


ACKNOWLEDGEMENTS
Why are we rewarding students to behave correctly?



MILWAUKEE PUBLIC SCHOOLS

- Serves 80,098 students
- 56.2% African America/ 23.5% Hispanic/ 14.4% White/ 5.2% Asian/ .08% Native American
- 19.8% students with special education needs
- 10% ELL
- 82.6% Low Income



WISCONSIN PBIS NETWORK
ACKNOWLEDGEMENTS

- 41 Schools of Merit
- 9 Schools of Distinction



A WORLD WITHOUT PBIS.....

- o Your principal is giving you your formal observation and doesn't notice all the good things, only points out everything you did wrong without explaining or helping you correct these problems.
- o You make dinner for your spouse every night and he/she never compliments you, only yells at you when you burn dinner or make something they don't like.



- o This is the way many schools and districts have handled their discipline
- o Only addresses behaviors when they are negative or not the behavior we were looking for (sharpening a pencil during a test)
- o No explanation of the behaviors we would like to see
- o Not **acknowledging** students behaving positively



A WORLD WITH PBIS

- o Your principal lets you know what his/her EXPECTATIONS are for your classroom and compliments the great things (s)he sees and works with you to improve areas you need help with
- o Your spouse tells you what they like to eat and compliments you every time you make dinner and occasionally treats you to a movie out for being such a great spouse



WE ARE ACKNOWLEDGED AS ADULTS

- o Frequent buyer card at Subway
- o Membership card at Pick 'n Save
- o Saving money on our car insurance
- o Smiles from friends, family, and co-workers




ACKNOWLEDGEMENTS IN MPS

- o All schools complete an Acknowledgement Matrix
- o Contains Frequent, Medium, and Long Term Acknowledgements
- o Define what the acknowledgement is, when do students receive acknowledgement, where does it occur, who receives acknowledgement, and how is it redeemed




- o Frequent Acknowledgements
 - Beyond verbal acknowledgement
 - Acknowledge individual student
 - Occur often, focused on a positive behavior
 - Can be redeemed for something, or are displayed/ read
- o Medium/ Intermittent Acknowledgement
 - For classrooms or specific group of students
 - A goal is set for that group of students to meet
 - o Whole class receives 2 acknowledgments daily at lunch, on Friday class receives 10 minutes longer recess
- o Long- Term
 - Quarterly (plus or minus)
 - Whole school earns, all students go*



Acknowledgement Matrix				
Type:	What:	When:	Where:	Who:
High Frequency/ Daily (Individual Student Recognition)	Kids: Green Tickets Teachers: 3 staff members picked weekly	2 weeks before and after every break Mondays	Common areas	All students individually
Redemption of High Frequency (School store, drawings)	Kids: Daily raffle drawings	Daily at 2:30 two students are picked from every classroom	Sent to office to redeem prize	All students
Type:	What:	When:	Where:	Who:
Medium Frequency/Intermit- tent (Classroom and/or Designated Group of Students Recognition)	Kids: Allen Field \$5 bill Teacher makes whole class goal and when reached they receive class reward. Such as extra recess, no homework, extra art, movie, games, food, etc..)	Anytime that is not marked high frequency	Common areas	Groups/wh ole class
Long Term (Quarterly) (School-wide Celebrations)	Movie with popcorn School dance Spirit day Field day	Quarterly	School Grounds 	All Kids 10




VERBAL ACKNOWLEDGEMENTS

- “Way to Be Safe while walking in the cafeteria”
- “Nice job Being Respectful by not talking in the hall.”
- Occur every time you see a positive behavior being displayed by a student
- ALL positive behaviors are acknowledged
- Interactions with all students on a ratio of 5-1 positive to corrective
- All staff participate




HIGH FREQUENCY ACKNOWLEDGEMENTS

- In addition to verbal acknowledgements
- Focus on school’s current focus behavior
 - Using appropriate language, being prepared to learn, etc
- Can distribute a ticket or token or certificate
 - Can draw these for prizes, display these, read these on the announcement, send home, save up for a PBIS store, etc
- All staff participate


OTHER WAYS TO ACKNOWLEDGE

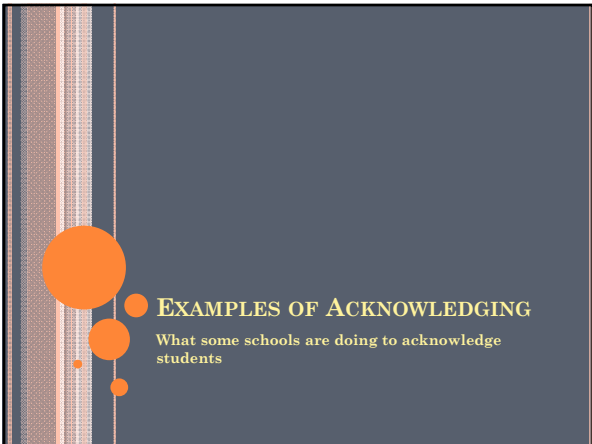
- o Verbal to students
- o Positive calls home
- o Postcards home
- o Notes/ certificates to student
- o Reading positive notes at assembly, announcements
- o Free time, etc



ACKNOWLEDGEMENTS

<p>Tangibles (items)</p> <ul style="list-style-type: none">o School t-shirtso Notebooko Flash driveso Pen, pencilso Snackso Small items	<p>Intangibles (Events, etc)</p> <ul style="list-style-type: none">o Free time/ time with a friendo Tickets to gameso Discounted prom ticketso Football tailgateo Movie dayo Lunch passo Bowling, skating party
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EXAMPLES OF ACKNOWLEDGING

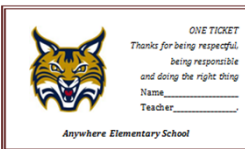
What some schools are doing to acknowledge students

SCHOOL WIDE SYSTEMS

- Acknowledge behavior with a ticket
 - Teacher's name
 - Student's name
 - Put into raffle, name drawn
 - OR
 - Students can save to shop at a PBIS store



EXAMPLE TICKET



Teacher does not need to fill out, can have teacher name pre-printed on it (or not at all), student just needs to put their name on ticket.



