



***Cape Henlopen School District***

***Richard A. Shields Elementary School:***

***PBS meets Growth Mindset 2015-16***

***(Alternate Title: "What we did on our Summer Vacation")***

# Richard A. Shields Elementary School

## PBS meets Growth Mindset

- The Challenge
- Growth Mindset and School-wide PBS
- The Classroom
- Parent Connection
- Behavior Challenges
- System Integration
- Staff Buy-in
- Progress so far.....

# ***Growth Mindset***

- Brain science research by Carol Dweck
- Intelligence is not fixed
- Embraces challenge
- Focuses on effort
- Welcomes mistakes
- Emphasizes perseverance
- Uses language to develop mindset
- Increases student achievement

Dweck, C. (2006). *Mindset: the New Psychology of success*. New York: Random House.



# School-wide PBS Program 2004 - 2015

## ✓ Peacemaker Recognition:



## ✓ School Rules:

*Be Respectful*  
*Be Responsible*  
*Be Safe*

## ✓ Classroom Behavior:

## ✓ Self-Discipline:

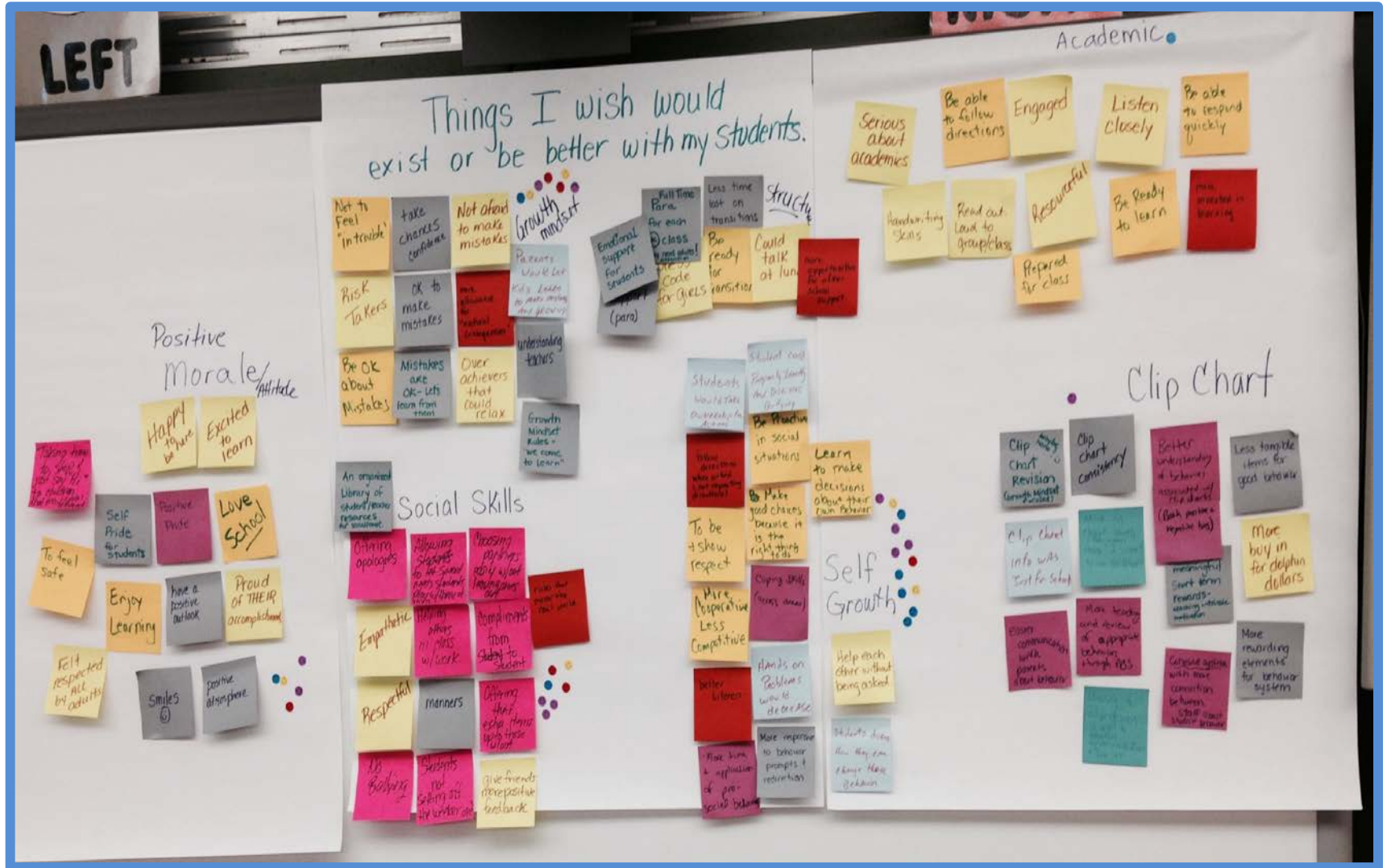


## ✓ Reinforcer:



# IDEO Open Staff Meeting:

“Things I wish would exist or be better with my students”



# Open Staff Meeting: IDEO

“Things I wish would exist or be better with my students”

- ✧ Growth Mindset
- ✧ Positive Morale/Attitude
- ✧ Academic Focus
- ✧ Self-Growth
- ✧ Positive Classroom Management
- ✧ Supportive Structure

