



08-09 Evaluation Report

JANUARY 2010

ABOUT THE INITIATIVE

The North Carolina Positive Behavior Support Initiative is part of the North Carolina State Improvement Program funded through IDEA.

Vision :: All schools in North Carolina will implement Positive Behavior Support as an effective and proactive process for improving social competence and academic achievement for all students.

Mission :: Provide leadership, professional development, resources and on-going support in order for schools to successfully implement Positive Behavior Support

Action :: The North Carolina Positive Behavior Support (PBS) sites are working to integrate their Safe Schools Plans, Character Education efforts and strategies, and discipline efforts in order to make schools caring and safe communities for learning.

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CELEBRATING STATEWIDE ACHIEVEMENTS

Beginning with the 2007-08 school year, schools participating in the North Carolina Positive Behavior Support (PBS) Initiative could apply for recognition by documenting ongoing administrator participation, an active PBS team, and an in-school coach and by providing evidence of implementation progress. Three levels of implementation were recognized:

PBS Green Ribbon Schools :: Green Ribbon schools have completed Module 1 team training and begun PBS implementation. They have attained at least a Level 1 on the Implementation Inventory and 80% total on the SET.

PBS Banner Schools :: Banner schools have completed all of the requirements for Green Ribbon Schools and have completed Module 2 training. They have also achieved a Level 2 on the Implementation Inventory and 90% total SET score.

PBS Exemplar Schools :: Exemplar schools have completed requirements for Green Ribbon and Banner schools and have completed all three team training Modules. They have scored a Level 3 or higher on the Implementation Inventory and 95% total on the SET. At least two consecutive years of required behavioral, attendance, and academic data shows improvement, and they have documented at least one additional data element that they are tracking as a team (e.g. EBS Self-Assessment, Staff Retention Data, Climate Surveys, Referral Information for Special Education, Direct Behavior Rating, etc.)

Recognition	07-08 Schools	08-09 Schools
PBS Green Ribbon	45 (59%)	83 (45%)
PBS Banner	16 (21%)	62 (34%)
PBS Exemplar	15 (20%)	38 (21%)

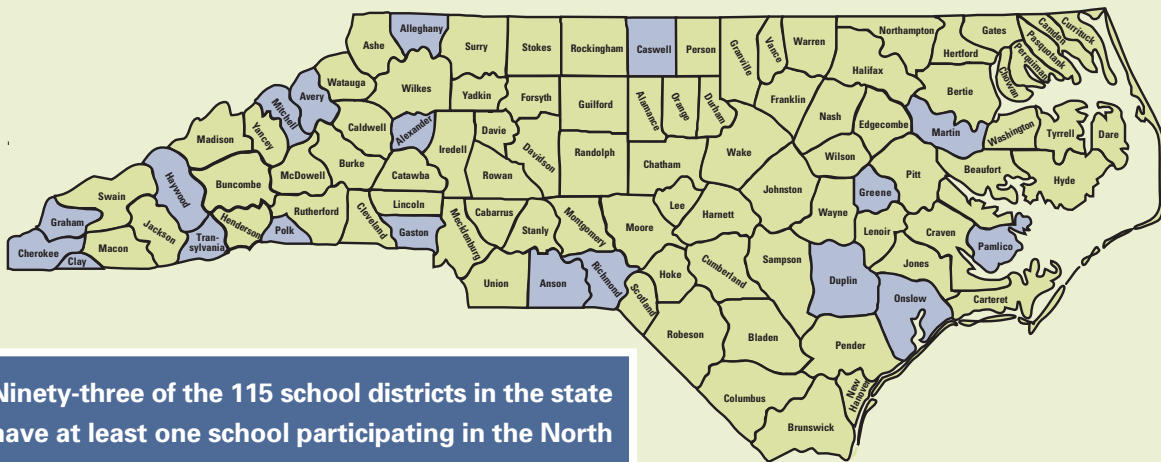
STATEWIDE LEADERSHIP AND COORDINATION

Professionals coordinate training, support trainers/coaches/coordinators in Local Education Agencies (LEAs), and facilitate the evaluation of the statewide initiative. A leadership team meets regularly to identify and address visibility and political support; training and coaching; and evaluation assessments.

Regional Coordinators (RCs) offer professional development and technical assistance on programming, policy and behavior support for students with emotional and behavioral needs and discipline issues to local education agencies throughout the state. They also conduct a focused review of student outcomes, programs, and services in participating school systems and charter schools.

