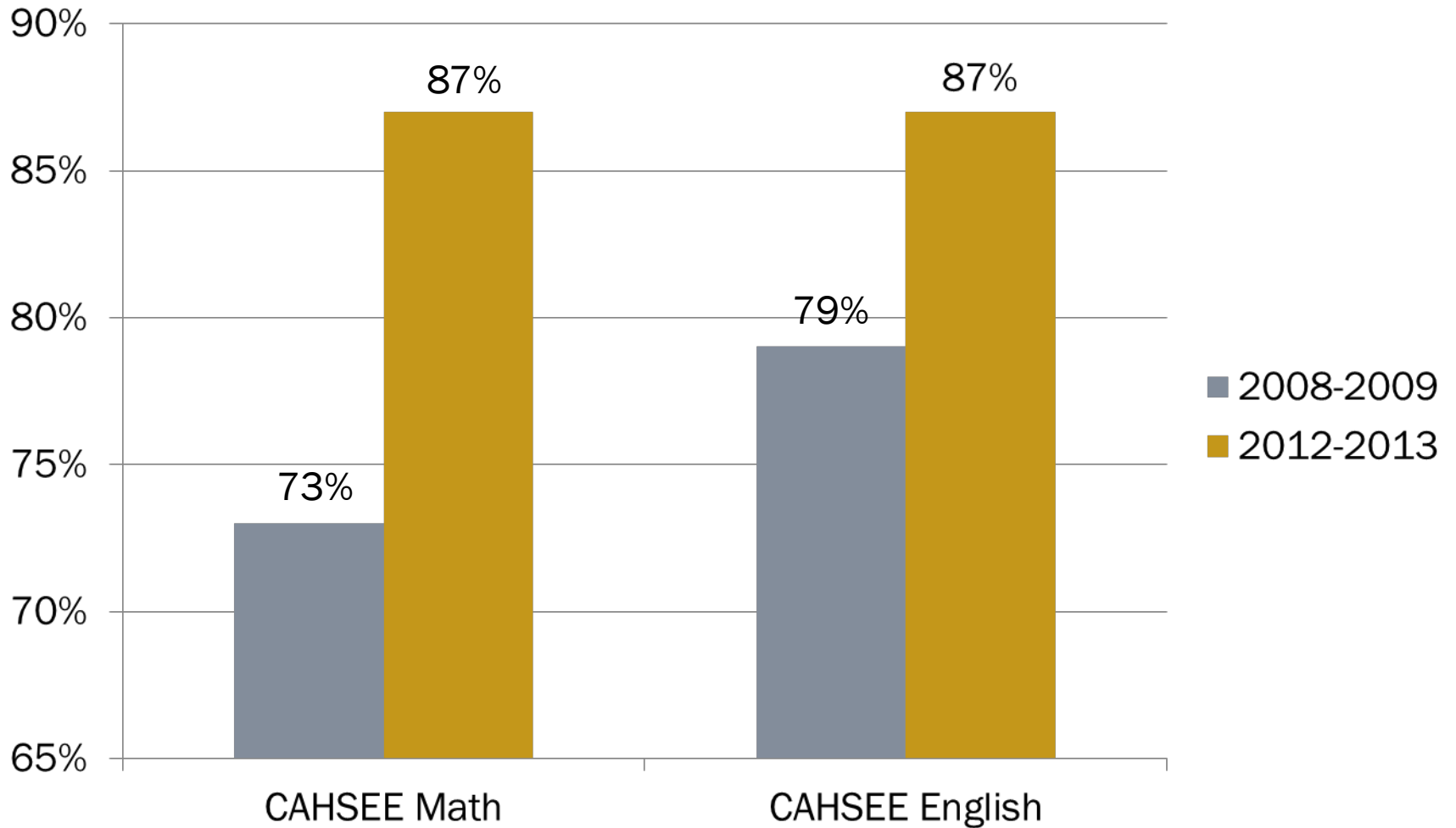
# Suspension Rate



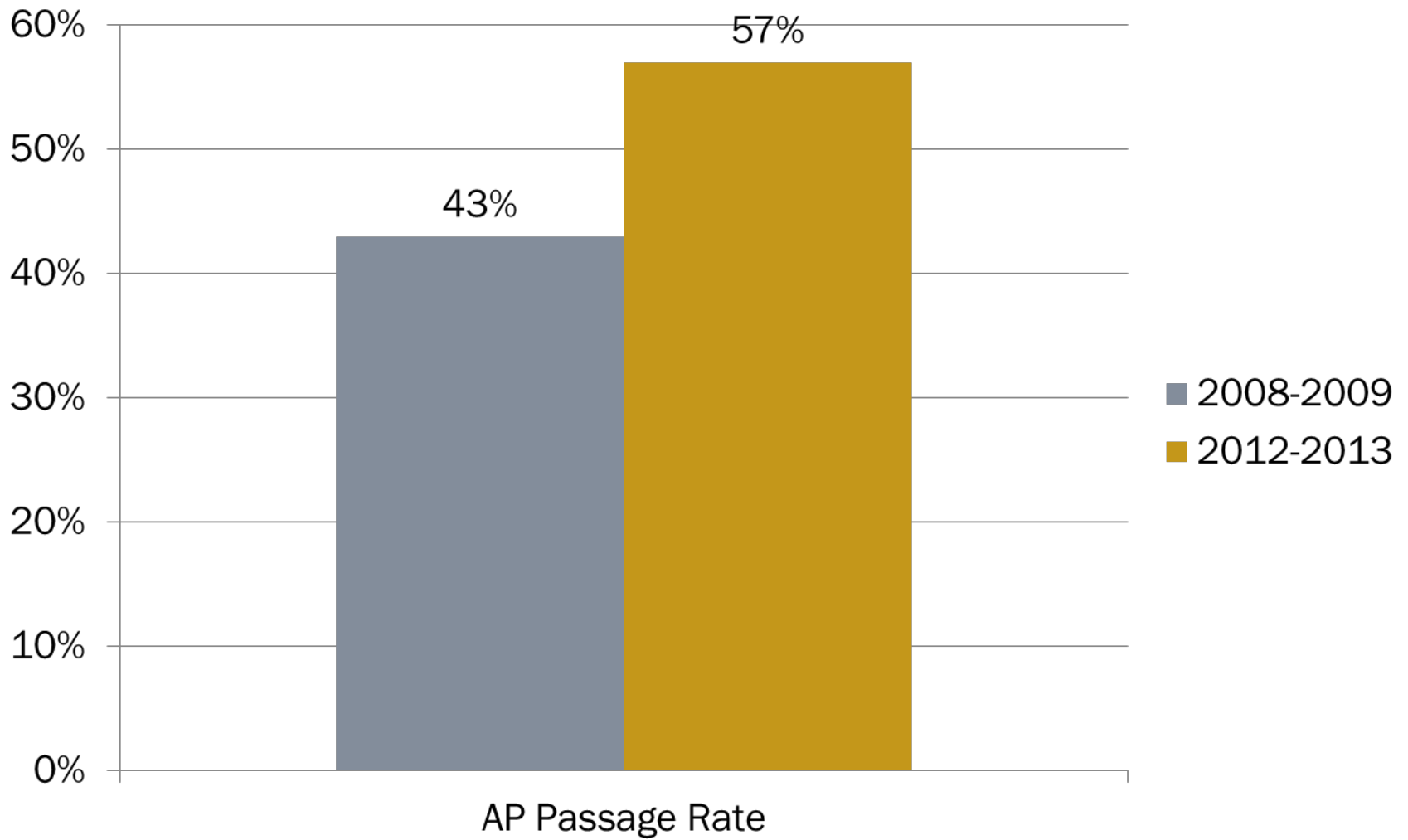