# Data Review

## *PBS School*

### *Climate Survey*

- Student to Student
- Anti-bullying

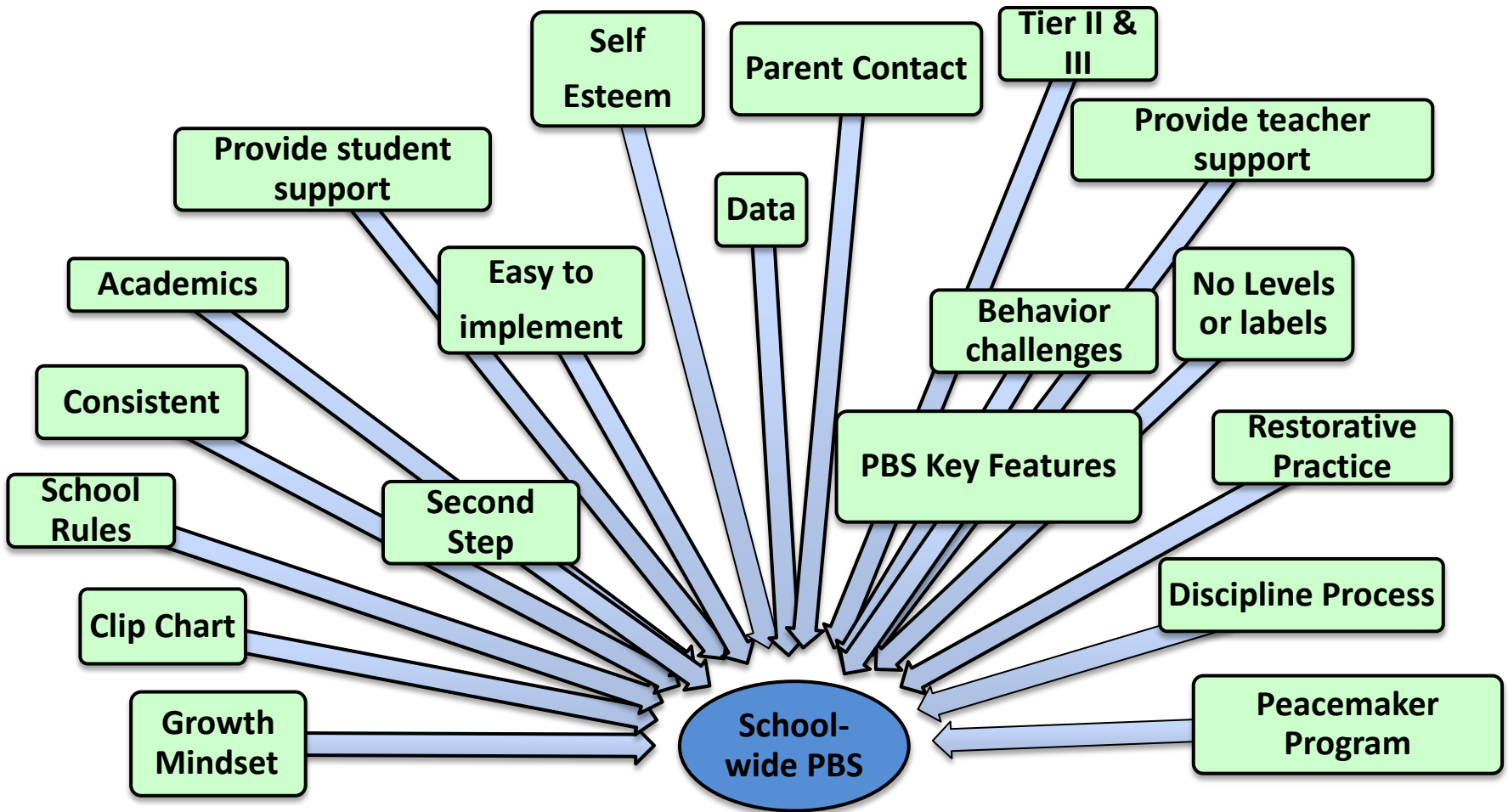
## *DASNPBS*

- Discipline process
- Clip Chart
- Emotional regulation in correction

## *Research*

- PBS
- Behavior Management
- Growth Mindset
- Classroom Management

# The Challenge.....





# PBS Growth Mindset Matrix

## ACADEMIC

Open to new strategies  
Experiment with new ideas  
Problem solve

Rewrite/redo/fix it  
Learn from mistakes  
Choose another strategy

Seek out critiques of work  
Learn from corrections  
Use support to improve

Do your best work  
Have pride in your work  
Work toward improvement

Take academic risks  
Share ideas with others  
Find a new way

# PBS Growth Mindset Matrix

<b>ACADEMIC</b>	<b>BEHAVIOR</b>
Open to new strategies Experiment with new ideas Problem solve	Follow directions Have supplies ready Ready to attend
Rewrite/redo/fix it Learn from mistakes Choose another strategy	Follow adult prompts Make a better choice Use calm positive self talk
Seek out critiques of work Learn from corrections Use support to improve	Reflection/goal setting Use behavior strategies Accept consequence
