



# 2013-2014

## Annual Evaluation Report



Richard Woods, Georgia's School Superintendent  
Educating Georgia's Future



## **Our Mission**

The mission of the PBIS Team at the Georgia Department of Education (GaDOE) is to improve educational climate in Georgia schools and community settings through the Positive Behavioral Interventions and Supports (PBIS) framework.

The PBIS Team at the GaDOE has provided training and technical assistance to districts and schools across Georgia since 2008. The goal of the PBIS Team is to support high fidelity implementation through a comprehensive process of team training and technical assistance in the PBIS curriculum based on the Benchmarks of Quality critical elements and school outcome data. Work begins with a district level commitment to support PBIS schools through a District Leadership Team, a District Coordinator in place to coach and support school teams and a District Action plan.

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# Georgia PBIS (GaPBIS) Outcome and Evaluation Data for Annual Report 2013-2014

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## Participating Districts and Schools

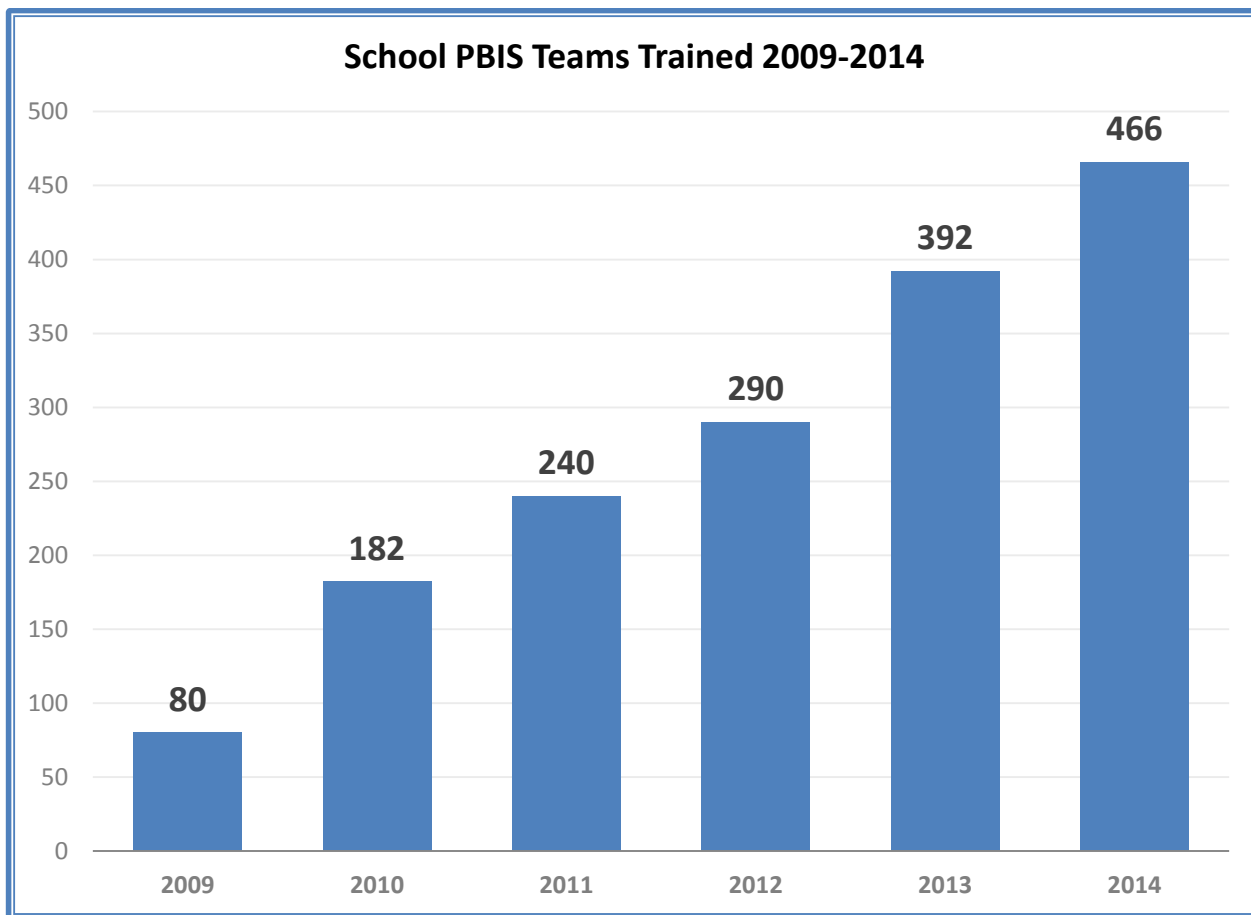
This sections reports on the districts and number of schools that have been trained in Tier 1 PBIS. The level of recognition is based upon fidelity of schoolwide PBIS implementation and outcome data during the 2013-2014 school year.

**Active PBIS district**

**An active PBIS district has:**

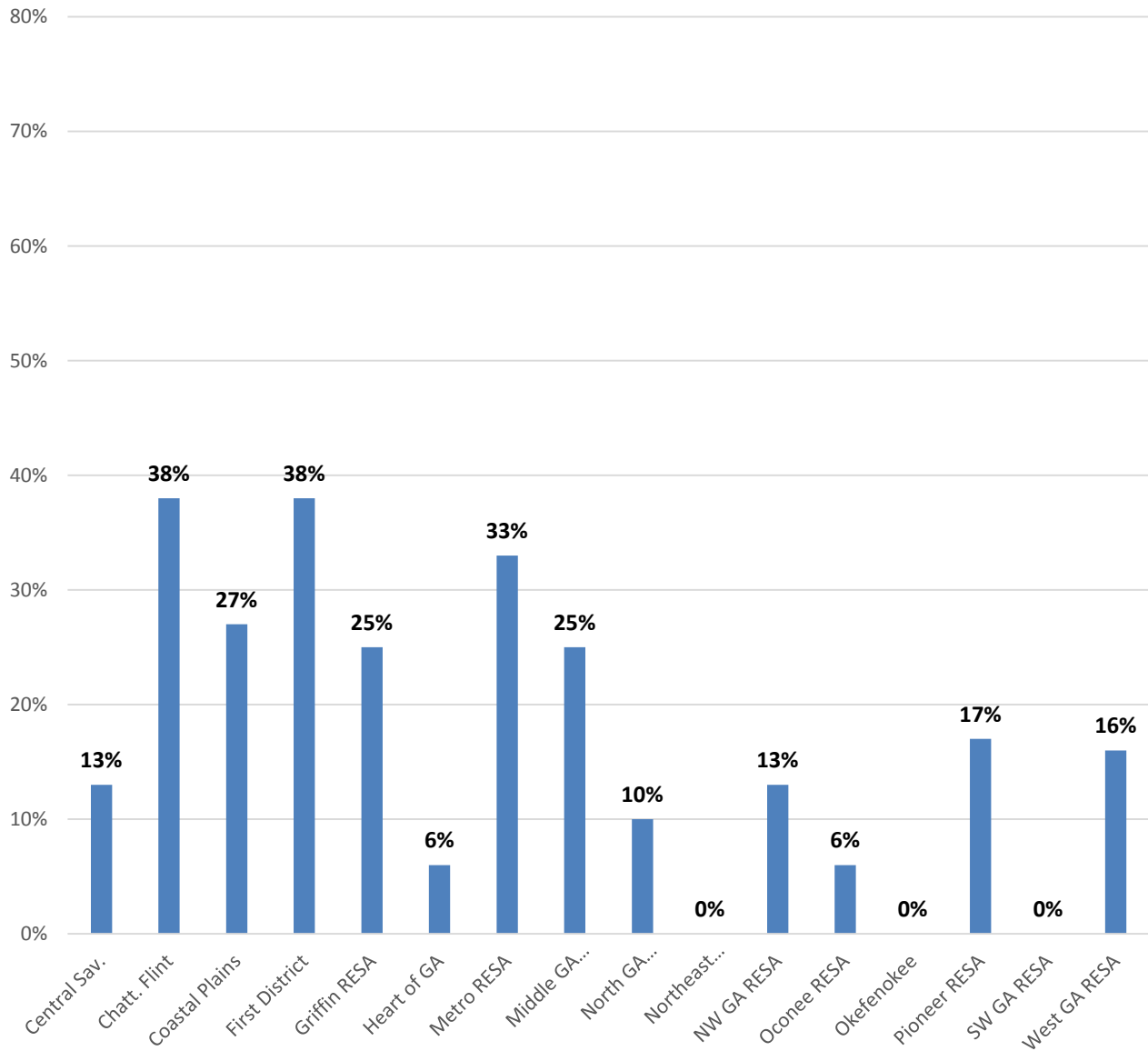
- A district leadership team that meets at least annually
- A PBIS Yearly Implementation Plan
- A district coordinator to support school implementation
- A cohort of trained schools