# Expulsion Rate



# CAHSEE



# AP

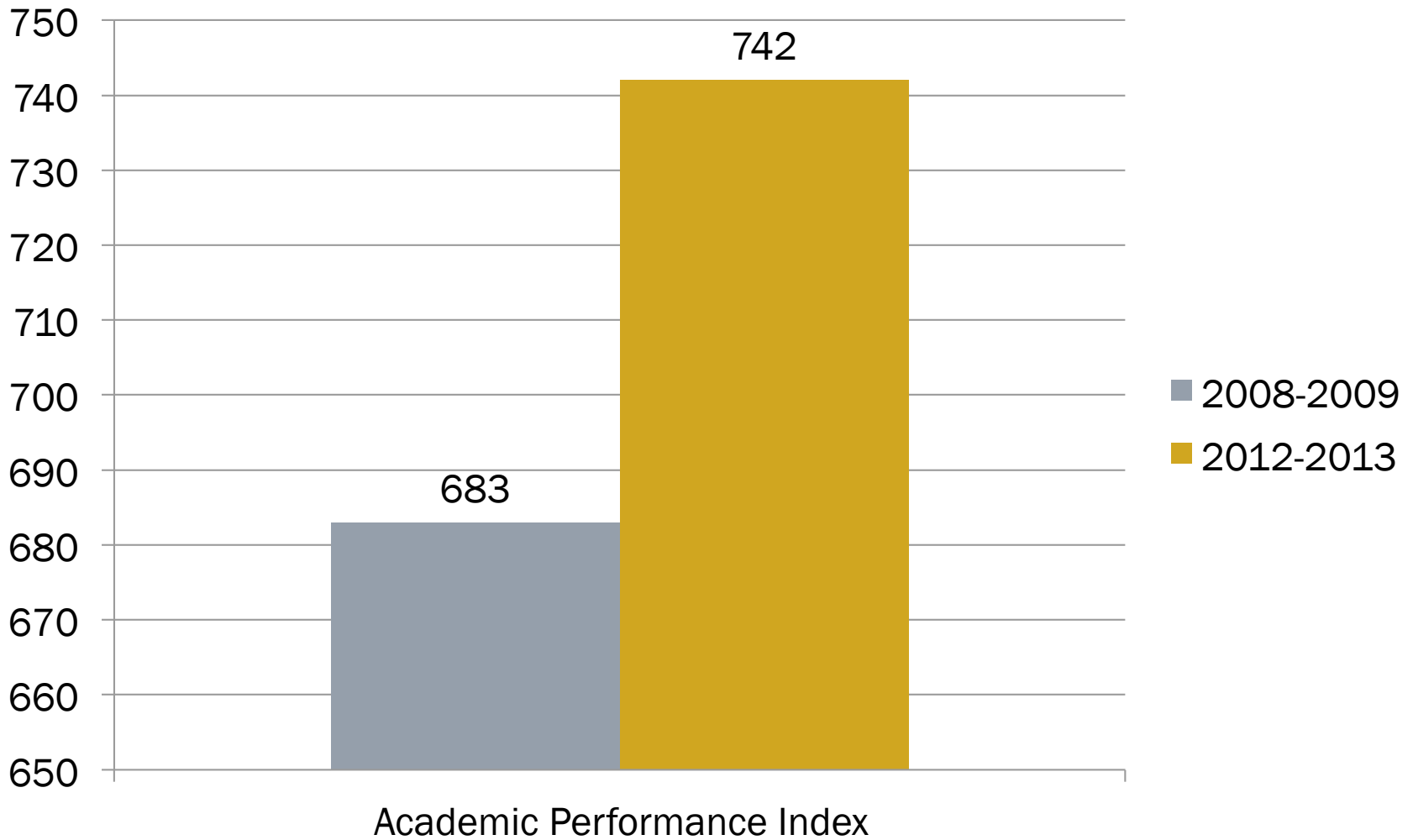




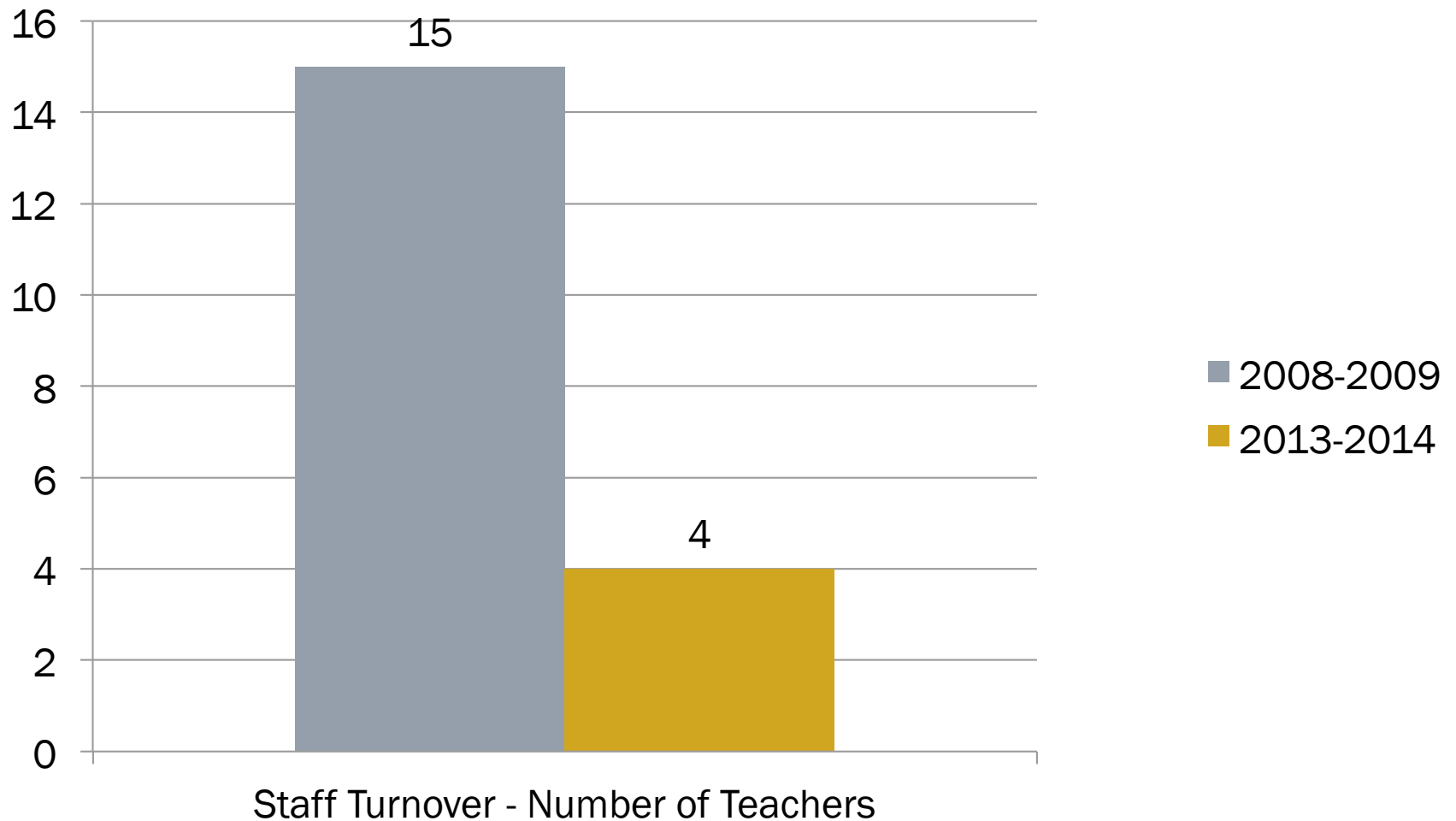
# CST (Summary)

SUBJECT	% PRO or ADV (2009)	% PRO or ADV (2013)
Mathematics (All)	11%	18%
English (All)	36%	51%
History (World & US)	39%	42%
Science (EOC)	33%	38%
Science (Life Science - 10)	46%	49%

