Leading Tier II Districtwide
OUTCOMES

• Discover how to develop a Tier II system at the district level.
• Learn about methods utilized to support schools during implementation.
District-wide PBIS

Implementation of SW-PBIS across all campuses in a district

is about

by

initiating
alignment of district systems

leading
efforts to establish and revise practices at all levels

sustaining
the work through cycles of continuous quality improvement

#moswpbs19
Purpose

- Efficiency with resources
  - Interventions
  - Alignment of FTE based on need
- Builds internal capacity and sustainability
- Increased consistency

- No definitive roadmap for district-wide implementation
AUDIENCE

- District PBIS Coaches
- District Leaders/Administrators
- Building Administrators
- Consultants and/or TA Providers
- State and/or Regional Leaders
- Practitioners (e.g., district or building team member)
GUIDING QUESTIONS

- Does your district team structure allow for decisions to be made efficiently and timely?
- Do all staff at the district level understand their connection to PBIS?
- As a district, have you established Tier I practices with Tier II in mind?
  - District-wide ODR form; includes function of behavior
  - Review/revise policy and procedures
  - Using data to drive decision making, professional development, etc.
- Are you monitoring implementation fidelity at Tier I?
- Is there a plan to provide ongoing support at Tier I as schools/the district adds Tiers II and III?
- What training and support is provided to members of the district team?
### Center

<table>
<thead>
<tr>
<th>Percent of Total Enrollment</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>1.3%</td>
</tr>
<tr>
<td>Black</td>
<td>63%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>7.9%</td>
</tr>
<tr>
<td>Indian</td>
<td>.3%</td>
</tr>
<tr>
<td>Multi-racial</td>
<td>8%</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>.2%</td>
</tr>
<tr>
<td>White</td>
<td>19.3%</td>
</tr>
</tbody>
</table>

### Small Urban

<table>
<thead>
<tr>
<th>Campuses</th>
<th>Enrollment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Early Childhood</td>
<td>1</td>
</tr>
<tr>
<td>Elementary Schools</td>
<td>4</td>
</tr>
<tr>
<td>Middle Schools</td>
<td>1</td>
</tr>
<tr>
<td>High Schools</td>
<td>1</td>
</tr>
<tr>
<td>Alternative School (6-12)</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>24</td>
</tr>
</tbody>
</table>
District Leadership Team
- 5 members
- Yearly turnover

Timeline
- Years 1 - 3: Prep, Emerging, Advanced Training through RPDC
- Year 4: Tier 2 (3 schools), Tier 1 intensive support (5 schools), Tier 1 team leader/coach monthly meetings
Center

Small Urban

- Partnered with RPDC to offer District-led Tier II trainings
- Developed district-wide ODR form
- Established standard process for data review
- District-wide behavior screener
- Creation of district CICO Manual

#moswpbs19
Practical Application
Limited Resources
Reduce Redundancy
Resolve ‘competing’ implementation items
Build sustainability
Building Tier II: Take the Time

• District Team attended Tier II trainings through RPDC.

• Partnered with MO SW-PBS Consultants to refine school level trainings to meet district needs:
  • Infused district focus/needs through PBIS framework
  • Eliminated PBIS training content that was covered elsewhere in district
  • District decisions to reduce training demands and provide consistence (decision rules, procedures, systems)

#moswpbs19
Tier II: Developing School Teams

• Outlined School Teams
  • PLC Team
  • Data Consult Team

• Train the Trainer
  • I do, We do, You do
  • Goal: for teams to function independently with support coaching provided

• District guidance for Tier II readiness
Building Tier II

- District Systems & Tools
- Universal Screener
- District Data Decision Rules
- District Supported Practices
- District Manuals
**Tier II: School Implementation Timeline**

**Spring 2018**
- Universal Screener pilot

**Fall 2018**
- Universal Screener at all elementary and middle schools
- Data Consult Team Tier II and III trainings began; RtI lens
- Social Skills curriculum researched

**Spring 2018**
- CICO implemented in schools meeting data criteria
- Social Skills curriculum/process began development

**2019-2020**
- Increase schools implementing Tier II with fidelity
- Introduce additional standard protocol for interventions
- Pilot Social Skills
Tier II: Current Implementation Process

• District Team members attend Data Consult Teams
  • Reminders of upcoming dates
  • Offer support/provide resources
  • Coaching conversations when looking at data

• Building Implementation Status:
  • 2 buildings implementing CICO independently
  • 2 buildings receiving additional coaching on Tier II implementation
  • 4 buildings receiving additional Tier I support through District Team and MO SW-PBS consultants

• Continued support for Tier I teams

#moswpbs19
HELPFUL TIPS
Differentiate training needs

Strong administrator involvement/commitment

Build in “time” (brainstorming, making decisions)

Learning as you go works but Learning before you go works better

Unify practices across multiple school levels

Coaches need high expertise OR some expertise with a willingness to learn more

Trust your team

Keep the big picture in mind and integrate to current practices

Be strategic with resources
Resources

- National PBIS Technical Assistance Center
  - Implementers Blueprint
  - Professional Development Blueprint
    - Trainer/Coach Assessment
  - Evaluation Blueprint
  - Technical Guide for Alignment
- District Systems Fidelity Inventory (DSFI)
- MO SW-PBS website (PBISMissouri.org)
- MU Center for School-wide PBIS (bit.ly/mizzoupbis)
GUIDING QUESTIONS

• Does your district team structure allow for decisions to be made efficiently and timely?
• Do all staff at the district level understand their connection to PBIS?
• As a district, have you established Tier I practices with Tier II in mind?
  ♦ District-wide ODR form; includes function of behavior
  ♦ Review/revise policy and procedures
  ♦ Using data to drive decision making, professional development, etc.
• Are you monitoring implementation fidelity at Tier I?
• Is there a plan to provide ongoing support at Tier I as schools/the district adds Tiers II and III?
• What training and support is provided to members of the district team?

#moswpbs19
Closer Look and Questions

What are your experiences?

What would you offer?

Where is your work?

What do you need?
Presenters

Dr. Trisha Guffey
Senior Research Associate
GuffeyT@missouri.edu

Mrs. Stacy King
Director of Family and Student Services
SKing@center.k12.mo.us

Mrs. Amelia Stern
School Psychologist
ASTern@center.k12.mo.us