**Georgia Department of Education**



**Explanation of Data:** The graph above shows the number of school-based PBIS teams trained by the GaDOE PBIS team from 2009-2014. During the 2013-2014 schoolyear, the GaDOE PBIS team trained 74 school-based teams bringing the total number of schools trained since 2009 to 466 (or 18.6% of all public K-12 schools in Georgia). The 74 schools trained during 2013-2014 represented an 18.9% increase in the number of trained PBIS schools in Georgia.

### Percentage of Districts Implementing PBIS by RESA



**Explanation of Data:** The graph above shows percentage of school districts within each Regional Educational Service Agency (RESA) that have at least one school implementing PBIS in 2013-2014. District PBIS involvement in each RESA ranges from a high of 38% in the Northeast and Middle Georgia RESAs to a low of no participating districts in the Okefenokee, West Georgia, and Oconee RESAs.

## School-Wide PBIS School Recognition Process 2013-2014

The recognition process is designed to identify schools in Georgia that have been trained in Positive Behavioral Interventions and Supports (PBIS) and determine the fidelity of their implementation. Schools must be in a district with active support through a District Leadership Team, a District Action Plan and a local District Coordinator. Schools wishing to be identified must have successfully implemented PBIS for at **least 1 school year.**

A PBIS school is one that has met particular criteria and can demonstrate:

- (1) Integrating PBIS into daily activities across all settings
- (2) Utilization of data-based decision making to better serve their stakeholders,
- (3) Creative and engaging acknowledgement/recognition systems,
- (4) Collaboration with all stakeholders including families, and
- (5) Successful behavior outcomes to support academic achievement

There are three levels of recognition for PBIS schools PBIS in Georgia:

- (1) ***Operational***
- (2) ***Emerging***
- (3) ***Trained***

### Operational:

<b>Training &amp; Commitment</b>	<ul style="list-style-type: none"><li>• School has attended training covering 10 Critical Elements of SWPBIS</li><li>• The School principal is committed to the PBIS framework</li><li>• The PBIS Team is active and meets regularly</li></ul>
<b>Fidelity Instruments</b>	<ul style="list-style-type: none"><li>• Team has submitted 2013-14 End-of-Year (EOY) data report prior to deadline</li><li>• PBIS Team has completed:<ul style="list-style-type: none"><li>○ School Walkthrough</li><li>○ Team Implementation Checklist (TIC)</li><li>○ Benchmarks of Quality (BoQ)</li></ul></li></ul>
<b>Outcome Data</b>	<ul style="list-style-type: none"><li>• A score of 80% or above on the BoQ</li><li>• Tier 1: 75% or more of students have 0-1 Office Discipline Referrals (Incidents)</li><li>• Suspension rates are declining or have stabilized (10% fluctuation).</li><li>• Attendance rates are increasing or likewise have stabilized.</li></ul>



## Emerging:

<b>Training &amp; Commitment</b>	<ul style="list-style-type: none"><li>• School has attended training covering 10 Critical Elements of PBIS</li><li>• The school principal is committed to the PBIS framework</li><li>• The PBIS team is active and meets regularly</li></ul>
<b>Fidelity Instruments</b>	<ul style="list-style-type: none"><li>• Team has submitted 2013-14 End-of-Year (EOY) report prior to deadline</li><li>• PBIS Team has completed:<ul style="list-style-type: none"><li>○ Walkthrough</li><li>○ Team Implementation Checklist (TIC)</li><li>○ Benchmarks of Quality (BoQ)</li></ul></li></ul>
<b>Outcome Data</b>	<ul style="list-style-type: none"><li>• A score of 70-79% on the BoQ</li><li>• ODR's or suspensions are declining or have stabilized (10% fluctuation)</li></ul>

## Trained:

<b>Training &amp; Commitment</b>	<ul style="list-style-type: none"><li>• The school PBIS team has attended training covering 10 Critical Elements of PBIS</li><li>• The school principal is committed to the PBIS framework</li></ul>
<b>Fidelity Instruments</b>	<ul style="list-style-type: none"><li>• PBIS Team has completed at minimum a BoQ and either a Walkthrough and/or TIC</li></ul>
<b>Outcome Data</b>	<ul style="list-style-type: none"><li>• A score of 69% or below on the BoQ</li></ul>

## 2013-2014 PBIS Operational Schools

### **Barrow County Schools**

County Line Elementary School  
Holsenbeck Elementary School  
Haymon-Morris Middle School  
Russell Middle School  
Westside Middle School

### **Ben Hill**

Ben Hill Middle School

### **Burke County**

Waynesboro Primary School  
Burke County Middle School

### **Cobb County**

Big Shanty Elementary School  
Hollydale Elementary School  
Russell Elementary School  
Durham Middle School  
Pine Mountain Middle School

### **Columbia County**

Baker Place Elementary School  
Brookwood Elementary School  
Cedar Ridge Elementary School  
Euchee Creek Elementary School  
Evans Elementary School  
Greenbrier Elementary School  
Grovetown Elementary School  
Lewiston Elementary School  
Martinez Elementary School  
River Ridge Elementary School  
South Columbia Elementary School  
Westmont Elementary School  
Grovetown Middle School  
Harlem Middle School

### **Floyd County**

Glenwood Primary School  
McHenry Primary School  
Midway Primary School  
Pepperell Primary School  
Alto Park Elementary School  
Armuchee Elementary School

Cave Spring Elementary School  
Garden Lakes Elementary School  
Johnson Elementary School  
Model Elementary School  
Pepperell Elementary School  
Armuchee Middle School  
Pepperell Middle School

### **Fulton County**

Manning Oaks Elementary School  
Camp Creek Middle School

### **Glynn County**

Altama Elementary School  
C. B. Greer Elementary School  
Glyndale Elementary School  
Golden Isles Elementary School  
Goodyear Elementary School  
Oglethorpe Point Elementary School  
St. Simons Elementary School  
Satilla Marsh Elementary School  
Glynn Middle School  
Needwood Middle School

### **Gwinnett County**

Bethesda Elementary School  
Corley Elementary School  
Ferguson Elementary School  
Lawrenceville Elementary School  
Lilburn Elementary School  
Partee Elementary School  
Peachtree Elementary School  
Simonton Elementary School  
Couch Middle School  
Creekland Middle School  
Dacula Middle School  
Hull Middle School  
McConnell Middle School  
Moore Middle School  
Pinckneyville Middle School  
Richards Middle School  
Sweetwater Middle School  
Trickum Middle School  
Archer High School  
Mountain View High School

**Lee County**

Kinchafoonee Primary School  
Lee County Primary School  
Lee County Elementary School  
Twin Oaks Elementary School  
Lee County Middle School East  
Lee County Middle School West  
Lee High School 9<sup>th</sup> Grade Campus  
Lee County High School

**Lincoln County**

Lincoln County Elementary School  
Lincoln County Middle School

**Madison County**

Colbert Elementary School  
Comer Elementary School  
Danielsville Elementary School  
Hull-Sanford Elementary School  
Ila Elementary School  
Madison County Middle School  
Madison County High School

**Monroe County**

Katherine B. Sutton Elementary School  
Thomas G. Scott Elementary School  
Samuel E. Hubbard Elementary School  
Monroe County Middle School  
Mary Persons High School