Do your best work Have pride in your work Work toward improvement	Show kindness to others Attend to own emotions Take care of environment
Take academic risks Share ideas with others Find a new way	Follow rules Solve conflicts Build a caring community

# PBS Growth Mindset Matrix

SCHOOL RULES	ACADEMIC	BEHAVIOR
Be Ready to Learn	Open to new strategies Experiment with new ideas Problem solve	Follow directions Have supplies ready Ready to attend
Be Ready to Try Again	Rewrite/redo/fix it Learn from mistakes Choose another strategy	Follow adult prompts Make a better choice Use calm positive self talk
Be Ready to Accept Help	Seek out critiques of work Learn from corrections Use support to improve	Reflection/goal setting Use behavior strategies Accept consequence
Be Ready to Care	Do your best work Have pride in your work Work toward improvement	Show kindness to others Attend to own emotions Take care of environment
Be Ready to Lead	Take academic risks Share ideas with others Find a new way	Follow rules Solve conflicts Build a caring community

# PBS Growth Mindset School Rules



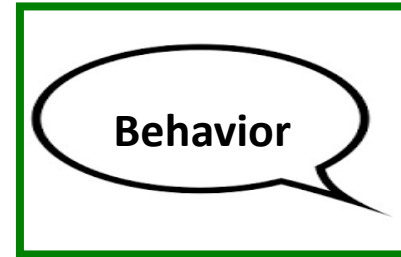
# What does Growth Mindset look like, sound like, in a classroom?



