**Please note**:

* This is *not* a state-mandated PBIS activity.
  + It is simply an idea to get staff data/input in order to create or adjust the state-mandated 3-5 Vision Words Expectations.
* However, the State of Ohio/ODE *does* require that each building (district) have 3-5 clearly stated Expectations [Vision words] that encompass all behavior in the school.

**Activity Description:**

On the day of the Introduction training,

* The entire ODE PBIS Intro Module (what, why, how, how it affects me, what it looks like of PBIS) will be presented.
* Staff will then break up into building levels as small groups of 5-10 within the building level
* Each small group will consolidate all the things they wrote on their lists so that every voice is on the consolidated list. Each repeat item will be tallied to reflect the reiteration.
* Each group will send their list with a group rep to form a building-level group.
* The building level groups will then consolidate all items in each category so that each voice is on the building-level consolidated list. Each repeat word will again be tallied, along with the previous tallies to reflect the reiteration.
* The consolidation process gets dialogue and people hearing what others truly want to see, hear, feel and do.
* The Building PBIS team will use this list to understand what the staff would like for building community, vision and expectations.
* Building Level teams can then consolidate building lists to create a district list if desired.

**Prep Work**:

Below is the email that you can send to your staff so that they have an opportunity to think ahead before the day of the PBIS Introduction Module.

You may adapt it in any way you feel appropriate.

*Hello …. Staff*

*On {insert date} you will be introduced to PBIS: Positive Behavioral Interventions and Supports.*

*PBIS is an emphasis on school-wide systems of support that include proactive strategies for defining and teaching appropriate student behaviors to create a positive school environment.*

*PBIS also includes a consistent plan for when things do not go well with students.*

*Research shows that when all the adults and students in a school are "on the same page" and working under common expectations, everything works better.*

*Because PBIS is a school-wide approach that encourages community and input from the entire staff, one of PBIS's outcomes has been teacher retention and satisfaction, as well as better student outcomes!*

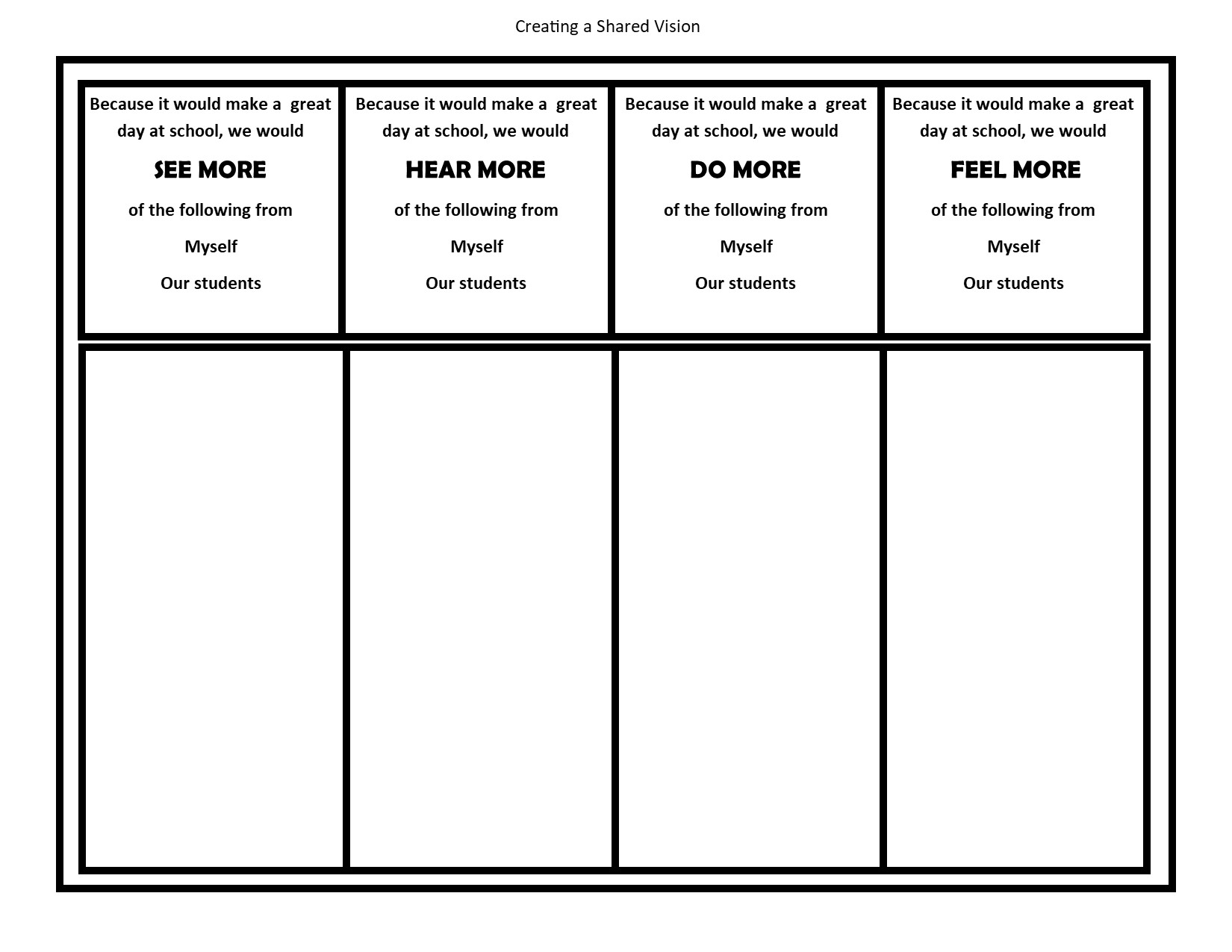
***Those "common expectations" and "getting on the same page" start with getting your input right from the beginning to create what we will call a "Shared Vision."***