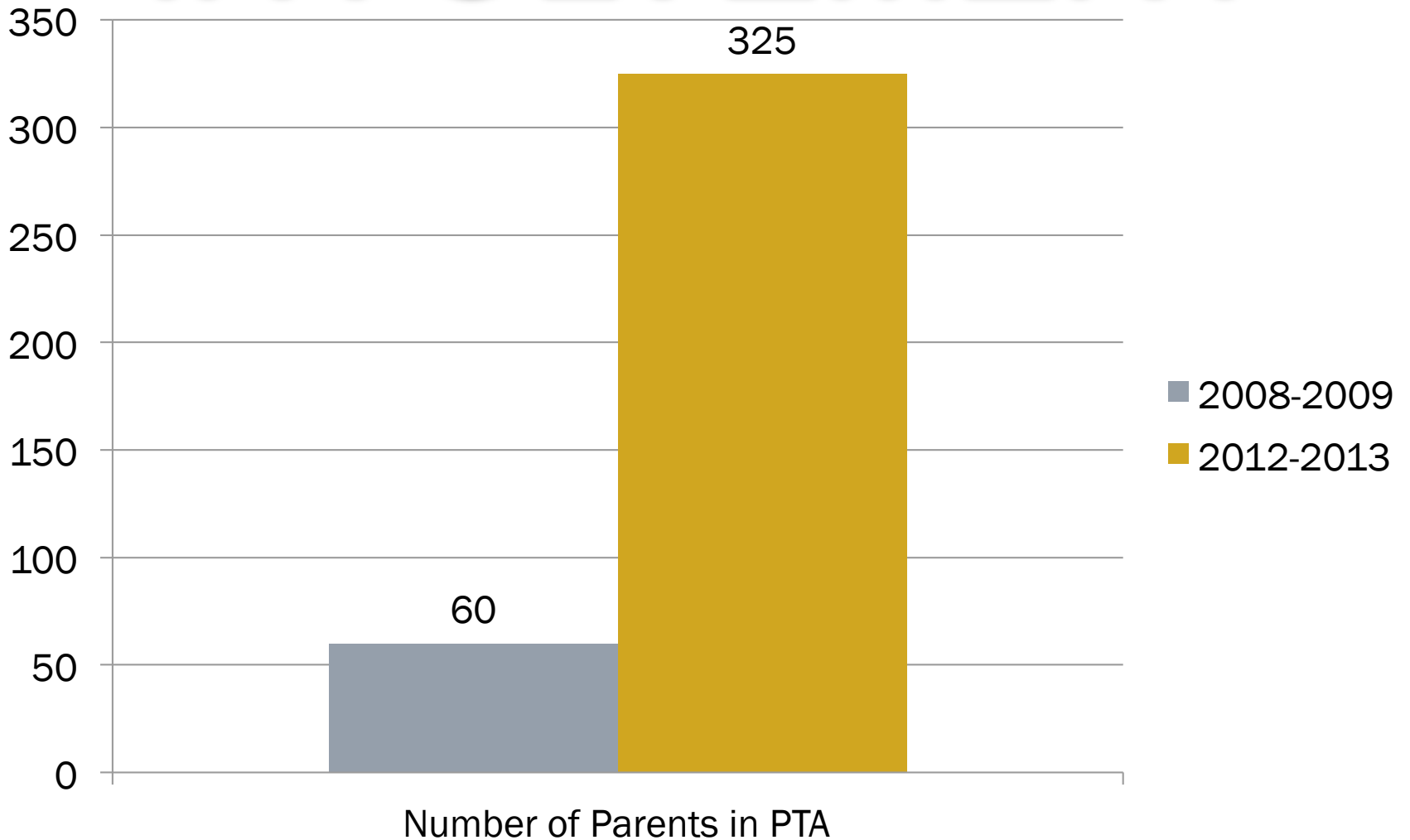
# API



# STAFF TURNOVER



# PARENT INVOLVEMENT



# How did PHS do it?

☞ Leadership

☞ Mission

☞ School Structures & Practices

☞ Staff Development & Accountability

# Leadership

## ∞ Unwavering Beliefs

- We serve our students and families
- It is our job to ensure students learn
- All humans are capable of greatness and innately want to achieve
- Students and their families are our greatest resources
- Our youth become the adults who raise them
- We are less judgmental of people whose stories we know
- There is no excuse for bad behavior, but tomorrow is another day

# Mission

## ∞ Mission

- We ensure all students develop and demonstrate the skills necessary for success during and beyond high school

## ∞ How

- We build positive relationships, value diversity, maintain high academic and behavior expectations, and provide relevant, engaging learning opportunities in a safe environment

# School Structures & Practices

Youth Development  
(Supports & Opportunities)





# School Structures & Practices

## Small Learning Communities

- **9<sup>th</sup> Grade Teams**

- POW!
- Freshman Seminar
- Report Card Chats
- College visits

- **10<sup>th</sup> Grade Teams**

- CAHSEE Preparation
- Day of Understanding

# Report Card Chats

In Action at  
PHS



# School Structures & Practices

## ∞ Positive Behavior Intervention System (PBIS)

- Patriot Way
  - (Be Safe, Be Respectful, Be Responsible)
- Intervention Protocol
- Student Recognition
- Peer Mentoring & Mediation
- Restorative Practices

# PBIS

- ☞ Focus on specific behavioral expectations and rewarding youth for desired behavior
- ☞ Prevention
  - Explicitly define and teach expectations
  - Acknowledge and reward expected behaviors
  - Establish and consistently use consequences for problem behaviors
- ☞ Multi-tiered Support
  - RtI (3 Tiers – Universal, Targeted, Intensive)
- ☞ Data-based Decision Making
  - What does the data tell us about our problem areas and how do we correct them?