# What does Growth Mindset look like, sound like, in a classroom?



- **This mistake is helping you understand so many more things about math! I love how you care about your work!**
- **You don't completely understand this assignment YET, but your brain is really ready to learn when you keep trying.**
- **Trying to find new information about your writing topic is a great way to get over your writer's block. I like how you asked for help to get new ideas!**
- **This math problem can be tricky. Let's try again. What are some other strategies that you haven't tried yet?**



- **If you are feeling frustrated, it is ok to go to the "Take a Break" area.**
- **I noticed it was hard for you to work in your group today. Let's talk about some teamwork strategies during center time so you are ready to care about others.**
- **Let's use this picture cue on your desk to help you remember to raise your hand, and I will give you a "thumbs up" when I see your hand up. I love how you are ready to share your ideas!**
- **When you line up without pushing, you are being a leader!**

# Parent Connection

Dear Shields Family,

To further support and emulate Growth Mindset, the PBS committee wishes to revise our approach to behavior management. The minutes from our summer meeting, forwarded from Jenny in July, highlight our new endeavor.

We will notice using the clip chart for the 2015-2016 school year. Rather, we will roll out a Growth Mindset approach with NEW school rules! This is an exciting time! The following graphic demonstrates the school rules WITHOUT any color distinction. A letter to parents describing our new philosophy, including questions to ask a child at the end of each school day, will be forthcoming. It is anticipated that there will be questions, as parents are always asking, "what color did you get on today?" of their child. This is a normal part of reacting that will undoubtedly bring positive change.

We have not updated our school rules so you will please review the new school rules and the graphic that we will use in our classrooms. Both behavior and academic achievement is emphasized, creating a balance for each of our daily routines and expectations. We will forward our data of this year, indicating those students whose needs require more intensive help.

Our school rules will address a Growth Mindset in both academic and behavior areas:

SCHOOL RULES	ACADEMIC	BEHAVIOR
Be Ready to Learn	Open to new strategies Experiment with new ideas Problem solve	Follow directions Have supplies ready Ready to attend
Be Ready to Try Again	Rewrite/redo/fix it Learn from mistakes Choose another strategy	Follow adult prompts Make a better choice Use calm positive self talk
Be Ready to Accept Help	Seek out critiques of work Learn from corrections Use support to improve	Reflection/goal setting Use behavior strategies Accept consequences
Be Ready to Care	Do your best work Have pride in your work Work toward improvement	Show kindness to others Attend to their services Take care of environment
Be Ready to Lead	Take academic risks Share ideas with others Find a new way	Follow Rules Solve conflicts Build a caring community

## GROWTHmindset

### HOW YOU CAN HELP YOUR CHILD

- TALK ABOUT IT**  
Talk with your child about how they feel about school each day, but guide them to focus on the things they did well on. Ask them to share a "win" of the day. What did you do well on today? What did you do that was difficult today?
- PRaise THE PROCESS**  
The goal of praising is, "You're so smart!!" praise effort, goal setting, persistence through challenges, or being creative. You can do something like, "What you must have worked really hard on that!"
- THE BRAIN CAN GROW**  
Remind your child that their intelligence is not fixed. Remind them that when things are difficult they can improve if they persist through the challenge. Each time they learn something new, their brain is making new connections. Your child needs to know this is possible.
- HELP THEM CHANGE THEIR DIALOGUE**  
The way your child talks to themselves makes a huge impact on their mindset. If they say, "This is too hard!" help them change that to "I can't do this yet, but I will keep trying." Use them the next day to say what they are feeling defeated by making it yourself!
- ENCOURAGE FAILURE REFRAMING**  
Your child needs to know that failure can lead to success. Happiness and it's ok when things happen that each time they fail and try again, their brain is growing stronger! Don't take it to personal, your child's failure is not their fault. They learn to persevere in the face of challenges.