**Murray County**

Coker Elementary School  
Chatsworth Elementary School  
Eton Elementary School  
Northwest Elementary School  
Spring Place Elementary School  
Woodlawn Elementary  
Bagley Middle School  
Gladden Middle School  
Murray County High School  
North Murray High School  
Mountain Creek Academy

**Muscogee County**

Double Churches Middle School

**Newton County**

Clements Middle School  
Cousins Middle School

**Spalding County**

Anne Street Elementary School  
Atkinson Street Elementary School  
Crescent Road Elementary School  
Futral Road Elementary School  
Jackson Road Elementary School  
Jordan Hill Road Elementary School  
Moreland Road Elementary School  
Cowan Road Middle School  
Rehoboth Road Middle School

**Thomasville City**

Jerger Elementary School  
Harper Elementary School  
Scott Elementary School

**GNETS Programs**

Burwell Program  
Cedarwood: Baxley  
Cedarwood: Lyons  
Cedarwood: Statesboro  
Coastal Academy: Brunswick  
Coastal Georgia Comprehensive Academy  
DeKalb-Rockdale: Eagle Woods  
Elam Alexander: Burke  
Elam Alexander: Northeast  
Flint Area Learning Program  
North Metro: Hooper Renwick  
GNETS of Oconee  
Rutland Academy

**State Schools**

Atlanta Area School for the Deaf

## 2013-2014 Emerging PBIS Schools

### **Barrow County**

Auburn Elementary School  
Bethlehem Elementary School  
Bramlett Elementary School  
Kennedy Elementary School  
Statham Elementary School  
Yargo Elementary School

### **Ben Hill**

Ben Hill Primary School  
Ben Hill Elementary School

### **Burke County**

Blakeney Elementary School  
S G A Elementary School  
Burke County High School

### **Cobb County**

Tapp Middle School

### **Columbia County**

Stevens Creek Elementary School

### **Fannin County**

East Fannin Elementary School  
Fannin County High School

### **Floyd County**

Coosa Middle School

### **Franklin County**

Franklin County Middle School

### **Fulton County**

Bear Creek Middle School  
Holcomb Bridge Middle School  
Sandtown Middle School  
Tri-Cities High School

### **Glynn County**

Burroughs-Molette Elementary School  
Sterling Elementary School  
Jane Macon Middle School  
Risley Middle School

### **Gwinnett County**

Cedar Hill Elementary School  
Louise Radloff Middle School  
Lilburn Middle School  
Snellville Middle School  
Grayson High School  
Gwinnett InterVention Education (GIVE)  
East High School  
Gwinnett InterVention Education (GIVE)  
West High School

### **Jackson County**

North Jackson Elementary School  
South Jackson Elementary School

### **Lee County**

Transitional Learning Center

### **Newton County**

Liberty Middle School  
Veterans Memorial Middle School  
Newton High School

### **Spalding County**

Cowan Road Elementary School  
Orrs Elementary School  
Carver Road Middle School  
Spalding High School

### **Thomasville City Schools**

MacIntyre Park Middle School  
Thomasville High School

### **GNETS Programs**

FUTURES: Gainesville  
FUTURES: Carnesville  
Coastal Academy: Kingsland  
Elam Alexander: Elberta  
Harrell Learning Center  
Haven: Hawthorne Center  
Mainstay Academy  
Oak Tree GNETS  
Sand Hills Program  
South Metro: Ash Street Center

## 2013-2014 PBIS Trained Schools

### **Barrow County**

Bear Creek Middle School  
Apalachee High School  
Winder Barrow High School  
Snodon Preparatory

### **Ben Hill**

Fitzgerald High School

### **Burke County**

Burke County Academy of  
Success

### **Cobb County**

Floyd Middle School  
Campbell High School

### **Columbia County**

Blue Ridge Elementary School  
Riverside Elementary School

### **Evans County**

Claxton Elementary School  
Claxton Middle School  
Claxton High School

### **Fannin County**

Fannin County Middle School

### **Fulton County**

Creekside High School  
Paul D West Middle School  
Renaissance Middle School  
Banneker High School  
Langston High School  
Elkins Pointe Middle School  
McNair Middle School  
Westlake High School

### **Gwinnett County**

Grace Snell Middle School  
Parkview High School  
Norcross High School  
Summerour Middle School  
Meadowcreek High School

### **Jackson County**

East Jackson Middle School

### **Jefferson County**

Carver Elementary School  
Wrens Elementary School  
Louisville Academy  
Louisville Middle School  
Wrens Middle School  
Jefferson County High School

### **Jones County**

Turner Woods Elementary  
School  
Gray Elementary School

### **Lincoln County**

Lincoln County High School

### **Newton County**

Indian Creek Middle School

### **Spalding County**

Beaverbrook Elementary  
School  
Griffin High School  
Moore Elementary School  
AZ Kelsey (Alt)

### **Tift County**

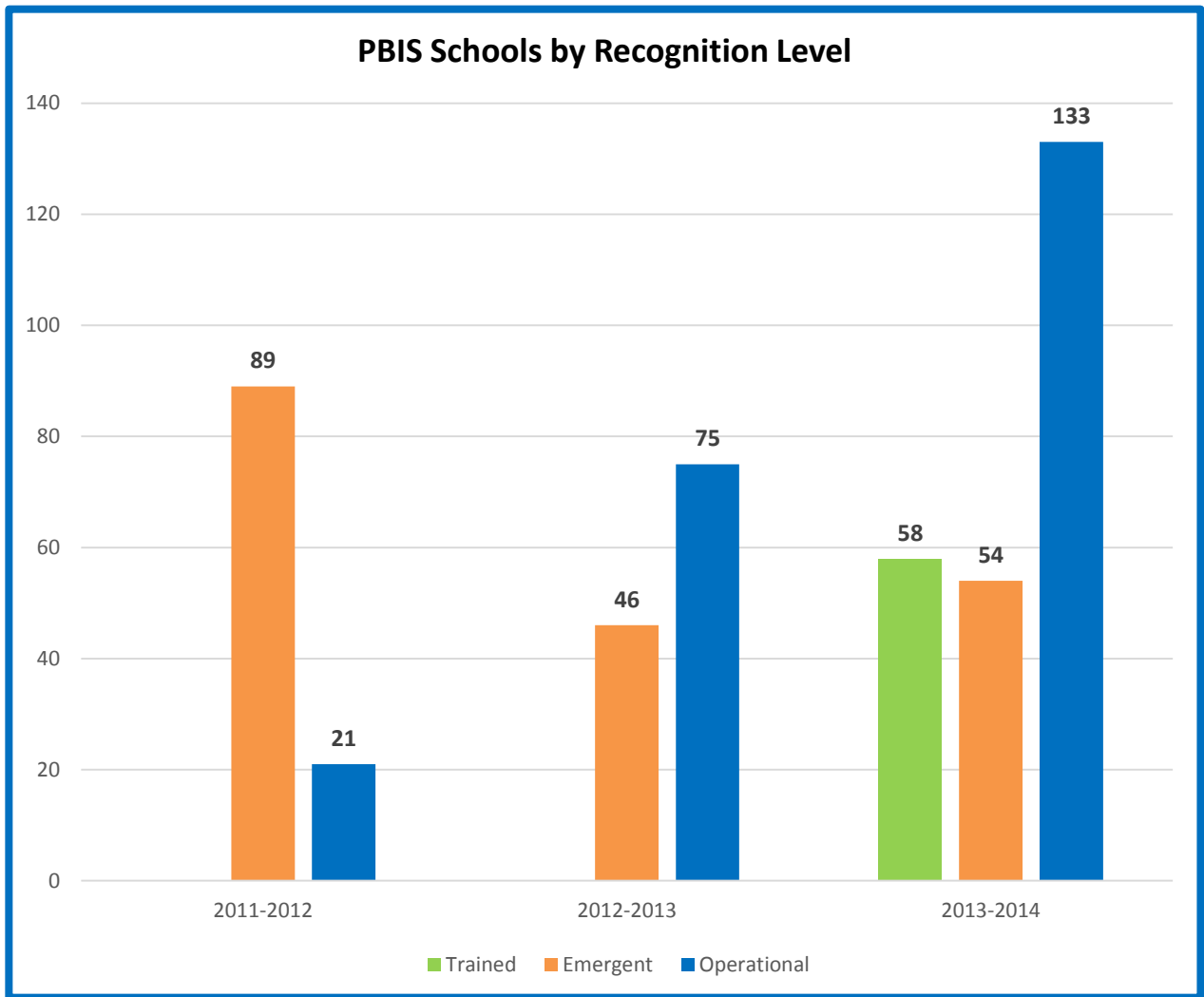
Eighth Street Middle School  
JT Reddick School  
North East Campus, Tift  
County High School  
Sixth Street Academy  
Tift County High School