# PBIS

## The Patriot Way (Student Handbook)



### THE PATRIOT WAY

Pioneer will be implementing a set of new, school-wide behavior expectations called "the Patriot Way" during the 2011-12 school year. Pioneer students will be expected to be safe, respectful, and responsible at all times. Each different area on Pioneer's campus will have a set of expectations. Below are Pioneer's school-wide expectations.

#### Be Safe

- Use all equipment, furniture, and materials properly
- Follow directions and safety procedures
- Enter and exit buildings in an orderly fashion
- Stay in designated student areas
- Wear your student ID at all times

- Treat property with respect
- Treat others the way you want to be treated
- Use good manners
- Use positive language
- Maintain a clean and inviting campus
- Dress professionally and appropriately
- Actively listen to classmates, teachers, and guests

#### Be Respectful

#### Be Responsible

- Remind others to follow the rules
- Actively participate and be responsible for your own learning/behavior
- Ask questions and get help when needed
- Clean up after yourself

# PBIS

## School-Wide Expectations

### Classroom Expectations

#### Be Safe

Keep aisles clear.	SW Use all equipment, furniture and materials properly
Ask permission to leave assigned area	SW Follow directions and safety procedures
Sit properly in chairs and not on other furniture	SW Enter and exit buildings in an orderly fashion
Keep hands, feet and objects to self	SW Stay in designated student areas
Remove your hat or hood	SW Wear your student ID at all times
Put cell phones away	SW Dress professionally and appropriately
Use appropriate voice and tone	

#### Be Respectful

Respect everyone's right to learn	SW Treat property with respect
	SW Treat others the way you want to be treated
	SW Use good manners
	SW Use positive language
	SW Maintain a clean and inviting campus

#### Be Responsible

Be present, on time, and prepared	SW Remind others to follow the rules
Bring school planner and other class materials	SW Actively participate and be responsible for your own learning/behavior
Produce a product during class time	SW Ask questions and get help when needed
	SW Clean up after yourself
	SW Actively listen to classmates, teachers, and guests

# PBIS

In Action at  
PHS

## Basic Rules

[Exp]

- \* Be Safe
- \* Be Respectful
- \* Be Responsible
- \* no ipods, phones, etc.
- \* hats off inside classrooms
- \* follow dresscode
- \* Wear your ID
- \* Be on time to class
- \* Be prepared
- \* Use appropriate language, tone, volume

MY  
GOAL -  
FIX  
PROBLEMS  
BEFORE  
WE GET

BE SAFE. BE RESPECTFUL.  
BE RESPONSIBLE

---

- 1 - WARNING
- 2 - QUICK PRIVATE CONVERSATION
- 3 - 5 MINUTE CHAT @ LUNCH
- 4 - PARENT PHONE CALL
- 5 - 15 MIN DETENTION
- 6 - CONFERENCE WITH PARENTS
- 7 - REFER TO OFFICE