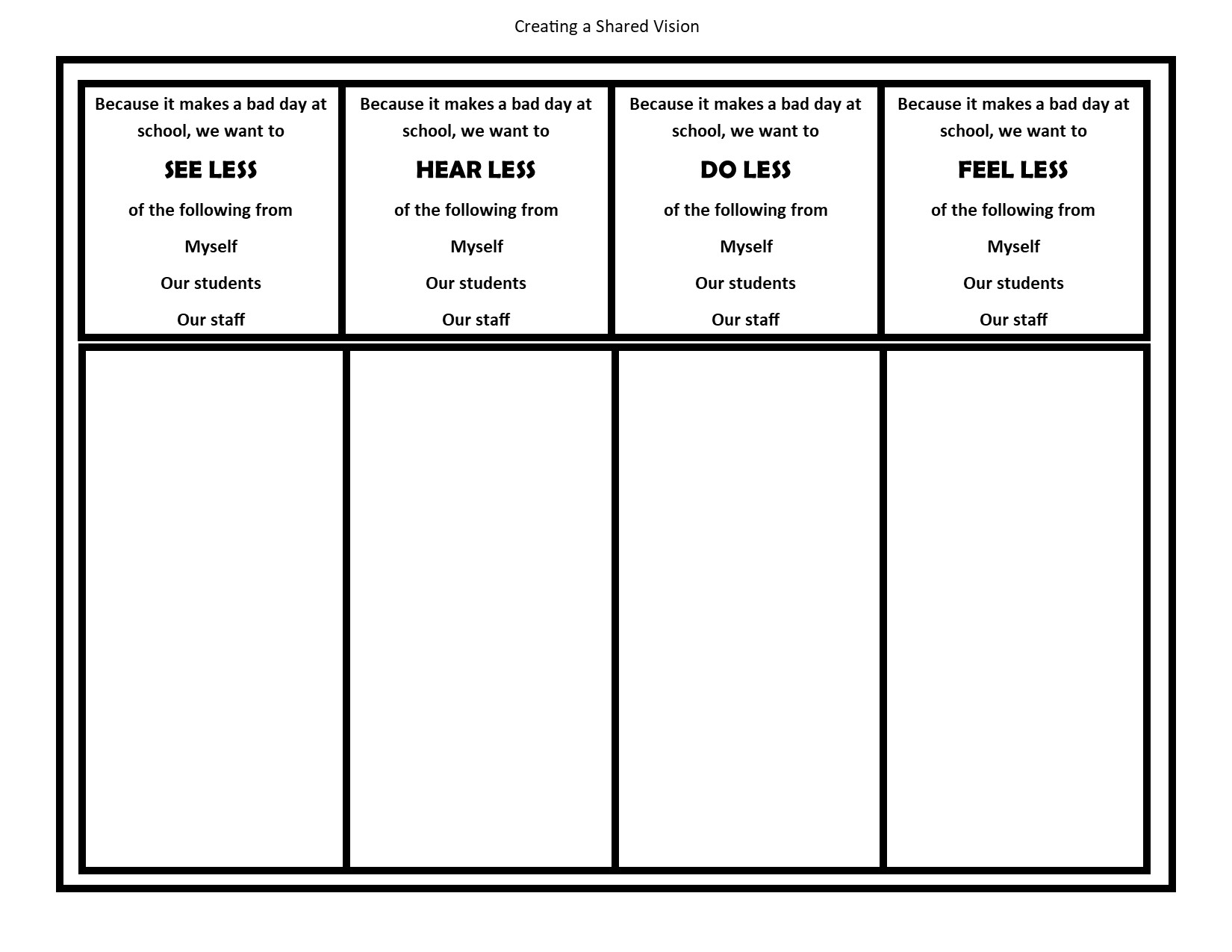
*Please see BOTH sides of the attachment.  One side asks for "MORE of" and the other side "LESS of."*

1. *Under each column, and on both sides, please WRITE a minimum of two words or comments.  Think in terms of yourself, your students, your fellow staff members, and/or your classroom and school.*
2. *Please bring a filled-in hard copy of this Shared Vision chart with you on {insert date} to the staff PD.*

*I look forward to hearing what you all have to say and beginning your PBIS framework and shared vision with you.*

*I will see you {insert day and date}!*

**

**