CONTEXT

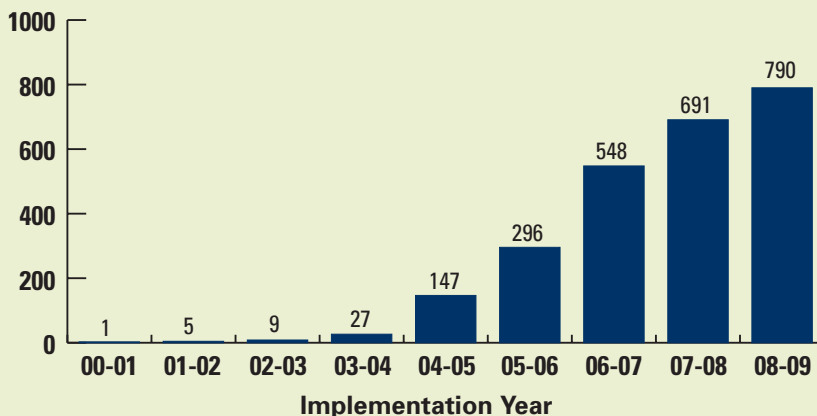
POSITIVE BEHAVIORAL SUPPORT IN NORTH CAROLINA



Ninety-three of the 115 school districts in the state have at least one school participating in the North Carolina Positive Behavior Support Initiative.

Steady growth has been evident in the number of schools that have implemented PBS and current estimates suggest that about 85% are still implementing.

SCHOOLS IMPLEMENTING PBS IN NORTH CAROLINA



TOOLS

The North Carolina Positive Behavior Support Initiative requests that participating schools complete and submit implementation and evaluation tools:

- Team Implementation Inventory
- Schoolwide Evaluation Tool (SET) or Benchmarks of Quality (BoQ)
- NC PBS Office Discipline Referral (ODR) Reporting Spreadsheet

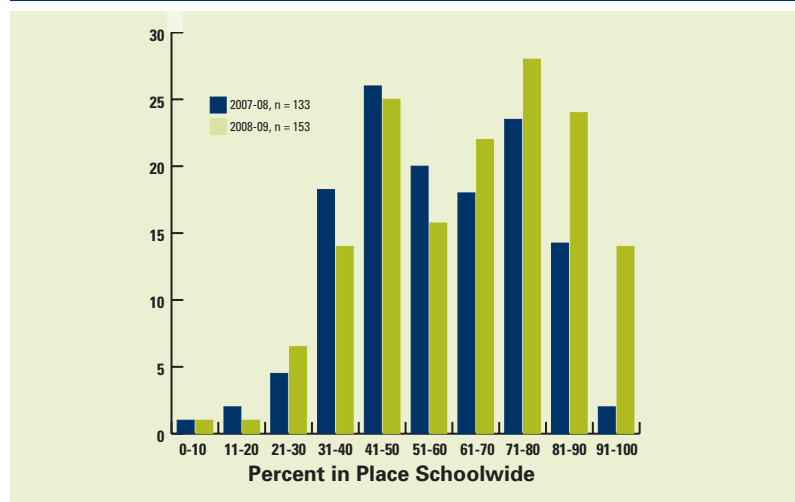
The NC PBS Initiative recommends that teams utilize other tools such as the EBS Survey, School Safety Survey, and Team Implementation Checklist, which are online at www.pbssurveys.org.

In addition, the Initiative uses other data already collected by the Department of Public Instruction, such as information on achievement, attendance and suspensions. The NC PBS Initiative provides additional tools for school use around these data points as well as a Data Collection Manual on the website.

Schools implementing PBS regularly assess the extent to which key features of PBS are being implemented and they use this information to develop action plans for refining and sustaining.