### **Thomasville City**

Scholars Academy

### **GNETS Programs**

Coastal Academy: Hinesville  
Heartland Academy  
Horizon Academy  
North Metro: Oglethorpe  
Northstar Educational and  
Therapeutic Services  
Northwest Georgia  
Educational Program  
Pathways Educational  
Program  
Riverquest Program  
Woodall Program



**Explanation of Data:** The Georgia Department of Education recognizes districts and schools for supporting positive school climate through the implementation of the Positive Behavioral Interventions and Supports (PBIS) framework. The purpose of the recognition system is to identify schools that exemplify best practices in the implementation of Tier 1 (PBIS). To qualify for state recognition, schools must be in a district with active support through a District Leadership Team, District Coordinator, and a District Implementation Plan. The district must be actively supported by the GaDOE Team, and the school must have implemented for at least 1 school year. The graph above shows the number of schools at each Recognition Level during the 2013-2014 schoolyear.

## Implementation and Outcomes for Active PBIS Schools

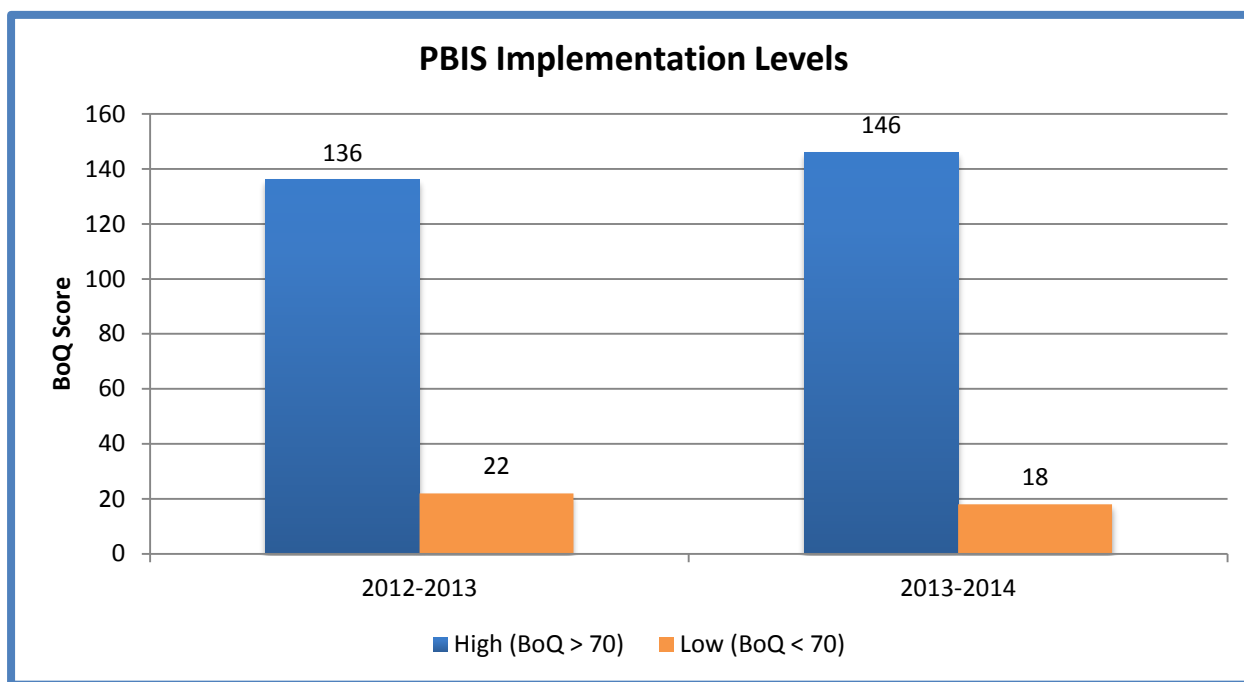
This section contains data from active PBIS schools that provided implementation and outcome data for the 2013-2014 school year. This data is reported on the PBIS End-of-Year Data Report which includes:

- Average daily attendance
- Total number of office discipline referrals (ODRs)
- Total number of days of in-school suspension (ISS)
- Total number of days of out-of-school suspension (OSS)
- Total number of students receiving 1-2, 3-4, and 5 or more OSS events
- Percentage of students at Tier I (0-1 ODRs)
- Most recent Team Implementation Checklist (TIC 3.1) score
- Most recent Benchmarks of Quality-Revised (BoQ) score
- Previous years BoQ score

Reporting on PBIS implementation and outcomes is voluntary, so the total numbers of schools represented on specific graphs vary depending upon the number of schools providing data.

## Fidelity of PBIS Tier 1 Implementation Across Schools

**Description of Data:** The graph below depicts PBIS Tier 1 implementation level of schools based on Benchmark of Quality (BoQ) scores for the 2012-2013 and 2013-2014 school years. Schools implementing with Tier 1 with a high level of fidelity (i.e. with a BoQ score of at least 70).



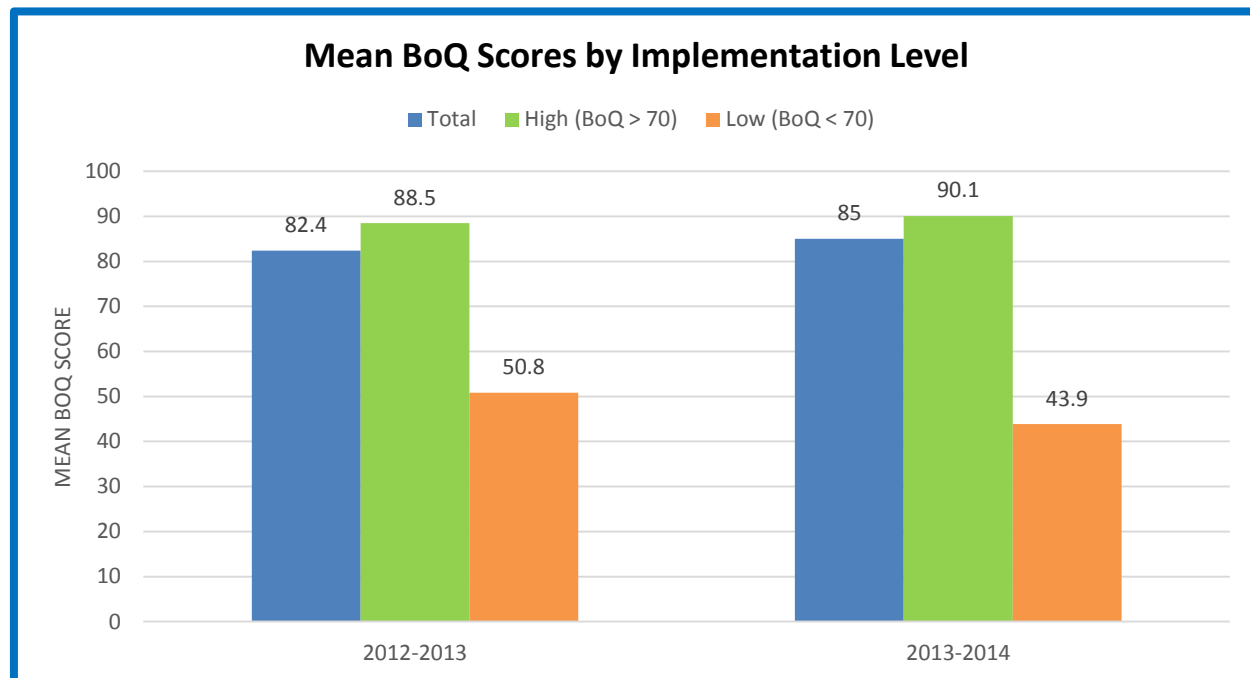
	High (BoQ > 70)	Low (BoQ < 70)
2013-2014	146	18
2012-2013	136	22

**Explanation of Data:** In the most recent year of data (2013-2014), 89% (146 of 164) of schools reporting Benchmarks of Quality data were implementing School-Wide PBIS with fidelity (BoQ  $\geq$  70). This is a slight increase from the 86% of schools implementing at high levels of fidelity in 2012-2013.