RAFFLE SYSTEM

- All students are verbally acknowledged and given a ticket
- Tickets can be put in a classroom raffle. Every Friday each class stops at a certain time and draws 2 names, student goes to office for prize, or prize distributed in class
- Tickets can be put in main office raffle. Every Friday names drawn from school bucket on announcement



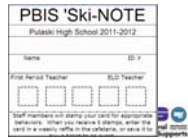
STORE SYSTEM

- Students receive verbal and a ticket. Students save tickets (or create a system in the classroom to store)
- Every Friday (or every other) the schools store is open for students to exchange tickets for a variety of small prizes (or save for larger prizes)
- MPS PBIS Youtube Channel:
- [“PBIS: Kindergarten through Eighth Grade Acknowledgement and Redemption System”](#)



STAMPING SYSTEM

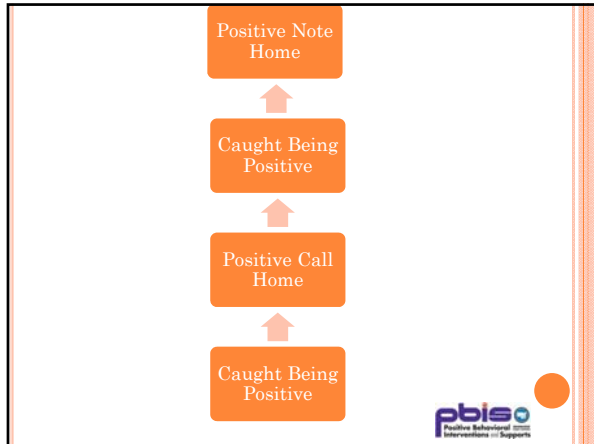
- Each student has a PBIS card
- Staff stamp card when student exhibits desired behavior
- Completed card turned into raffle or for other rewards (PBIS Store, etc)
- MPS PBIS Youtube Channel:
- [“PBIS High School Acknowledgement System Tutorial”](#)



PROGRESSION SYSTEM


- Have a scale/ poster in room
 - For individual students or group as a whole
- All students start on lowest level
- When good behavior is exhibited, student (or class) go up a level
- Something achieved at different levels






CLOTHESPIN OR STICKER SYSTEM

- When a student is caught achieving the expectations they are given a clothespin or sticker
- At end of day students with most or a certain number achieve XXXX
- Students can save these for a reward system



CLASSROOM SYSTEM

- Acknowledge students with ticket
 - Put into class raffle
 - All students who receive a given amount receive something (tangible or intangible)
 - If whole class receives a certain amount



CLASSROOM SYSTEM

- Entire Class gets marks for good behavior
 - When reach a given amount of marks, something occurs
- Marbles in a jar
 - Gwen T Jackson Elementary
- Mr. Potato Head (borrowed from Pinterest)
 - Put on a piece of Mr. Potato Head to acknowledge whole class, class earns an acknowledgement when he is completed
- Have grade level contests or days of week, etc

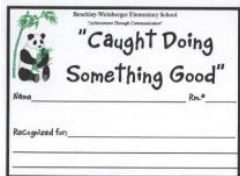


WHOLE CLASS CHALLENGE

- Each classroom receives an acknowledgement when as a class they reached the expectations in an area
 - Can receive from another teacher or own teacher
 - If lined up quietly for lunch
 - If played respectfully at recess
- Acknowledgement posted on door
- Class(es) with the most or a certain number receive XXX at a certain point



- Students are given a note to take home (or mailed home)
- Given a "Gotcha Slip"
 - Can be read to class or school
- PBIS assemblies where students/ staff recognized
- Others.....



Need to be completed with what student did to earn the slip



TRICKS WITH SYSTEM

- Students duplicating tickets
 - Make so can't be photocopied or duplicated on a computer
 - Have them turned in daily with date
- Create an underground market for tickets
 - Have teacher put student name on ticket
- Mix of treats and events
- Enjoy social acknowledgements (bring a friend)
- Consistency across staff members
 - Staff puts name on ticket, can track, can draw for staff acknowledgements



ACKNOWLEDGEMENTS

- Used across district
- Must reach all students
- Verbal, Frequent, Medium, and Long Term
- Combination of school-wide and classroom level acknowledgements
- Evidence put in school PBIS Binder for all to view



- Additional ideas:
- MPS RtI Website (under Resources)
 - <http://www5.milwaukee.k12.wi.us/dept/rti/>
- MPS PBIS Youtube Channel
 - <http://youtube.com/mpspbis>
- MPS PBIS Pinterest Page
 - <http://pinterest.com/mpspbis/>