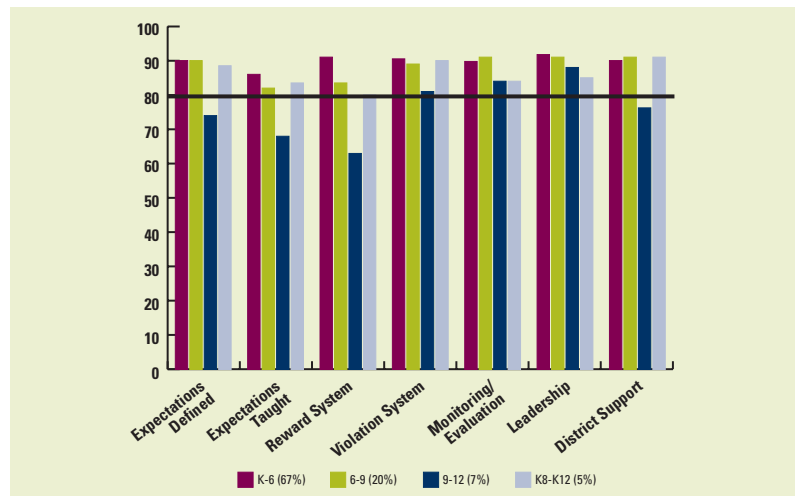
FIDELITY

EBS SURVEY



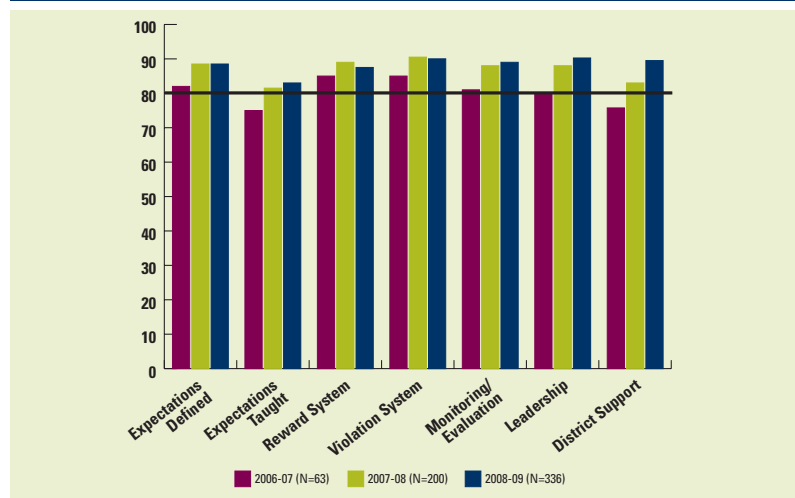
Schools report higher percentages of schoolwide elements being in place.

AVERAGE SET SCORES



Average [08-09] scores on SET subscales varied across levels of schools (N=336) and were generally higher for elementary (n=226) than middle (n=68), high (n=24), or combined (n=18) enrollment schools.

LEVELS OF IMPLEMENTATION ACROSS SCHOOL YEARS



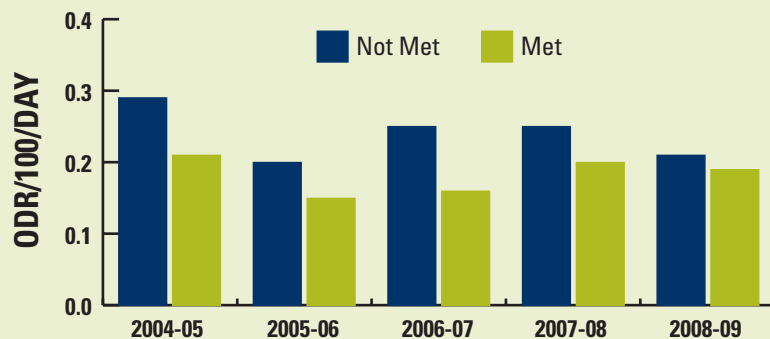
More schools reported SET scores and they were generally higher for 2008-2009 than for previous school years.

IMPACT

The North Carolina Positive Behavior Support Initiative is focused on improving social competence and academic achievement for all students. Information from impact evaluation indicators reflects the extent to which targeted outcomes are being and/or likely to be achieved.