## Mean Benchmarks of Quality (BoQ) Scores

**Description of Data:** The graph below depicts the mean total BoQ scores for the schools that completed a Benchmarks of Quality for school for the 2012-2013 and 2013-2014 school years. In addition, mean total BoQ scores are reported for schools implementing Tier 1 with high fidelity (BoQ > 70) and low fidelity (BoQ < 70)



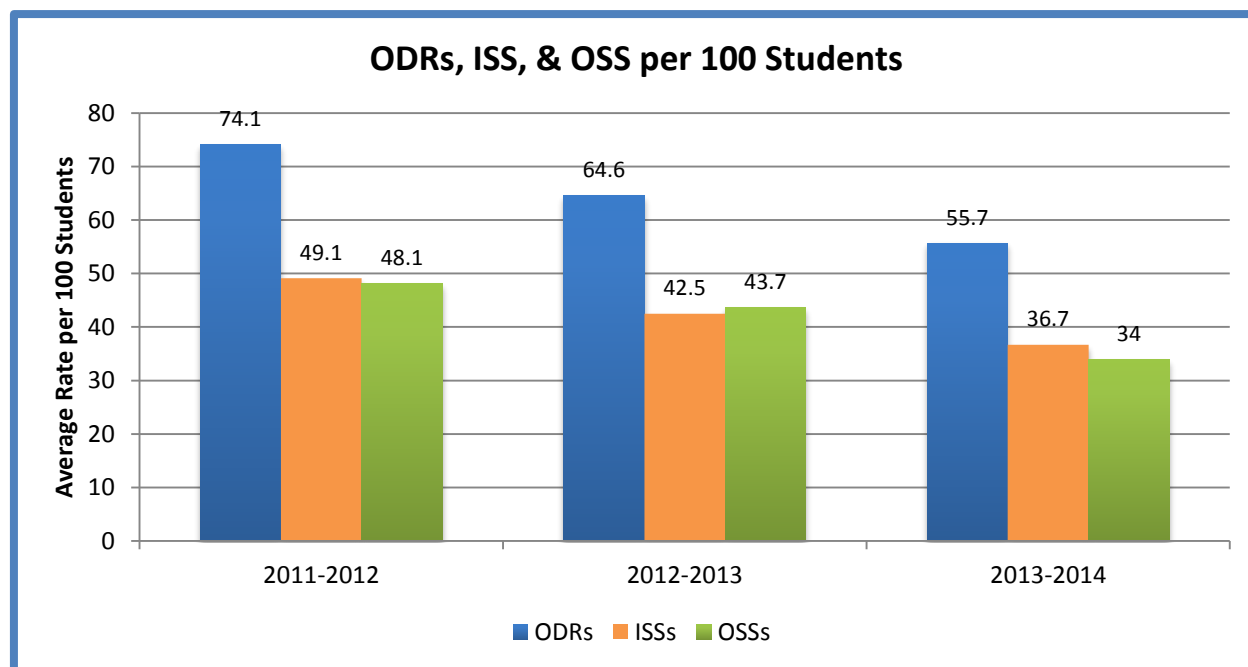
	Total	High (BoQ > 70)	Low (BoQ) < 70
2013-2014	85.0	90.1	43.9
2012-2013	82.4	88.5	50.8

**Explanation of Data:** The mean total score on the Benchmarks of Quality (BoQ) showed a slight increase (from 82.4 to 85) during the most recent school year. Schools implementing Tier 1 with high fidelity demonstrated a similar increase during the same timeframe (88.5 to 90.1) while the mean BoQ scores in low fidelity schools decreased over during the 2013-2014 school year.

## Trends in Discipline Outcome Data

**Description of Data:** The chart below depicts disciplinary outcomes data (the average number of ODRs, days of ISS, and days of OSS per 100 student) for all participating schools for which these data were available in the previous three school years.

*Note: ODR – Office Discipline Referrals, ISS – In-School Suspensions, OSS – Out-of-School Suspensions*

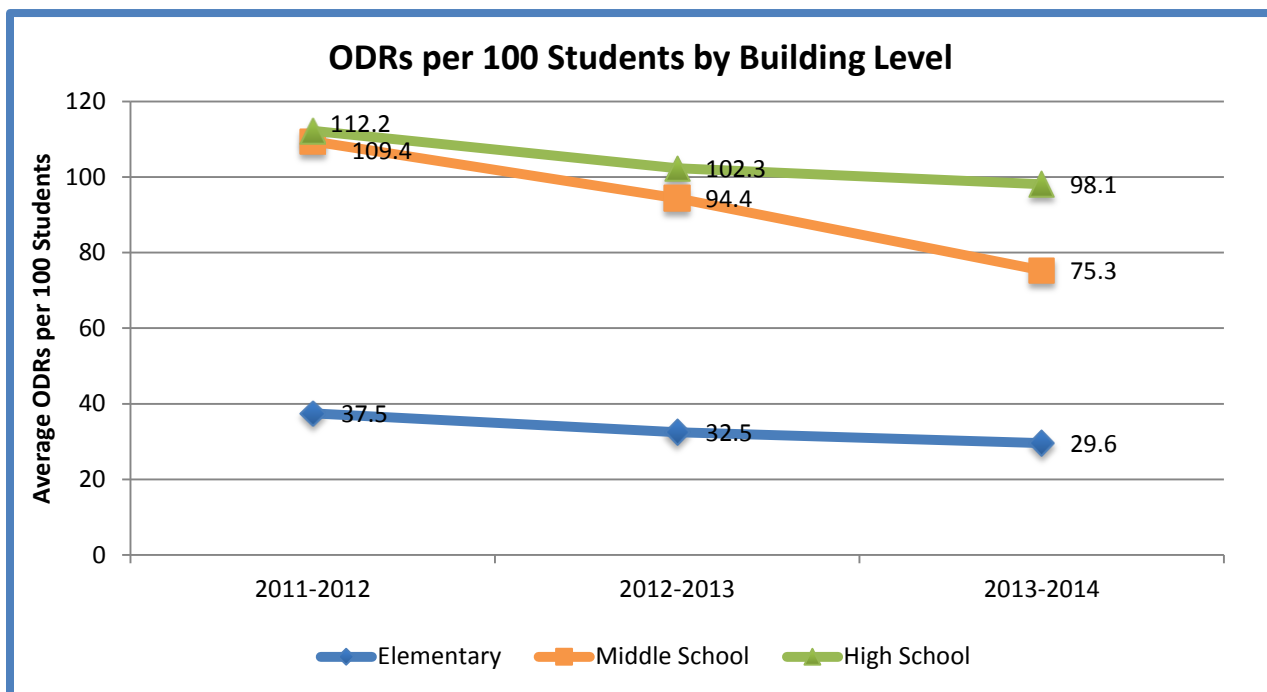


Year	ODRs	ISS	OSS
2013-2014	55.7	36.7	34.0
2012-2013	64.6	42.5	43.7
2011-2012	74.1	49.1	48.1

**Explanation of Data:** PBIS implementing schools reported steadily lower rates of ODRs, ISS, and OSS over the three consecutive years of implementation. Across the 3 years of data (i.e. from 2011 to 2014), participating schools reported a 25% reduction in both ODRs and ISS and a 30% reduction in OSS.

