

Course: Common Philosophy and Purpose

Lesson: 4 Gain and Document Staff Commitment to SW-PBS

Transcript

This lesson will focus on strategies to help obtain commitment to the work from all stakeholders as well as the importance of putting your work in writing to create your philosophy of discipline.

There are several handouts that will be referenced during this lesson. If you have not downloaded them from the lesson website, please pause the video while you access these documents.

By the end of this lesson, participants will.... gain and document staff commitment to SW-PBS as you draft your philosophy.

Schools that have implemented positive, proactive, and instructional approaches to discipline see a decrease in the frequency and severity of unexpected behavior. They also find changes to culture and climate that come from the unification of staff and collaborative work.¹

Change efforts have a great deal to do with personal motivation. Setting a new direction for the future is one of the most powerful ways of motivating any group and effecting change. Once staff is committed, together you will find ways to be effective.

Fundamental change is impossible without the participation of everybody with a stake in the problem or issue². Without full participation of all, perspectives will be missed, there is a good chance that some of the issues involved will go unaddressed, and implementation will be restricted. Building staff awareness of SW-PBS, the possible outcomes, the vision, and evolving beliefs about student discipline and behavior should lead to a sense of eagerness and full participation.

Emerging research on implementation of SW-PBS, research including Missouri SW-PBS schools, indicates that for initial implementation administrative support, staff buy-in, fidelity of implementation and efficient and effective teaming are critical³.

It is also important to note that findings indicate a need to establish consensus to implement PBIS in the classroom setting as soon as it is implemented in non-classroom settings (i.e., schoolwide)⁴.

Securing staff commitment can be done by providing opportunities for new learning, developing a mission, vision and beliefs or guiding principles, and selecting an official commitment process.

Strategies for providing new learning include:

- formal presentations/staff learning opportunities,
- study groups or book studies,
- articles or readings,
- sharing and discussion opportunities,
- surveys or data, and
- personal conversations.

Earlier in this *Common Philosophy and Purpose* course you learned additional strategies for fully engaging your staff in the joint development of beliefs, mission, and vision. Once your staff has a solid

understanding of the desired change, it is helpful to confirm commitment. In some schools, the principal simply makes a point of having a personal conversation with each and every staff member, visiting about the exciting opportunity and asking if they are on board, or if they can be counted on to join in the work ahead. An agreement, contract, or covenant is another way for staff to show support.

Review the example that includes the school's philosophy of discipline, beliefs, mission and vision that bond the staff to their schoolwide discipline work. It provides a place for staff to sign, indicating their commitment.

- How might you document your staff's commitment to a common philosophy of discipline?
- Use the handout Activity - Our Philosophy of Student Discipline and Collective Commitment to SW-PBS to combine your beliefs, mission and vision into a philosophy of discipline.

Pause the video, and when you are ready, continue watching.

Once your team has documented a written philosophy of discipline, you will want to share with all stakeholders including staff, students, and families by:

- including in staff and student handbooks,
- publishing on the school website,
- posting in the main hall and main office.

How will you plan to share your philosophy of discipline documentation with all stakeholders?

Pause the video, and when you are ready, continue watching.

During this lesson, you learned the importance of putting all of your work in writing and documenting staff commitment to the work of SW-PBS.

How will you engage staff and families in committing to your collectively drafted and documented beliefs, mission, vision, and overall philosophy of discipline?

Next steps include

- Develop action steps for how you will document your philosophy of discipline including your collective beliefs, mission and vision. Be sure to add action steps about how you will communicate the written philosophy of discipline to all staff, students and families.
- Update your action plan using the **Tier 1 Action Plan** template and the **Tier 1 Action Planning Checklist**.
- Use the **Tier 1 Artifacts Rubric** to assess the quality of the resources your team develops.
- Use the results of the **PBIS Self-Assessment Survey (SAS)** to gain perspective from all staff, and results from the **PBIS Tiered Fidelity Inventory (TFI)** to gain perspective from your Building Leadership Team.

Additional information about gaining and documenting staff commitment can be found in the SW-PBS Handbook and Tier 1 Implementation Guide.

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Here are the references for this lesson. If more references are needed, you can refer to the Reference section in the Missouri SW-PBS Tier 1 Implementation Guide available on the Missouri SW-PBS website.

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