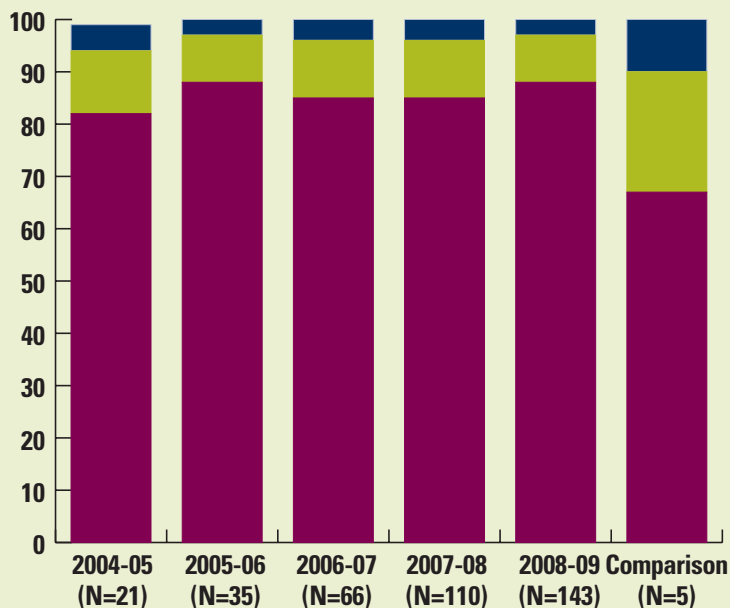
Rates of office discipline referrals in schools that met SET expectations were lower than in schools that did not meet them.

ODR RATES BY SET SCORES



Levels of behavior risk in schools implementing PBS were comparable to widely-accepted expectations and better than in not implementing PBS schools.

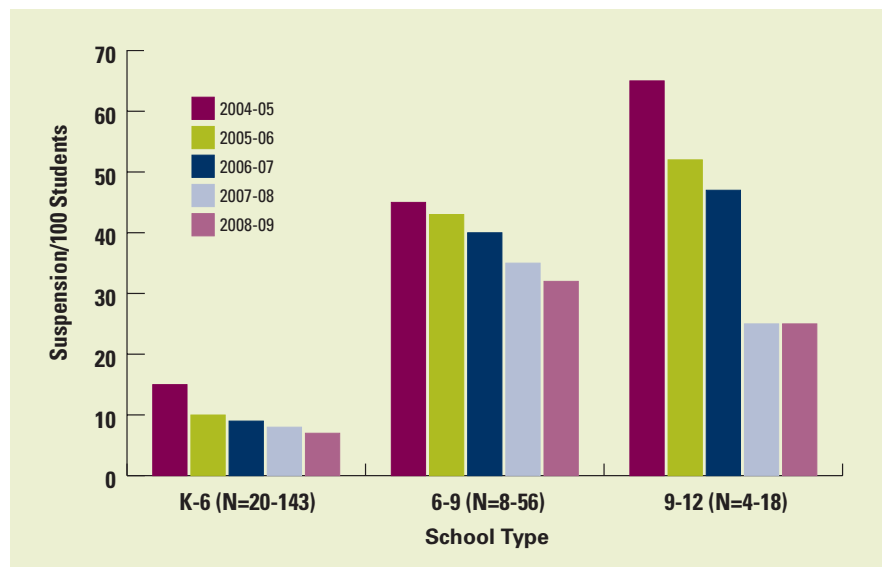
ELEMENTARY SCHOOL OFFICE DISCIPLINE REFERRAL (ODR) RISK (MAJORS AND MINORS) IN NORTH CAROLINA



	2004-05 (N=21)	2005-06 (N=35)	2006-07 (N=66)	2007-08 (N=110)	2008-09 (N=143)	Comparison (N=5)
6+ ODR	5	3	4	4	3	10
2-5 ODR	12	9	11	11	9	23
0-1 ODR	82	88	85	85	88	67

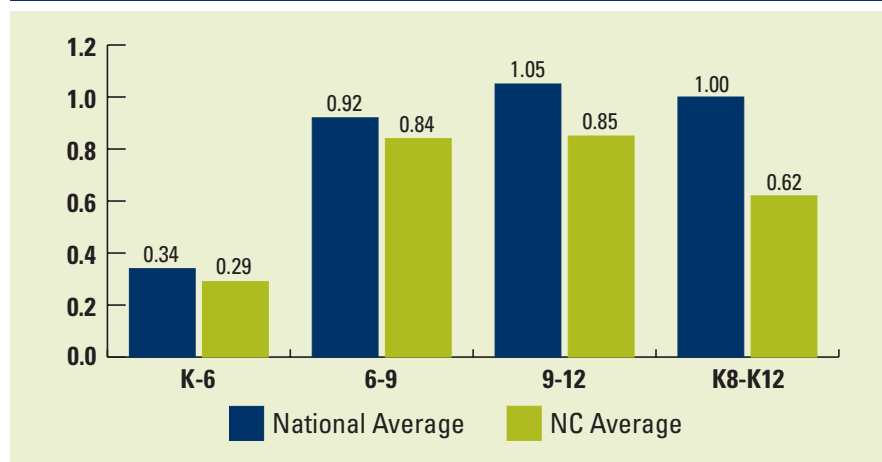
IMPACT

SUSPENSION RATES IN PBS SCHOOLS



There has been a consistent decrease in reported suspensions across schools implementing PBS over the past five years.

