



What is **PBIS**?
PBIS stands for

"Positive Behavior Interventions and Supports"

A data-driven, decision making, multi -tiered framework for establishing the social culture and behavioral supports needed for a school to be an efficient and effective learning environment (academic behavior, and social emotional) for all students.

How Does PBIS Affect Behavior?

PBIS is different from the **behavior management systems** that schools used to use when parents were in school. While old programs were **consequence-based**, **PBIS** uses a **positive approach**. Data from the American Academy of Pediatrics shows students are 33% less likely to receive referrals in a **PBIS** school.

Why do we have school-wide rules?

Grimmer uses the **Bear Necessities** to state **behavioral expectations: Be Safe, Be Respectful, Be Your Best**. This is important because:

- It gives students **reasonably stated goals** to work toward.
- It is **easy to remember** these three expectations, which are written in **brief phrases**.
- The **Bear Necessities** creates a **"common language"** that allows **faculty, staff, and students** to **communicate clearly** across the board.
- The **Bear Necessities Matrix** states the **rules**, or **expectations**, in a **positive manner** so that staff can **catch students behaving appropriately**, rather than criticizing them for breaking the rules.

Grimmer PBIS Site-Wide Behavior Expectations:

- Be Safe
- Be Respectful
- Be You Best



Celebrating Positive Behavior

At Grimmer Elementary School, we take pride in recognizing and celebrating students who demonstrate positive behavior and demonstrate our **Bear Necessities**. Throughout the year, students have the opportunity to earn **Bear Tickets** when they are “caught” making great choices. These tickets can be entered into our **Weekly Raffle** for fun prizes and recognition.

Each month, three students from every class are also honored with a **Character Trait Certificate**, highlighting their commitment to positive character traits and citizenship.

In addition, students can save their Bear Tickets to qualify for exciting **Golden Ticket Events** held each trimester:

- **First Trimester:** 30 tickets
- **Second Trimester:** 40 tickets
- **Third Trimester:** 50 tickets

Students who participate in all three Golden Ticket Events will receive a special invitation to the exclusive **Platinum Party** at the end of the school year, hosted by our principal, **Mr. Kaufman**.

Together, we celebrate kindness, responsibility, and respect— **the Bear Way!**



Character Certificates



Bear Tickets



Golden Ticket



Platinum Club

PBIS Student Ambassadors

Our **PBIS Student Ambassadors** play a vital role in building a positive school culture and sense of community at Grimmer Elementary. These student leaders help promote the **Bear Necessities** by leading schoolwide assemblies that highlight positive behavior, teamwork, and respect. They also utilize the Monday Newscast to provide reminders to the whole school about the Bear Necessities and to encourage students to start the week strong. During each assembly, the ambassadors guide their peers in reviewing our PBIS expectations, celebrating student achievements, and recognizing classes and individuals who exemplify our core values. Through their leadership, our ambassadors inspire others to make kind choices, take responsibility, and contribute to a welcoming and supportive school environment. Together, we celebrate success and strengthen our community—**the Bear Way!**

Mama Bear & Papa Bear Program

The **Mama Bear/Papa Bear Program** at **Grimmer Elementary** is designed to help students succeed both academically and personally. We recognize that every student faces unique challenges, and our goal is to provide the support and guidance they need to overcome those obstacles and thrive.

Through this program, students are encouraged to become **self-sufficient, independent thinkers** who make **positive choices** in their daily lives. The program provides a **structured plan of action** to monitor academic progress and promote responsible decision-making, with the ultimate goal of reducing discipline referrals and fostering growth.

Most importantly, the Mama Bear/Papa Bear Program helps students build **positive, supportive relationships** with teachers and staff—ensuring that every student feels connected, valued, and empowered to reach their full potential.

PBIS Consequences

An **Awareness Slip** is a reminder given to a student who did not meet behavior expectations in their learning space. It serves as an opportunity to **reflect, take responsibility, and make positive choices** moving forward. Families will be notified upon receipt of Awareness Slips to create a partnership reinforcing expected behavior.

If a student receives **three Awareness Slips** for the **same expectation** (e.g., **“Safe”**) within one trimester, an **office referral** will be made. At that point, Mr. Kaufman will arrange a meeting with the student and their family to discuss supportive interventions and work together to help the student successfully meet expectations moving forward.

If a student receives **two office referrals** in the same trimester, they will become ineligible for the Golden Ticket event and may also face additional consequences, including possible suspension depending on the behavior.

An **office referral or suspension** may be issued for major behaviors, such as physical violence, bullying, property damage, or other serious incidents.