© Maria Montessori 2005

## GROWING WITH POSITIVE BEHAVIOR SUPPORT

October, 2015 Richard A. Shields Elementary School Vol. 1, Issue 1

Welcome to all of our families and friends of Richard A. Shields Elementary School students! This year, our Positive Behavior Support Program has joined forces with Growth Mindset to create a climate of learning and growing in all areas. With our new growth mindset, we have revised our school rules to help students learn through such as trying again (perseverance), learning from mistakes) and accepting help (seeking out critiques of work) and caring (showing kindness to others, attending to their services). There are a lot of things you will learn more about these rules in our newsletter. Here is an example how our school rules can be applied to both academics and behavior to help our student to become independent.

SCHOOL RULES	ACADEMIC	BEHAVIOR
Be Ready to Learn	Open to new strategies Experiment with new ideas Problem solve	Follow directions Have supplies ready Ready to attend
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Be Ready to Care	Do your best work Have pride in your work Work toward improvement	Show kindness to others Attend to own emotions Take care of environment
Be Ready to Lead	Take academic risks Share ideas with others Find a new way	Follow rules Solve conflicts Build a caring community

Weekly feedback to parents on behavior in growth mindset language

Parent Rep on PBS Committee

## Growth Mindset School Rules

About Growth Mindset

Students are learning to be resilient. When they are making mistakes, they are improving. Some people are naturally smart, but all of us can learn to be smart. We can learn to be smart by trying again, asking for help when needed, and caring for those around you. Ready to be smart? You're off to a great start!

The diagram shows a central circle labeled "GROWTH" with arrows pointing to four surrounding circles: "BE READY TO LEARN", "BE READY TO TRY AGAIN", "BE READY TO CARE", and "BE READY TO ACCEPT HELP".

Be Ready to Learn	Be Ready to Try Again	Be Ready to Accept Help	Be Ready to Care	Be Ready to Lead
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# PBS Growth Mindset School Rules





# “Be Ready to Accept Help”

## *Behavior Interventions*

Teacher prompts & pre-correction	Point card & Self-Monitoring	Problem solving	<b>Natural &amp; logical consequences</b>
Behavior skill instruction	Behavior skill practice	Reflection	Behavior Goal Setting
Teacher Conference	Parent Contact	Specific praise	Other staff support
Visual Behavior Prompts	Calming/Take a Break Strategies	Positive reinforcement	Change of setting

# “Be Ready to Accept Help”

## Classroom Behavior Data Sheet

Student	Grade	Teacher	9/8/15- 9/11/15		9/14/15- 9/18/15		9/21/15- 9/25/15	
			Behavior	Intervention	Behavior	Intervention	Behavior	Intervention
McCartney, Paul	1	Haller	Disruptive       Hands on	5-min. recess conference, conference with goal setting, 15 min. recess loss Recess conference and drew feelings	Disruptive Not following directions	Warnings Lost recess Lost free time Teacher conference Seat change Incentive	Not following directions	10 min recess conference Visual prompts
Lennon, John	1	Vansant	Hands on	Parent contact Restorative Sheet				
Starr, Ringo	1	Williams	Hands on	Point card Student Conference Reflection	Not following Directions Café issues	Point card Parent contact Prompt	Disruptive Hands on	Called Home Point card Reflection
Harrison, George	1	Williams	Not following directions	Changed seat Point card Prompts	Tantrum	Point card Teacher conference Parent call Break	Tantrum Hands on	Note home Break Reflection
Stookey, Paul	1	Williams	Not following directions	Changed seat				
Travers, Mary	1	Haller			Not following directions	Prompting/ praising Recess conference Practice skill		
Yarrow, Peter	1	Haller			Not following directions	Student conference Praise Prompt	Not following directions Disruptive	Break Loss of time Skill practice
Denver, John	1	Walls			Tantrum, crying, aggression	Break Redirect/ remove Reflection	Aggression	Redirect/ conference

