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E 2— Completing the Tiered Fidelity (TFI) with your Team(s).

Leader Presenter: Jessica Daily
Exemplar: Kathleen Best


Key Words: Assessment, Evaluation, PBIS Foundations




Welcome and Introductions





Presenters






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Session Purpose & Objectives





Purpose
Describe the purpose, benefits, and procedures related to measuring fidelity of SWPBIS using the Tiered Fidelity Inventory (TFI). The session will include how to prepare, submit the TFI in PBIS Assessments, review reports and action plan with teams using examples and tips from coaches and teams.


Objectives

- Understand the purpose of the Tiered Fidelity Inventory (TFI)
- Be able to assist teams in preparing for completion of the TFI using the Appendices
- Learn how to enter the scores into PBIS Assessment
- Understand each of the TFI Reports
- Use the TFI Reports to develop an action plan with teams

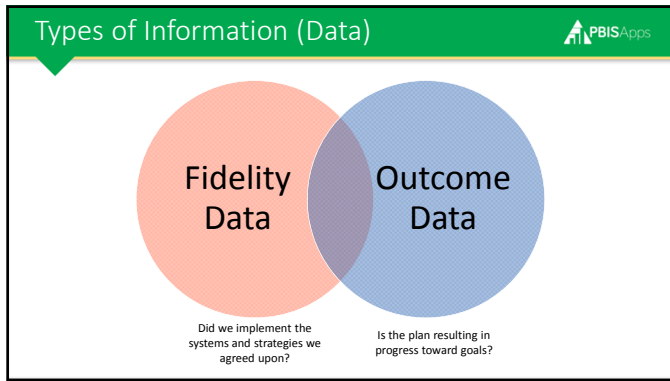
Rationale for Measuring Fidelity

Measuring Fidelity

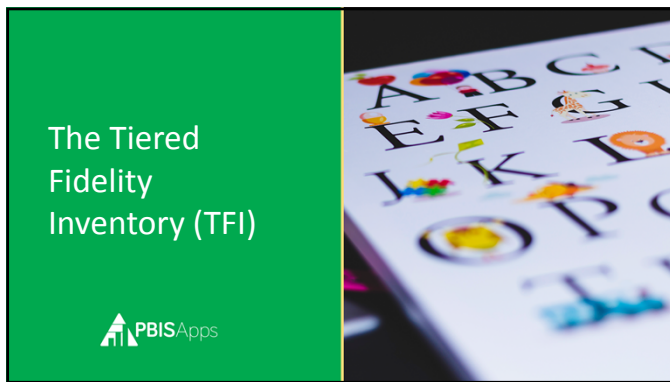


- A hallmark of PBIS is regular assessment of the extent to which we are implementing the core features.
- Measuring how well we are “doing PBIS is among the most important steps to a) implementing PBIS well, and, b) sustaining implementation.



Connecting Outcomes & Fidelity

	Lucky Positive outcomes, low understanding of how they were achieved <i>Replication of success is unlikely</i>	Sustaining Positive outcomes, high understanding of how they were achieved <i>Replication of success likely</i>
Outcomes	Losing Ground Undesired outcomes, low understanding of how they were achieved <i>Replication of failure likely</i>	Learning Undesired outcomes, high understanding of how they were achieved <i>Replication of mistakes unlikely</i>
	Fidelity	



TFI

SWPBIS Tiered Fidelity Inventory version 2.1	Table of Contents
Introduction and Purpose	3
Use	4
Intended Audience	4
Structure of the Inventory	4
Organization of the Inventory	4
Appendix A: SWPBIS Features	5
Appendix B: TFI Features	5
Tier I: Universal SWPBIS Features	6
Universal Features	6
Universal Features	6
Tier II: Targeted SWPBIS Features	10
Targeted Features	10
Targeted Features	10
Tier III: Intensive SWPBIS Features	17
Intensive Features	17
Intensive Features	17
Scoring the TFI	24
Scoring the TFI	24
Action Planning Tools	27
Appendix A: TFI Action Plan	27
Appendix B: TFI Action Plan	27
Appendix C: TFI Action Plan	27
Appendix D: TFI Action Plan	27
Appendix E: TFI Action Plan	27
Appendix F: TFI Action Plan	27
Appendix G: TFI Action Plan	27
Appendix H: TFI Action Plan	27
Appendix I: TFI Action Plan	27
Appendix J: TFI Action Plan	27
Appendix K: TFI Action Plan	27
Appendix L: TFI Action Plan	27
Appendix M: TFI Action Plan	27
Appendix N: TFI Action Plan	27
Appendix O: TFI Action Plan	27
Appendix P: TFI Action Plan	27
Appendix Q: TFI Action Plan	27
Appendix R: TFI Action Plan	27
Appendix S: TFI Action Plan	27
Appendix T: TFI Action Plan	27
Appendix U: TFI Action Plan	27
Appendix V: TFI Action Plan	27
Appendix W: TFI Action Plan	27
Appendix X: TFI Action Plan	27
Appendix Y: TFI Action Plan	27
Appendix Z: TFI Action Plan	27