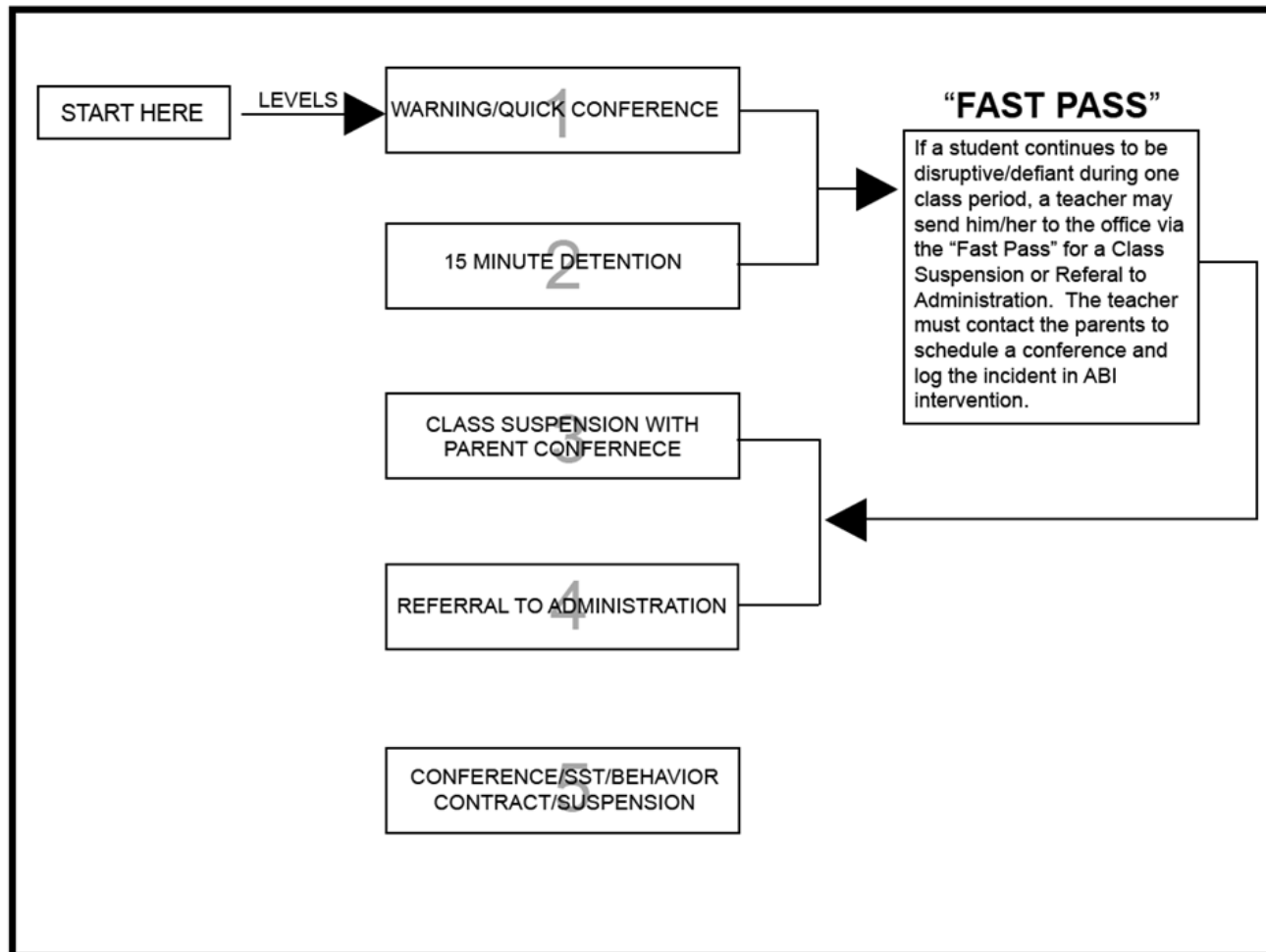
ATT YOU PEOPLE TELL ME YOU I A YOU DIDN'T KNOW!!!

# PBIS

## Intervention Protocol

### PIONEER HIGH SCHOOL INTERVENTION PROTOCOL

2012-2013





# Student Recognition

## Freshman Teams



Team Spruce



Team Spruce  
Student of the Month  
September 2011



Jesse Fernandez

Jesse is admired by his teachers for his infectious smile and positive attitude. His favorite school subjects are math and English. In his spare time, Jesse likes playing sports, including basketball and boxing, and he competes on a skateboarding team. Thank you, Jesse, for being such a great Spruce team member!