# School-wide PBS Program 2004 - 2015

## ✓ Recognition Program:



## ✓ School Rules:



## ✓ Self-Discipline:



## ✓ Growth Mindset



## ✓ Reinforcer:



# School-wide PBS Growth Mindset Initiative 2015-16

## Horizontal Program Planning

<b>PBS Growth Mindset School Rules →</b>	<b>Teaching Growth Mindset School Rules</b>	<b>Teaching Behavior Expectations</b>	<b>Developing Self Discipline</b>	<b>Student Voice</b>	<b>Parent Involvement</b>	<b>Professional Development and Support</b>	<b>Preventative Classroom Management</b>	<b>Short term reward</b>	<b>Long term reward</b>	<b>Discipline</b>	<b>Data Collection</b>
<i>Be Ready to Learn</i>  <i>Be Ready to Try Again</i>  <i>Be Ready to Accept Help</i>  <i>Be Ready to Care</i>  <i>Be Ready to Lead</i>											

# School-wide PBS Growth Mindset Initiative 2015-16

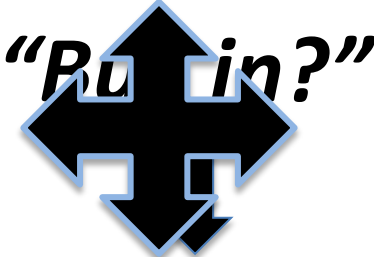
School Philos. School Climate	School Rules	Beh Matrix	How we teach behavior Expect.	Short term reward	Long term reward	How we Shape Classroom behavior	How we correct behavior	How we collect data	S d si
Growth Mindset	Respect Respons Safe	Posters Hand-book	Cool Tools	Dolphin Dollar	Quart Celebrat.	Clip Chart	Code of Conduct/ Discipline	Clipchart Disc. Surveys	Pl
Learn from mistakes	Generous Ready Open Willing Thoughtful Helpful		Main Long Focus of desired behaviors What do we want students to do?		Monthly PBS celebration (pay to attend)	No parent contact on clip chart	Self reflective		
Power of yet	Generous Ready Open Willing		Every classroom does a SKIT & videotape it. Loop that back at lunch.		Grade Level Monthly Reward	<ul style="list-style-type: none"> <li>Ready to learn</li> <li>Grow and Think</li> <li>Fix it!</li> <li>Repair it?</li> <li>Change it!</li> </ul>	Responsible Feedback		
Fix	Ready Kind Safe		Cool Tools- Monthly Lesson in classroom Planned for 4 weeks		Standard Rules Dolphin \$ can't be revoked	Eliminate colors from clip chart			
Try					Standard Rules Only 1 at a time ever!				
Hard work					Only 1 at a time ever!				
Perseist					Only 1 at a time ever!				
Change					Only 1 at a time ever!				
Grow					Only 1 at a time ever!				
Practice					Only 1 at a time ever!				
Effort					Only 1 at a time ever!				

