



# HOW TO START IMPLEMENTING PBS IN YOUR SCHOOL

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«The world economy no longer pays for what people know but for what they can do with what they know.»

*Andreas Schleicher, OECD Deputy Director*

«OECD estimates that the half of the economic growth in developed countries in the last decade came from improved skills.» *OECD 2014*

# SEL – Social & Emotional Learning

- Self-awareness
- Self-management
- Social awareness
- Relationship skills
- Responsible decision making

# WHY PBS ?

## **MORE WHYs ?**

Positive Relationships,  
Effective Classroom Management,  
Positive Learning Environment,  
Effective Leadership Skills  
FRAMEWORK/SYSTEM

# PBS System



# Needs Assessment



# Data Collection

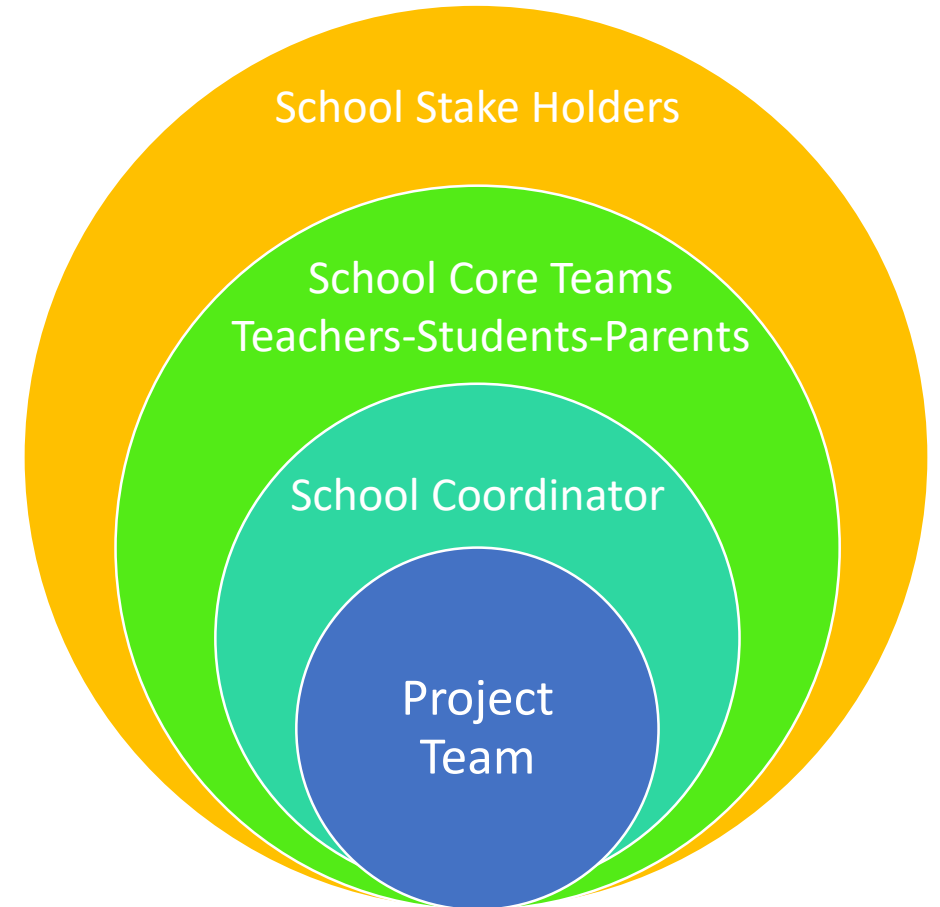
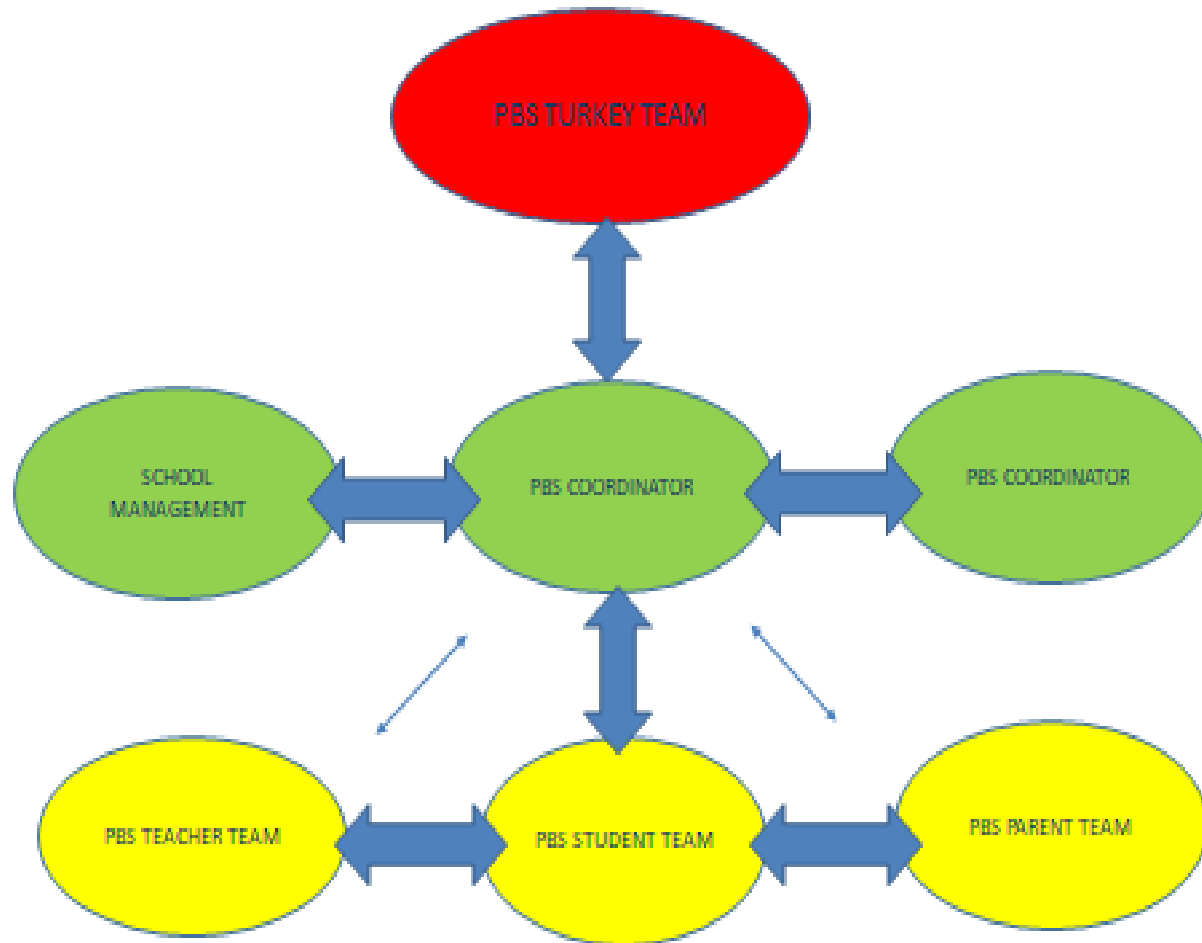
- ODR – Office Discipline Referrals
- Absenteeism reports
- Student performances
- Teacher self efficacy
- Teacher performance
- FGDs – Focus group discussions