Team Spruce  
Student of the Month  
September 2011

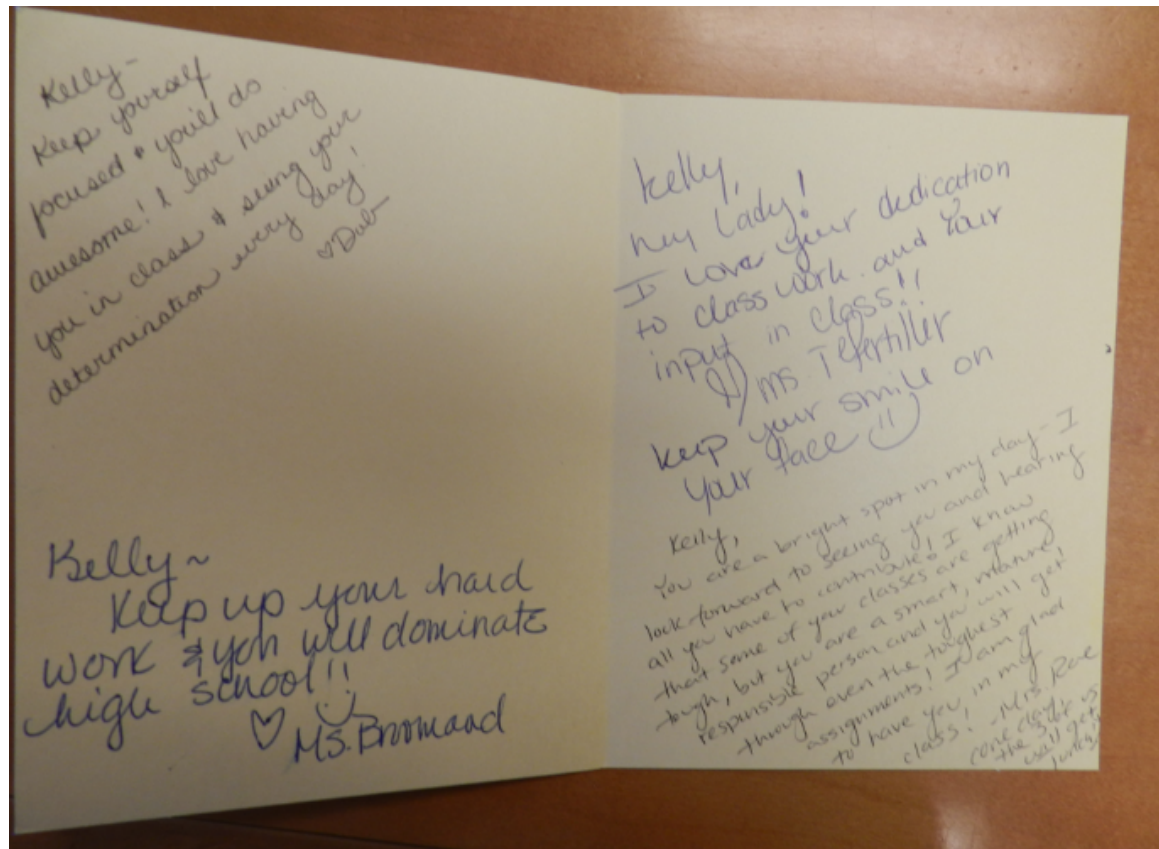


Kristen Hartley

Kristen is described by her teachers as intelligent, kind, and articulate. She is enthusiastic about learning, likes to read, and her favorite school subject is English. In her spare time, she enjoys being involved in activities at her church. Thank you, Kristen, for being such a great Spruce team member!

# Student Recognition

Freshman  
Teams



# Student Recognition

Freshman  
Teams



**Team Sycamore**



# Student Recognition

Freshman  
Teams



## ***Cypress News***

### **Cypress Seeds**

October Students of the Month

Congrats to Sam Kyser, Rylie Carlier, Callie Zeringue, Damien Noah, Maria Lopez, Sadia Naseer, Cody Waits (not pictured), and Carlos Cerda (not pictured) for being selected as the October "Cypress Seeds" – they are truly showing that they are "sowing the seeds" to their success by being great in-class participants and earning high grades in their classes! To celebrate, they earned a certificate and a pizza party with their teachers during lunch!



# RESTORATIVE PRACTICES

- ☞ Relationships are central to building community
- ☞ Addresses misbehavior and harm in a way that strengthens relationships
- ☞ Focuses on the harm done rather than only on rule breaking
- ☞ Gives voice to the person harmed
- ☞ Engages in collaborative problem solving
- ☞ Empowers change and growth
- ☞ Enhances responsibility

People will make positive changes when those in positions of authority do things *with* them rather than *to* them or *for* them.

## Traditional Approach

## Restorative Approach

School rules are broken.

People and relationships are harmed.

Justice focuses on establishing guilt.

Justice identifies needs and responsibility.

Accountability = punishment

Accountability = understanding impact and repairing harm

Justice directed at the offender; the victim is ignored.

Offender, victim, and school all have direct roles in the justice process.

Rules and intent outweigh whether outcome is positive or negative.

Offender is responsible for harmful behavior, repairing harm and working towards positive outcomes.

Limited opportunity for expressing remorse or making amends.

Opportunity given to make amends and express remorse.

# School Structures & Practices

## ∞ Master Scheduling (High Expectations)

- Elimination of Non A-G options
- Supports for struggling students
- Best teachers with neediest students
- Co-teaching
- AP recruitment

# Staff Development & Accountability

- ☞ Youth Development Institute
- ☞ PBIS
- ☞ Classroom Management
- ☞ Professional Learning Communities
- ☞ Lesson Design & Instruction
- ☞ Administrative Walkthroughs