## Rates of Office Discipline Referrals (ODRs) by Building Level

**Description of Data:** The chart below provides a comparison of the rate of office discipline referrals (ODRs) for the 3 consecutive years of PBIS implementation by grade level (elementary, middle, and high school).

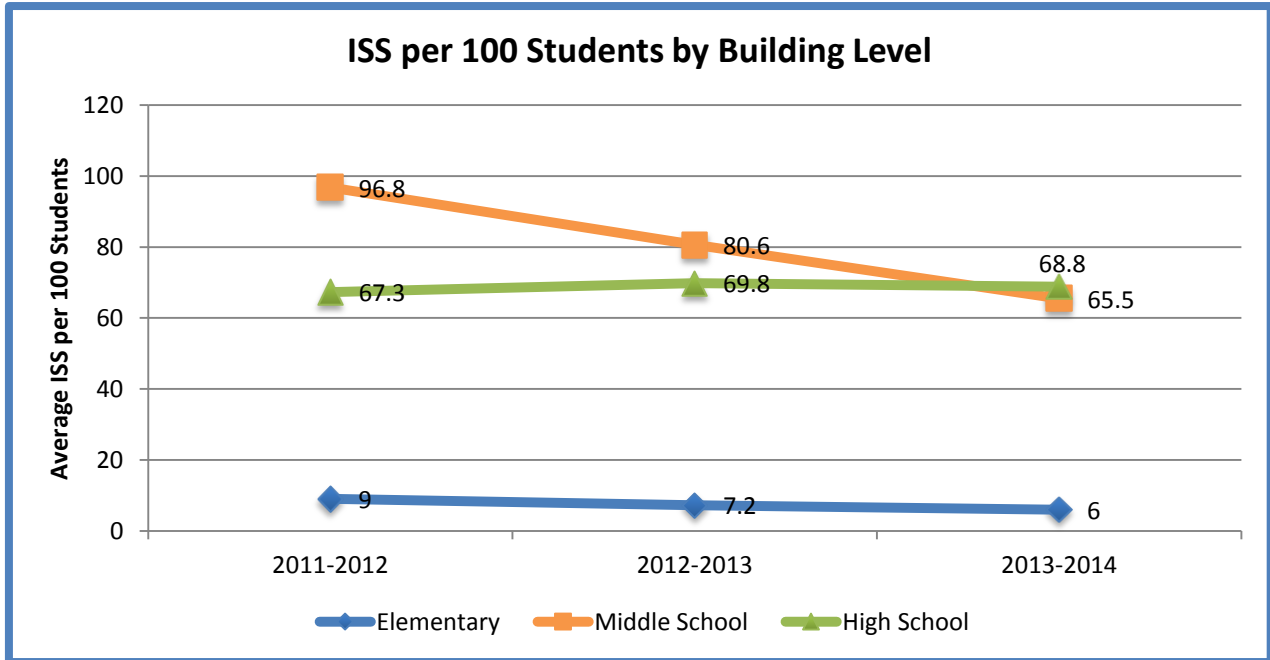


	Elementary	Middle School	High School
2013-2014	29.6 (n = 88)	75.3 (n = 61)	98.1 (n = 30)
2012-2013	32.5 (n = 87)	94.4 (n = 61)	102.3 (n = 30)
2011-2012	37.5 (n = 84)	109.4 (n = 59)	112.2 (n = 30)

**Explanation of Data:** At every grade level, PBIS implementing schools reported steadily lower rates of ODRs over the three consecutive years of implementation. From 2011-2012 to 2013-2014, elementary schools reported a 21% decrease, middle schools reported a 31% decrease, and high schools reported a 23% decrease in ODRs.

## Rates of In-School Suspensions (ISS) by Building Level

**Description of Data:** The chart below provides a comparison of the rate in-school suspensions (ISS) for the 3 consecutive years of PBIS implementation by grade level (elementary, middle, and high school).

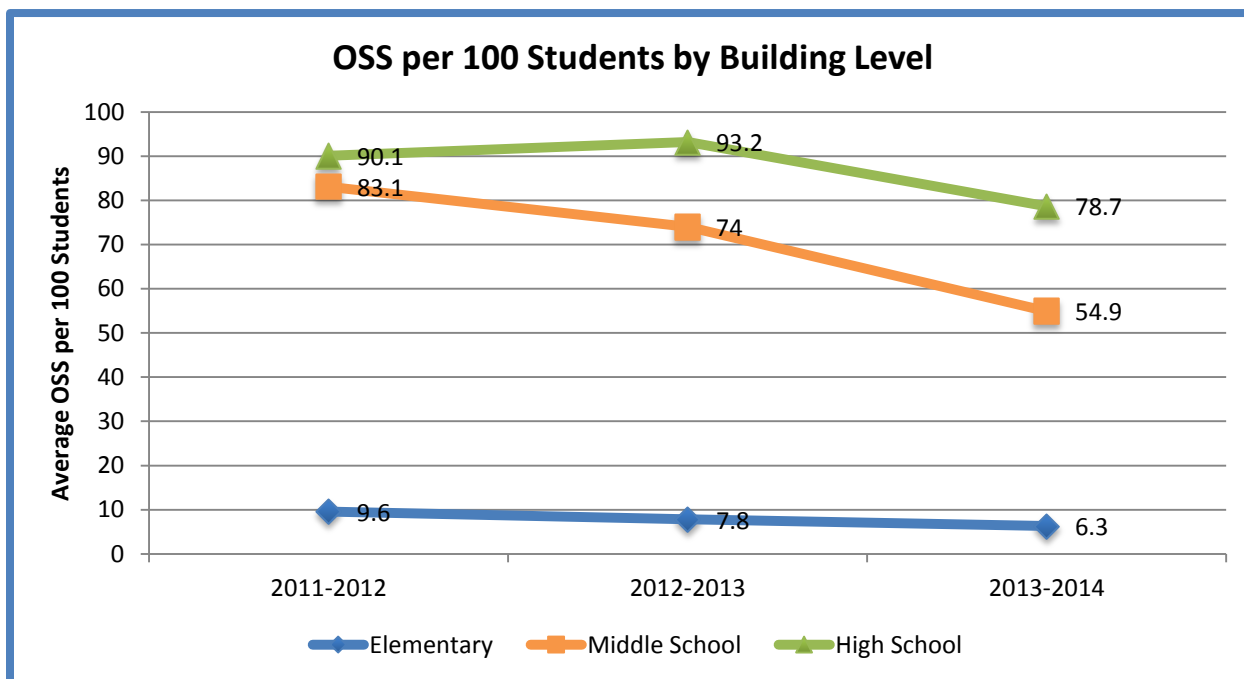


	Elementary	Middle School	High School
2013-2014	6.0 (n = 85)	65.5 ( n = 61)	68.8 (n = 30)
2012-2013	7.2 (n =86)	80.6 (n = 61)	69.8 (n = 30)
2011-2012	9.0 (n = 81)	96.8 (n = 58)	67.3 (n = 30)

**Explanation of Data:** At the elementary and middle school levels, PBIS implementing schools reported steadily lower rates of ISS over the three consecutive years of implementation. From 2011-2012 to 2013-2014, elementary and middle schools reported a 33% decrease in ISS. The reported ISS rate at participating high schools, however, remained steady across the three years.

## Rates of Out-of-School Suspensions (OSS) by Building Level

**Description of Data:** The chart below provides a comparison of the rate of out-of-school suspensions (OSS) for the 3 consecutive years of PBIS implementation by grade level (elementary, middle, and high school).

