

How Jostens Renaissance Has Changed Warrior Run High School



By Dr. Andrea A. Heller Landis



About the Author: Andrea A. Heller Landis, Ed.D., is the Principal of Warrior Run High School in the Warrior Run School District in Northumberland County, Pennsylvania. Dr. Landis is in her 12th year in education in Warrior Run School District and serving in her sixth year as an administrator within the district.

This is Warrior Run High School's third year of implementation of the Jostens Renaissance results formula framework for building a positive climate and culture where students and staff truly want to come to school.

Jostens is a Silver-Level Sponsor in the PA Principals Association. Above and beyond our breadth of customized and personalized products, Jostens also has a longstanding commitment to improving the overall culture and climate of the schools we serve. For over 30 years, Renaissance Education has helped school administrators, faculty and students build positive climate and culture through programs like Commitment to Graduate, The Harbor video series and our Jostens National Renaissance Conference – the nation's largest convening of school and student leaders to share best practices and celebrate the impact of positive school climate and culture.

With roots firmly planted in tradition, and branches sprouting innovation, Jostens is proud to be your most trusted partner in celebrating moments that matter.

As a district, Warrior Run has been developing a Multi-Tiered System of Supports (MTSS) for a number of years. During the 2019-20 school year, a district team of educators was engaging in professional development to improve our Positive Behavior Interventions and Supports (PBIS) system at the high school level.

In February of 2020, members of this team, along with some of our students, attended their first Jostens Renaissance National Conference, held at a local high school. Afterward, they shared that it was the best conference they ever attended, and the students had a multitude of ideas to implement right away. For more than 30 years, Jostens Renaissance Education has been helping schools at any level to improve their building climate and culture, and increase leadership and school engagement.

Unfortunately, we all know what March of 2020 brought. So, these great ideas were put on the back burner as we pivoted to teaching and learning from home. During the pandemic, I engaged in every online professional development opportunity offered by Jostens Renaissance Education, and also fell in love with this movement. When we returned to in-person learning in the fall of 2020, we had a soft start implementing the Jostens Renaissance Results formula due to all the restrictions and protocols that never were lifted.

The Renaissance Results Formula contains 6R's: Respect, Recognize, Reward, Reinforce and Relationships will equal RESULTS. When words become actions for all students, that is when we will see a change in our school culture. It occurs within the walls of our classrooms and the halls of our school.

We were looking to create an energized culture where recognition runs broad and deep, is purposeful in identifying achievements of all stakeholders and thoughtful in recognizing them and focuses on catching students and educators doing something awesome. We recognize students for living out what it means to be a Warrior Run Defender.

We reward students for actions and achievements that align with what we respect. Rewards show appreciation for the efforts of students and teachers, reinforce the behaviors that are valued and respected and provide motivation for more achievements. By implementing a system of rewards, we can illustrate how students' and educators' hard work comes with benefits. We need to reinforce what it is we respect all year long to see the results of our efforts (from the 2020 Jostens Renaissance National Conference).

As a team, we identified what we **respect** and adopted these as our core values.



The Student Council hosted a food drive collecting over 2,575 items that were delivered to families in the Warrior Run community. The local food bank also provided a frozen turkey for each box. #defendersgivethanks

Continued on next page

Continued from previous page

Students being **Positive, Responsible, Involved, Dedicated** and **Excellent**, which means showing P.R.I.D.E. A matrix was developed to explain what P.R.I.D.E. looked like in the various locations within our building.

We utilize Defender P.R.I.D.E. cards to **recognize** students and staff (staff or faculty) who are living our core values. Students turn the cards into the office where they are put into a drawing to be **rewarded** with a gift card to various locations in our community. The purchase of the P.R.I.D.E. cards is to **reinforce** students' positive behaviors consistent with P.R.I.D.E. expectations and to help build connections and **relationships** between students and staff.

After reflecting on the 2020-2021 school year, we knew that the new year must be different. We kicked off the 2021-2022 school year with a packed gym for a welcome back pep rally presented by the high school administration. (Yes, we followed all the safety protocols that were in place.) Despite the obstacles in our way, we were committed to making this year the best one yet.

From there, our student council advisors and students hit the ground running with ongoing events and activities to keep this excitement alive. The events included:

- "My Jersey, Your Impact" – Each of our seniors involved in a fall sport or in the band had the opportunity to recognize a teacher/staff member for having a positive impact on them. The Student Council planned the event, including coordinating which student was recognizing which faculty member, what time the recognition would occur and where the students' jerseys would be hung outside of the teachers' classrooms. The emotions were high as students presented their teachers with their jersey and shared the reasons why that teacher had made an impact on them. *This event will likely become a tradition at the conclusion of each sport's season.*
- Monthly Spirit Weeks
- Commitment to Graduate
- Veterans Day Recognition
- Thanksgiving Pep Rally (Pie a teacher and pie-eating contest)
- Canned Food Drive
- Faculty vs. Senior Basketball Game
- What it Means to be a Defender Video (Video created by older students focused on re-teaching expectations)
- 12 Days of Holiday Cheer



Senior Peyton Meehan presented Nicole Morgan with her basketball jersey at the conclusion of our winter sports' season as a 'thank you' for the impact she made on her during her high school career. #myjerseyyourimpact

- Spread the Love Month in February
- Food Cart Fridays
- Special Education Field Day
- Powderpuff Game
- Teacher Appreciation Week
- Eggstra Special Egg Hunt
- Teachers' Choice Awards
- Senior Recognition (Future Plans Wall, Senior Walk, Senior Impact Cards, Senior Parade)
- End-of-Year Rally/Defender Day

In the fall of 2021, we conducted the Pupils Attitude to Self and School (PASS) screener. The initial data supported our thoughts that our students were

struggling to return to what would be deemed as a normal school year, but was turning out to not be so normal. Our data also showed that our students had low to moderate satisfaction with their school experience in a number of categories.

What we had on our hands was a Tier I issue that we needed to address. The PBIS team and the Student Council were determined to make our school a place where students wanted to be and to improve our culture. When the screener was administered at the start of this school year (fall 2022), our students' perceptions of school improved in many components, but especially toward their feelings about school. In every component measured by the PASS screener, our data indicated students reporting a HIGH satisfaction with their school experience in just a year's time.

- Our Class of 2026 had a 28.9 percentile increase in their feelings about school and 24.9 increase in general work ethic.
- The Class of 2025 had a 14.1 increase in their feelings about school along with a 24.2 increase in their attitude toward teachers.
- Both Classes of 2023 and 2024 showed an increase in their attitude toward attendance and their feelings about school.

Embracing the Jostens Renaissance Results formula has helped us to improve the Tier I framework of our MTSS with a concentration on behavior by focusing on improving our high school's climate and culture. It works! Follow us on **Twitter @wrhspincipals** to stay up to date on our latest activities! For further information regarding this article, you may contact the author at **alandis@wrsd.org**. For information pertaining to Jostens' products and programs, please contact Bernie Shaughnessy at **bernard.shaughnessy@jostens.com**