MEAN ODRS PER 100 PER SCHOOL DAY



Office discipline referral data (majors) from schools implementing PBS in North Carolina [07-08] compare favorably with national averages.

NC PBS INITIATIVE CRITICAL FEATURES

- Leadership Team** :: Representative stakeholders meet regularly to support effort.
- Coordination** :: State and local coordinators manage day-to-day operations.
- Funding** :: Implementation supported with targeted state-approved funds.
- Visibility** :: Ongoing local, state, and national dissemination efforts.
- Political Support** :: Leadership Team reports annually on activities and outcomes.
- Training Capacity** :: Team of trainers is available to build and sustain practices.
- Coaching Capacity** :: Individuals are available to support emerging practices.
- Demonstrations** :: Large number of schools available for model demonstrations.
- Evaluation** :: Process in place for collecting and reporting information on: implementation of action plan; use of Statewide PBS (SWPBS); or impact on student outcomes.

PROMOTING SUSTAINABILITY

SUPPORTING DATA COLLECTION AND USAGE

In an effort to support PBS schools in collecting and using data for decision-making, the PBS Regional Coordinators (RCs) have been participating in NCWISE training. Additional training has been requested, so that RCs can provide additional technical assistance around data management and collection issues.

In addition, a revised Data Collection Manual will soon be available online at the NC PBS website. Watch for an email announcing that the revision has been posted.

SUPPORTING TRAINING AND COACHING

Several advanced module trainings are currently in development. These advanced modules are geared toward in-school coaches, and are designed to increase their knowledge base and skills so that they can become the PBS experts in their schools. School systems with multiple PBS schools are encouraged to provide networking opportunities for these in-school coaches through the planning of the LEA PBS Leadership Team. If you are an in-school coach looking for networking opportunities, contact your PBS Regional Coordinator.

In addition to the Trainer Boot Camp being provided to support PBS trainers, the NC PBS State Leadership Team is developing Trainer and Coach Self-Evaluations. These documents are meant to help current and future trainers assess their current skills and identify areas where more information and/or experience is needed, so that regional and state activities can be planned to meet the needs of Trainers and Coaches.

PBS HIGHLIGHTS

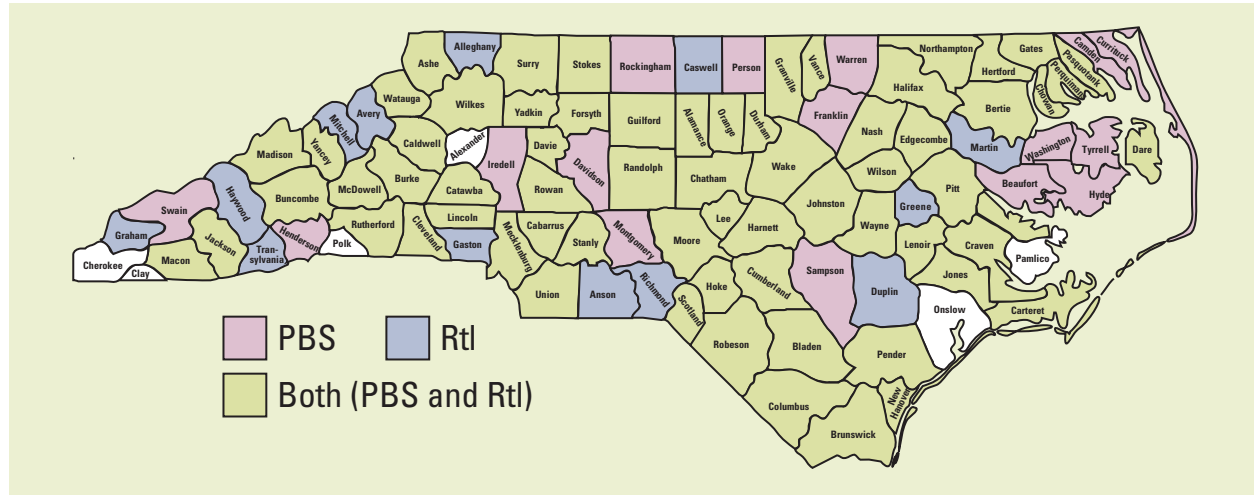
South Toe Elementary (Yancey County)	2007-2008	2008-2009
Office Discipline Referrals	74	46
Percentage of Students Passing BOTH Reading and Math EOG	60.3%	73%