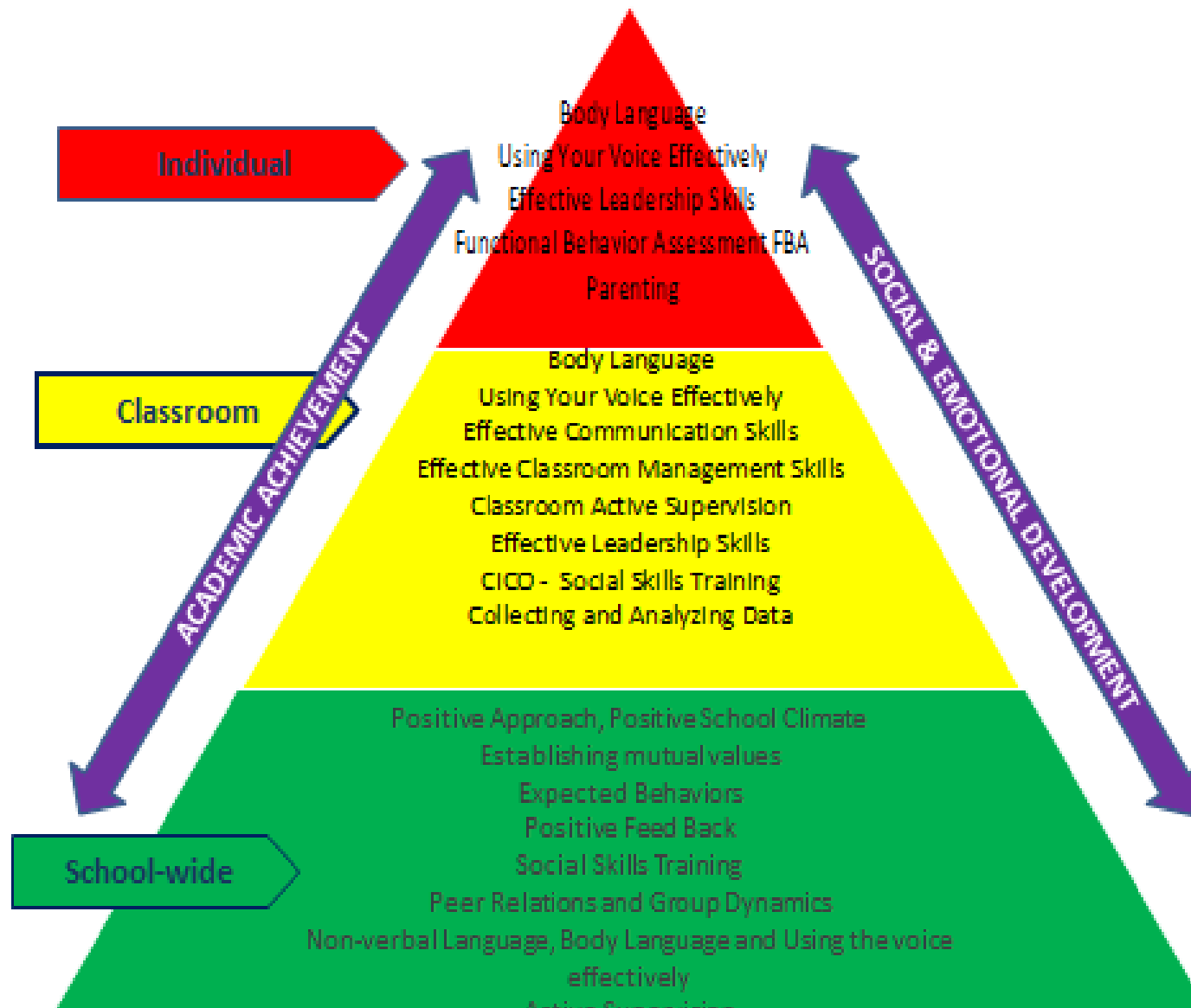
# Planning



# Organizing Teams



# IMPLEMENTATION - PBS Tiers & Trainings







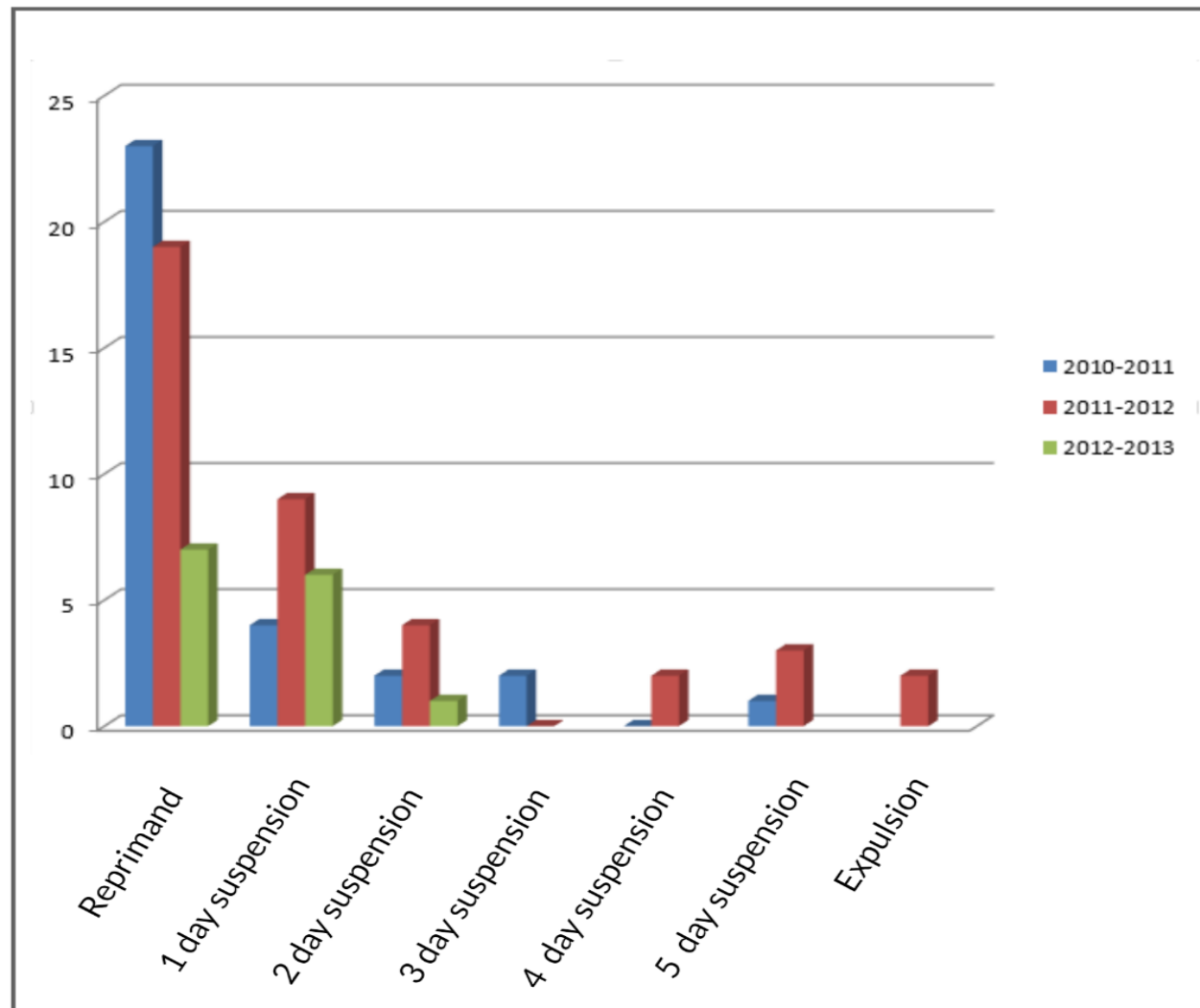






# Evaluation

- SAS – Self Assessment Scale
- Interviews
- TSE – Teacher Sense of Efficacy
- SDQ – Strengths and Difficulties Questionnaire
- BoQ – Benchmarks of Quality
- Teacher Performance Scale
- Frostig Developmental Test of Visual Perception
- TFI – Teacher Fidelity Inventory
- FGDs – Focus Group Discussions





School	Tier 1	Tier 2	Tier 3
Middle School	102	40	34
High School	265	95	62
Total	367	135	96

