



Building Effective PBS Facilitators for Successful Implementation Fidelity Across the Tiers

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Objectives

Define PBS Facilitator

Describe the roles and responsibilities



Types of Facilitators

- District Coordinator
- Coach
 - Internal
 - External
- Team Leader
- Administrator
- George, H.P. & Kincaid, D. (2008). Building District-wide Capacity for Positive Behavior Support. *Journal of Positive Behavioral Interventions*, 10(1), 20-32.



What is a District Coordinator?

- District-level person who is responsible for coordination of Positive Behavior Support efforts in the district



DCs are expected to manage:

- The District Leadership Team process
- Funding for PBS-related activities
- Visibility/Political support in their district
- Training schedules for new & existing PBS schools
- The development of district PBS Coaches
- PBS schools' data and the evaluation process
- The Model School Award process



What is a Coach?

- Coaches **support** and **insure the fidelity** of the team implementation activities while being **mindful** not to step into the role of "team leader" and serve as **liaison** between the PBS District Coordinator and the team.



Coaches are expected to:

- Encourage teams to meet at least monthly and collect documentation of activities
- Observe team members' behavior during meetings and point out agreement, conflict, and resistance
- Offer forms/tools to assist in record keeping & development of products
- Compare team's activities and products to information received to ensure fidelity, highlight inconsistencies, guide revisions and report fidelity to DC
- Compare team's Action Plan to BoQ in order to document progress towards full implementation such as highlight critical elements not reflected in Action Plan and report progress to team and DC
- Assist team in using a structured problem-solving process and using data to make decisions such as ensuring that data are utilized to guide all interventions and progress monitoring



What is a Team Leader?

- Team leaders **lead** the school-based team activities, team meetings, and serve as the primary point of contact for the Coach.



Team Leaders are expected to:

- Attend all team meetings
- Schedule monthly meetings and send out reminders to team
- Prepare Meeting Agenda, email to team prior to meeting & bring hard copy to meeting
- Facilitate PBS Meeting
- Support teams to stay on track and remain positive

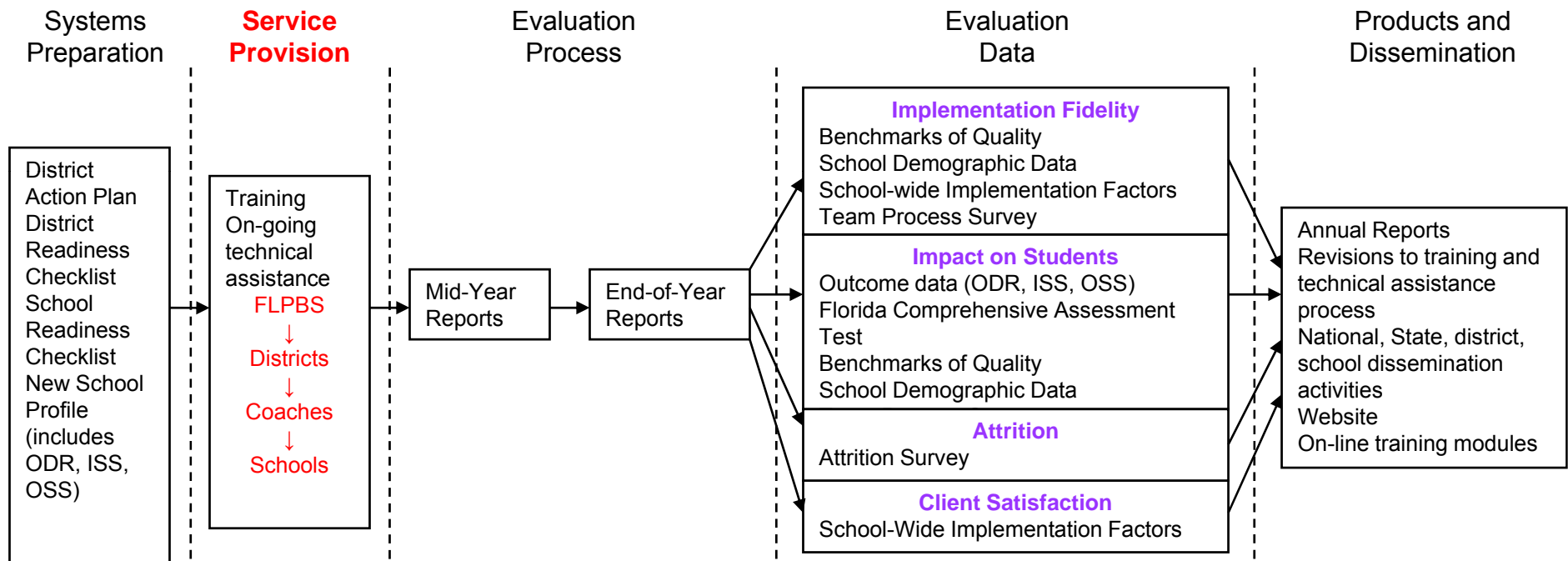


Administrator Responsibilities

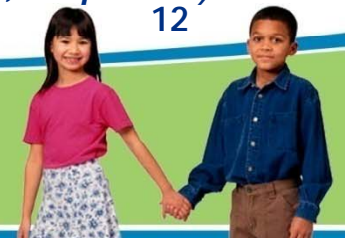
- ALL administrators are encouraged to participate in the process
- Have one administrator consistently attend ALL team meetings
- Administrator should play an active, visible role
- Administrators should actively communicate their commitment to the process (announcements, meetings, trainings, newsletters, awards, etc.)



Florida's Service Delivery and Evaluation Model



(Childs, Kincaid & George, in press)



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