Marion Intermediate School (Cleveland County)	2007-2008	2008-2009
Office Discipline Referrals	1111	684
Percentage of Students Passing BOTH Reading and Math EOG	62.5%	73.3%

Cedar Creek Middle School (Franklin County)	2005-2006	2008-2009
Enrollment	685	773
Office Discipline Referrals	1428	800
Percentage of Students Passing BOTH Reading and Math EOG	47.9%	66.1%
Staff Turnover	40%	12%

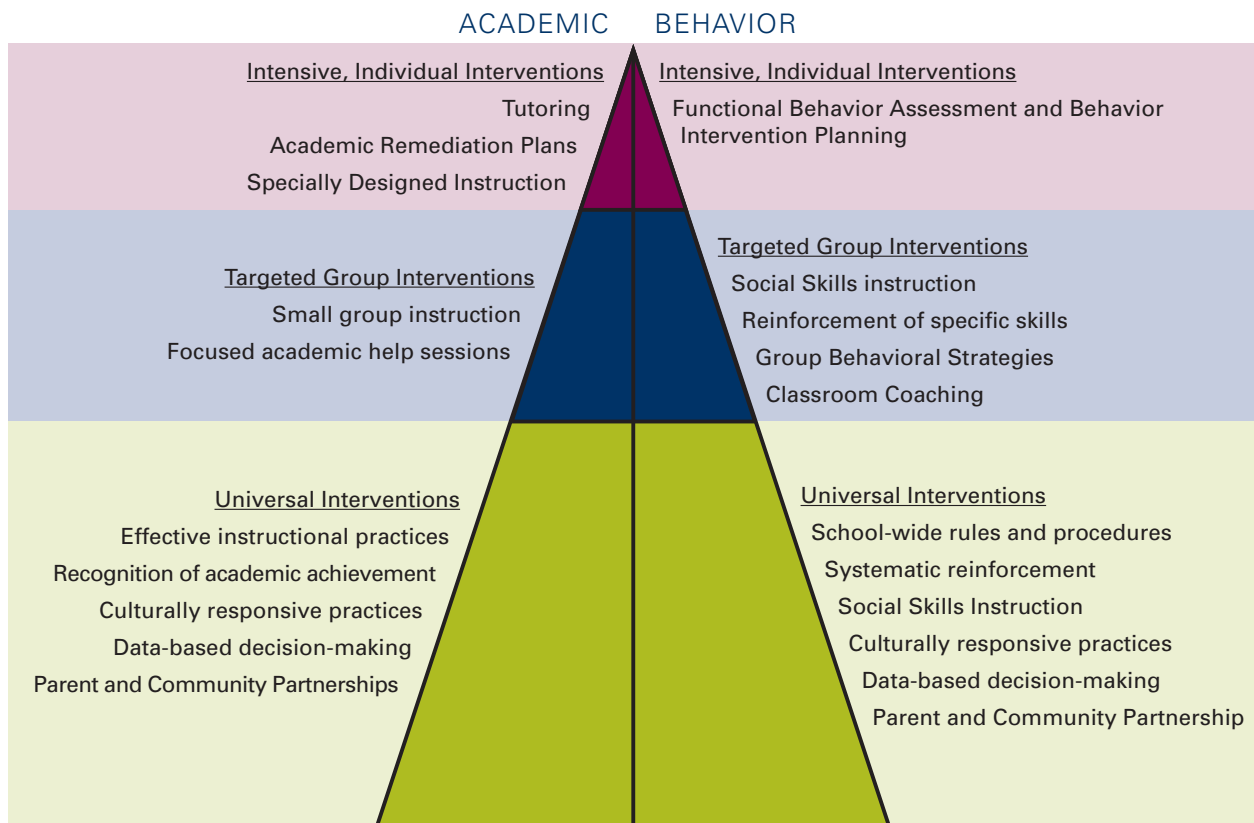
PARTNERSHIP

NORTH CAROLINA RESPONSIVENESS TO INSTRUCTION AND POSITIVE BEHAVIOR SUPPORT PARTICIPATION



As schools seek effective strategies for school improvement, they often attempt multiple implementations. In North Carolina efforts have focused not just on Positive Behavior Support or Responsiveness to Instruction (Rtl) implementation, but on helping schools and districts understand how PBS and Rtl fit together. The approach being utilized in North Carolina was the subject of a session at the 6th International Conference on Positive Behavior Support in March 2009.