# SAS - Self Assessment Scale

	Name of the School	Improvement in School Climate %
1	Selami Ali Ortaokulu (middle school)	64
2	Atatürk Ortaokulu (middle school)	30
3	Hacı Sabancı Lisesi (high school)	56
4	TT Acıbadem Ortaokulu (middle school)	63
5	Zeynep Kamil Lisesi (high school)	64
6	Fatih Ortaokulu (middle school)	61
7	Üsküdar Lisesi (high school)	-----
8	Hacı Rahime Lisesi (high school)	60

# Benchmarks of Quality

School Name	%	BoQ
Zeynep Kamil MTAL	87	
Acıbadem TTO	81.5	
Selami Ali O	81	
Atatürk O	77	
Fatih	77	
Hacı Sabancı AL	75	
Hacı Rahime Ulusoy MTAL	-----	
İstanbul Üsküdar	-----	

- **The big transformation (Counsellor, School B)**

- When Syrian students first started to enrol in our schools, many of us were reluctant to welcome them. We saw them as a challenge and burden who would add to our work. At first, they were in fact difficult to deal with, because many did not have good Turkish language skills and would often not come to school. Many of us also did not understand the situation which the students and their families faced, and we had a lot of prejudice against the Syrian population. We thought they were being advantaged in Turkish society, receiving extra money from the government and being given preferences for jobs. Last year, ODGEDER ran a workshop for teachers and counsellors at our school and other schools in the area. In the workshop ODGEDER taught us what is really like to be a Syrian in Turkey. We learned about all the struggles they faced and the challenges they were encountering when it came to integration into Turkish society. We also discovered what organisations like ODGEDER, CHOGEM and the Turkish Red Cross were doing to support students and their families, and the important work they were doing to strengthen children's Turkish language skills. From these sessions I learned the importance of understanding the students from an individual perspective and to connecting with them as people. As I started to do this, the students started to open up and communicate with me, and this allowed me to help them more. As teachers and counsellors, we also discussed common problems we were facing with Syrian student integration and I realised through these discussions that we were not alone with the challenges we faced. Today, in our school, we have come to see the human side of each of our students—whether they are Syrian or Turkish. We see these students not as a challenge anymore but rather as an asset to our school and our society. The Syrian students now come to me with open arms and hearts, and myself and the teachers of our school are more willing to support them. And as a result, the Syrian students in our school now see a future for themselves as part of Turkish society.

- **The girl who learned to become happy after being sad (Girl, 13, School B)**
- I used to be deeply unhappy. I would walk around a frown on my face and my eyebrows furrowed in anger. I would never smile. I would get angry very easily and would start shouting at others whenever they did something I didn't like. I would get so angry I would start to hyperventilate and sometimes I would even faint. I was even sent to the hospital where the psychiatrist gave me a lot of medicines which I didn't like taking. I also didn't like going to school, mainly because while I was learning things well and quickly, I wasn't being treated fairly and getting marks worse than I deserved. Then last summer, I went to the SPP. At the SPP the teachers and others working there encouraged me to smile and laugh. They also made learning fun, because we did things other than academics such as sport and art. Lia and Mustafa also taught me how to express my feelings. Lia told me that shouting and screaming would not help me to solve my problems, and encouraged me to come to ask for help and communicate the feelings. They encouraged me to try to solve problems myself, but they also let me know that if we couldn't solve these problems, there was always an adult to help. The teachers at the SPP also taught us how to study and they didn't accept our excuses for not completing our work. They encouraged us to read books just for fun, and to read as much as possible. Now after coming home from school, and after having my meal, I sit down to study right away. I make a plan for how to complete my homework. I read books in Turkish, Arabic and English. I listen to my heart which tells me that if I want to be a doctor one day I must study hard. And I know now how to control my anger and communicate my feelings. I've come to see how important it is to love school because I can learn a lot of here, and can build myself for the future. I can become a wise person and a leader in my community if I am educated. Because even if you have a lot of money, you might still not be happy...but with an education, anything is possible.



THANK YOU!

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