# School-wide PBS Growth Mindset Initiative 2015-16

<i>PBS Growth Mindset School Rules</i> ➔	Teaching Growth Mindset School Rules	Teaching Behavior Expectations	Developing Self Discipline	Student Voice	Parent Involvement	Professional Development and Support	Preventative Classroom Management	Short term reward	Long term reward	Discipline	Data Collection
<p><i>Be Ready to Learn</i></p> <p><i>Be Ready to Try Again</i></p> <p><i>Be Ready to Accept Help</i></p> <p><i>Be Ready to Care</i></p> <p><i>Be Ready to Lead</i></p>	<p>Teach Growth Mindset language</p> <p>Classroom lessons on brain science</p> <p>Explore Growth Mindset literature and media</p> <p>School-wide units on PBS and Growth Mindset throughout the year: -Mistakes that have resulted into successes -Historical or contemporary figures who have persevered through hardship -Explore leadership -Community service projects</p>	<p>Teach basic behavior expectations at the beginning of the year and review as necessary: -Hall -Bathroom -Cafeteria -Playground -Bus</p>	<p>Use Growth Mindset language to teach perseverance and self correction</p> <p>Teach <u>Second Step</u> lessons in each classroom</p> <p>Incorporate <u>Second Step</u> strategies into a school-wide focus throughout the year: -Peacemaker Recognition Program -Use of visuals -Apply <u>Second Step</u> strategies in problem solving -Incorporate in morning announcements</p> <p>Restorative Practice: -Reflections -Circles</p>	<p>Led by Cape Accelerated Program students</p> <p>Student surveys</p> <p>Student PBS Climate Survey Data</p>	<p>Teach Growth Mindset language to parents</p> <p>Weekly contact with parents regarding classroom behavior for each student</p> <p>Parent Rep on the PBS Team</p> <p>Parent Newsletter "Growing with PBS"</p> <p>Parent resources on Growth Mindset on school website</p> <p>PTO and Open House Presentations on PBS and Growth Mindset</p>	<p>PBS rep also is the grade level Lead Teacher on behavior interventions</p> <p>Professional literature on Growth Mindset available to all staff</p> <p>Growth Mindset Book Clubs</p> <p>Behavior interventions discussed at PLC's</p> <p>PBS State-wide training</p> <p>Resource sharing through list serve</p> <p>Intervention resource manual available in the staff lounge</p> <p>Admin support for PBS meeting time</p>	<p>Use Growth Mindset and school rules as language for classroom prompts and specific praise</p> <p>Classroom management works toward increased adult support</p> <p>Consequences are natural and/or logical</p> <p>Behavior interventions made available to all staff with support</p>	<p>New Dolphin Dollar has school rule graphic of school rules</p> <p>Specific praise in Growth Mindset language</p> <p>Positive Parent Contact</p> <p>Peacemaker Recognition Award</p> <p>Bus Recognition Award</p> <p>Individual Classroom rewards</p>	<p>Monthly celebrations at class, grade, or school-wide level</p> <p>School-wide raffles</p> <p>Dolphin Depot School Store</p> <p>Cafeteria Class recognition rewards</p> <p>Classroom whole class rewards</p>	<p>Use of Growth Mindset language in behavior correction</p> <p>Restorative Practice Conferences and Reflections</p> <p>Focus on natural or logical consequences</p>	<p>Individual student data for multi-tiered system: -Classroom Behavior Intervention data -ODR -Recess and cafeteria reports -Parent reports</p> <p>Group data for program evaluation: -Climate Survey -Delaware Assessment of Strengths and Needs for PBS -Key Feature</p>