SCHOOL IMPROVEMENT: CREATING A CONTINUUM OF SUPPORT



PBS TRAINERS

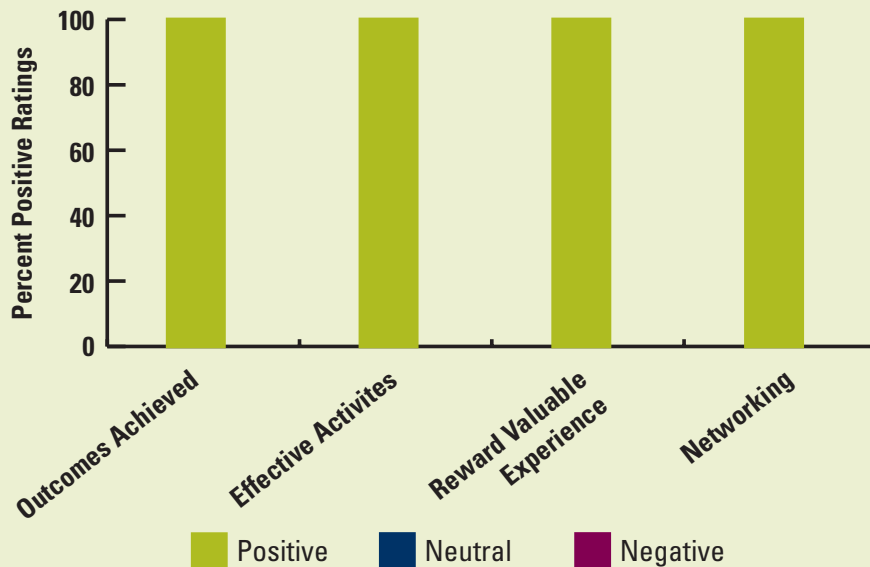
NC PBS TRAINER BOOT CAMP

During the summer of 2008, the first PBS Trainer Boot Camp was held. The intensive two-day experiential training was designed to develop the skills of individuals interested in being PBS trainers. The training included PBS updates and skills specific to training and public speaking.

What set the training apart from most professional development experiences was the opportunity, and expectation, that participants would practice these new skills immediately. Trainees were split into small groups, “practiced” presenting for their peers, and then had an opportunity to reflect on the process with their group members and PBS staff. This training experience has been the most highly rated of any PBS training to date.

The process and outcomes of this training were featured in a breakout session at the 6th International Conference on Positive Behavior Support in March 2009 by state PBS Consultant Heather Reynolds. Trainer Boot Camp opportunities continue to be offered.

BOOT CAMP EVALUATION



Public Schools of North Carolina
State Board of Education | Department of Public Instruction
Exceptional Children Division

The North Carolina Positive Behavior Support Initiative is part of the North Carolina State Improvement Program funded through IDEA.

For more information, contact: Heather Reynolds
Behavioral Support and Special Programs
Exceptional Children Division

NC Department of Public Instruction
6356 Mail Service Center, Raleigh, NC 27699-6356
910-807-4059 (VOICE) • 910-807-3243 (FAX)

STAFF

Exceptional Children Division
Mary Watson, Director
Laura Snyder, Assistant Director

Behavior Support and Special Programs
Joe Simmons, Section Chief
Pat Gillott, Program Assistant

State PBS Consultant
Heather Reynolds

PBS Technical Assistance Partner
Bob Algozzine, UNC-Charlotte

Regional PBS Coordinators
Minnie Kidd, Region 1
Margaret Gannon, Region 2
Correy Watkins, Region 3
Richard Tedescucci, Region 4
Cayce McCamish, Region 5
Dana Rusher, Region 6
Dreama McCoy, Region 7
Jullie Weatherman, Region 8