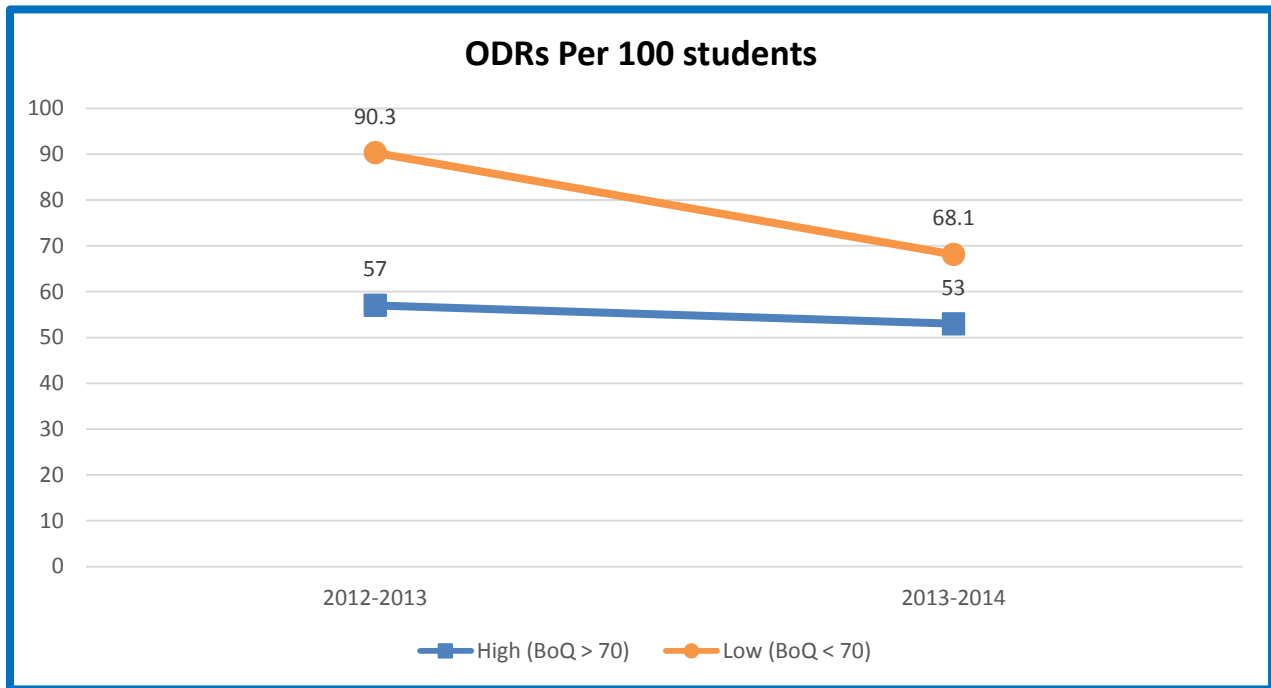


	Elementary	Middle School	High School
2013-2014	6.3 (n = 88)	54.9 (n = 61)	78.7 (n = 30)
2012-2013	7.8 (n = 87)	74.0 (n = 61)	93.2 (n = 30)
2011-2012	9.6 (n = 82)	83.1 (n = 58)	90.1 (n = 30)

**Explanation of Data:** At the elementary and middle school levels, PBIS implementing schools reported steadily lower rates of OSS over the three consecutive years of implementation. Participating high schools reported a slight increase in OSS in 2012-2013 followed by a decrease in 2013-2014. From 2011-2012 to 2013-2014, elementary schools reported a 35% decrease, middle schools demonstrated a 34% decrease, and high schools reported a 13% decrease in OSS.

## Office Discipline Referrals (ODRs) by Implementation Level

**Description of Data:** The chart below provides a comparison of the rate of office discipline referrals (ODRs) for the 2012-2013 and 2013-2014 school years for schools implementing Tier 1 of PBIS with high fidelity (BoQ > 70) and low fidelity (BoQ < 70).

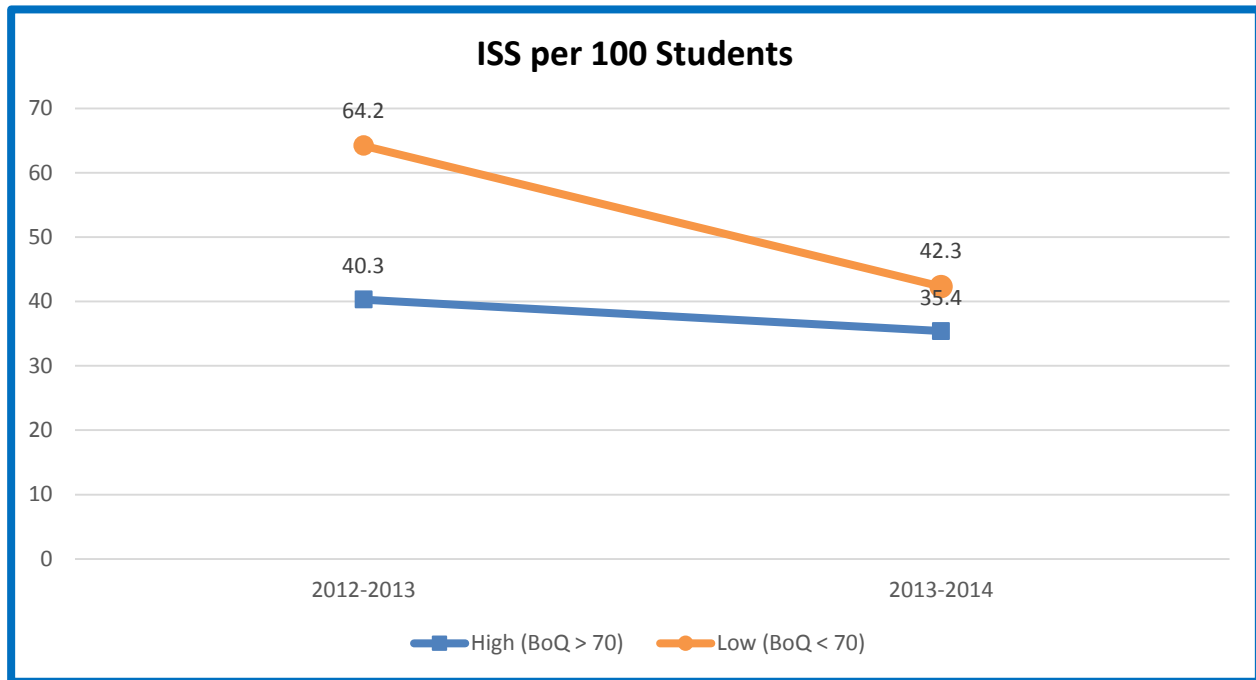


	High (BoQ > 70)	Low (BoQ < 70)
2013-2014	53.0 ( <i>n</i> = 146)	68.1 ( <i>n</i> = 18)
2012-2013	57.0 ( <i>n</i> = 136)	90.3 ( <i>n</i> = 22)

**Explanation of Data:** Active PBIS schools with high-fidelity implementation continued to realize a reduction in ODRs. Although the gap between schools with high and low fidelity implementation has closed in 2013-2014, the rate of ODRs remains markedly lower in schools demonstrating high fidelity implementation of PBIS Tier 1 (22% lower in high implementing schools).

## In-School Suspensions (ISS) by Implementation Level

**Description of Data:** The chart below provides a comparison of the rate of in-school suspensions (ISS) for the 2012-2013 and 2013-2014 school years for schools implementing Tier 1 of PBIS with high fidelity (BoQ > 70) and low fidelity (BoQ < 70).