Staff

Administration

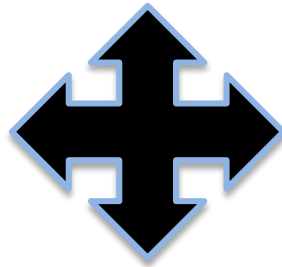


Research/Support

PBS Program

# PBS Committee

Administration



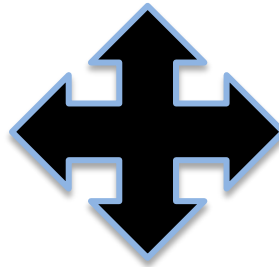
Research/Support







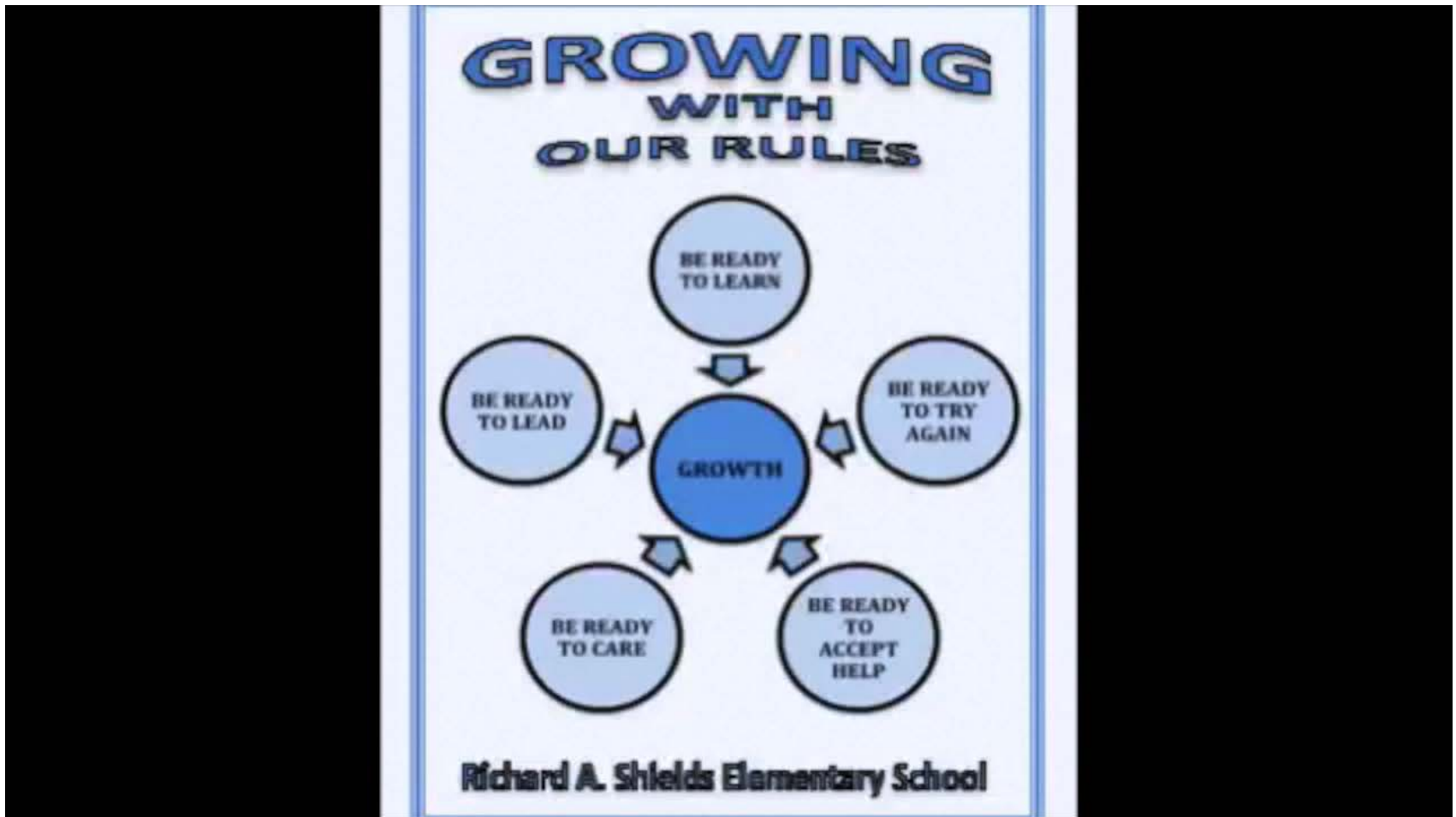
Administration



Research/Support



# *How far have we grown in our PBS program?*



**Thanks to.....**

*Cape Henlopen SD*

*Shields Students*

*Shields Staff*

*Jen Nauman*

*Kim Corbidge*

*Eileen Baker*

*Lisa Bayko*



*The PBS Team!*  
*Still Growing.....*