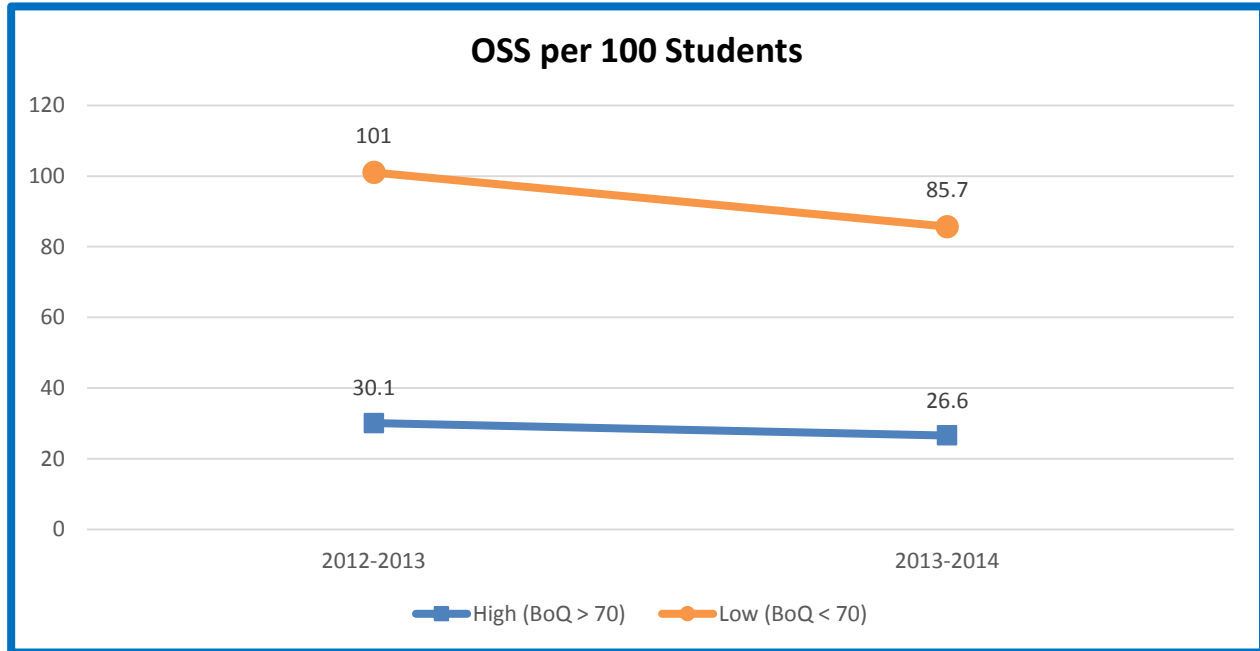


	High (BoQ > 70)	Low (BoQ < 70)
2013-2014	35.4 ( <i>n</i> = 146)	42.3 ( <i>n</i> = 18)
2012-2013	40.3 ( <i>n</i> = 136)	64.2 ( <i>n</i> = 22)

**Explanation of Data:** Active PBIS schools with high-fidelity implementation continued to realize a reduction in ISS. Although the gap between schools with high and low fidelity implementation has closed in 2013-2014, the rate of ISS remains markedly lower in schools demonstrating high fidelity implementation of PBIS Tier 1 (16% lower in high implementing schools).

## Out-of-School Suspensions (OSS) by Implementation Level

**Description of Data:** The chart below provides a comparison of the rate of out-of-school suspensions (OSS) for the 2012-2013 and 2013-2014 school years for schools implementing Tier 1 of PBIS with high fidelity (BoQ > 70) and low fidelity (BoQ < 70).



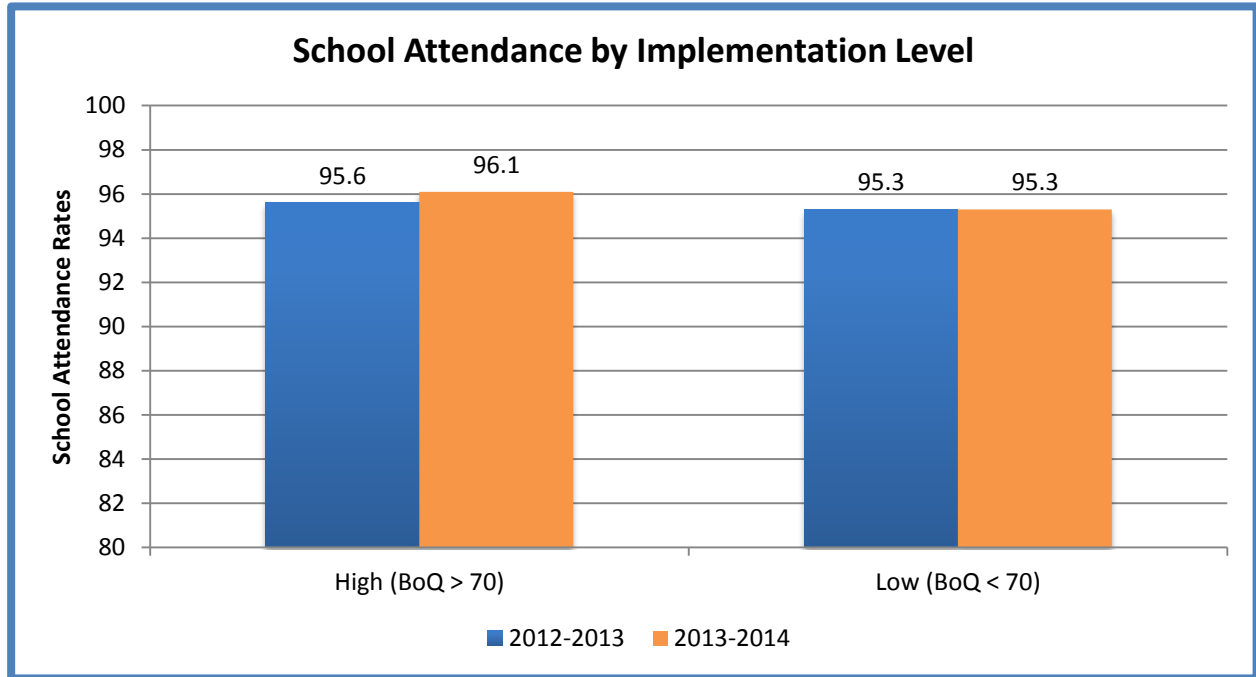
	High (BoQ > 70)	Low (BoQ < 70)
2013-2014	26.6 (n = 146)	85.7 (n = 18)
2012-2013	30.1 (n = 136)	101.0 (n = 22)

**Explanation of Data:** Active PBIS schools with high-fidelity implementation continued to realize a reduction in OSS. Although the gap between schools with high and low fidelity implementation has closed in 2013-2014, the number of OSS per 100 students is nearly 70% lower in schools implementing with high fidelity!



## School Attendance by Implementation Level

**Description of Data:** The chart below provides a comparison of the average daily attendance rates for the 2012-2013 and 2013-2014 school years for schools implementing Tier 1 of PBIS with high fidelity (BoQ > 70) and low fidelity (BoQ < 70).



	High (BoQ > 70)	Low (BoQ < 70)
2013-2014	96.1 (n = 146)	95.3 (n = 18)
2012-2013	95.6 (n = 136)	95.3 (n = 22)

**Explanation of Data:** Average daily attendance showed a slight improvement from 2012-2013 to 2013-2014 in schools implementing PBIS Tier 1 with high integrity. The attendance figures remained steady in schools implementing Tier 1 with low fidelity.

## Next Steps and Future Plans

This section outlines the Georgia PBIS team's vision for on-going evaluation of the State's implementation efforts and their impact on student outcomes. Elements of this section are based on the goals and objectives outlined in the *Georgia PBIS Strategic Plan 2014-2020*.

### Sustaining and Expanding of PBIS Evaluation Efforts

The GaDOE PBIS team is committed to documenting what PBIS looks like, how well it is being implemented, and how it affects social and academic behavior in Georgia's K-12 schools. Gathering accurate and comprehensive evaluation data is essential for replicating, sustaining, and improving implementation at the local and state levels. To achieve this goal, we have identified the following "next steps" for the evaluation effort:

1. Continue to monitor schools' fidelity of implementation at PBIS Tier 1 using *PBIS Assessment*, a web-based application that provides tools for assessing schools' current disciplinary practices, effectiveness in initial implementation, continued fidelity to the framework, and effective implementation. Expand use of *PBIS Assessment* for evaluating schools' implementation of PBIS Tiers 2 and 3.
2. Conduct analyses of state longitudinal data showing the successes in discipline, achievement, and attendance associated with successful PBIS implementation.
3. Publish the 2013-2014 Annual Evaluation Report on the GaDOE website ([www.gadoe.org](http://www.gadoe.org)) and on the PBIS Technical Assistance Center website ([www.pbis.org](http://www.pbis.org)).