- ### PBIS Tiered Fidelity Inventory
- The Tiered Fidelity Inventory provides an efficient and valid index of the extent to which PBIS core features are in place within a school.
 - Tier I (Universal PBIS)
 - Whole School Universal Prevention
 - Tier II (Targeted PBIS)
 - Secondary, Small Group Prevention
 - Tier III (Intensive PBIS)
 - Tertiary, Individual Support Prevention
-

- ### TFI Resources on PBIS Apps
- SWPBIS Tiered Fidelity Inventory 2.1
 - TFI Action Plan
 - TFI Tutorials & Webinars
 - TFI Administration Video
 - Example documents/tools
-

Preparing to Conduct the TFI




Scheduling the TFI Meeting

Time & Place

- Schedule a time and place to complete the TFI without interruptions
- Allow approximately 30 minutes per tier

Members & Coach

Be sure the correct team members are present and the coach is available

Considerations: How are the teams organized?

- One team for all tiers?
- A Tier I and Tier II-III team?
- A Tier I, Tier II, and a separate Tier III team?

Add something here or in another slide about conducting sending out info to team members to support their decision making





Preparing to complete the TFI cont.


Complete the TFI Companion Tools **before** the meeting


- Tier I: TFI Walkthrough (Appendix A)
- Tier II: Targeted Interventions Reference Map (Appendix B)
- Tier III Support Plan Worksheet (Appendix C)


- Use the results to answer the specified questions of the TFI
- Be able to access documentation to assist with completing the TFI



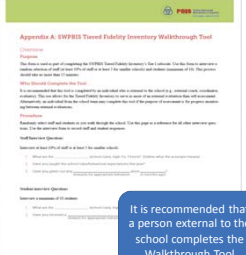
TFI Walkthrough: Appendix A








Appendix A: p. 27




Use this form to interview a random selection of staff (at least 10% of staff) and students (minimum 10).

- Staff questions:**
 - What are the _____ (school expectations)?
 - Have you taught the school expectations this year?
 - Have you given out any _____ (rewards) in the past two months?
- Student questions:**
 - What are the _____ (school expectations)?
 - Have you received any _____ (rewards) in the past two months?

It is recommended that a person external to the school completes the Walkthrough Tool




Appendix A: p. 28



Use this form to write the information about the expectations and acknowledgement system.

Use the chart at the bottom to keep track of the answers.

Calculate the number of responses.



Tier I: TFI Walkthrough (Appendix A)

Schedule a time for the Coach/External person to complete the walkthrough


- Allow 15-30 minutes to complete
- Use the information gathered to calculate percentages
- Use the information to complete Items 1.3, 1.4, and 1.6 when the team completes the TFI

Tier II: Targeted Interventions Reference Map (Appendix B)


Targeted Interventions Reference Guide Map

Complete the Reference Map as a team

- List the targeted interventions across the top row
- Check off each of the functions provided by the intervention in the columns below
- Allow 15-30 minutes to complete
- Use the information to complete 2.5 and 2.7 of the TFI

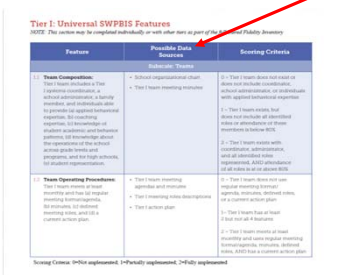


Tier III: Support Plan Worksheet: Appendix C



- Support Plan Worksheet Description
- The Team will review 1-3 current Tier III Plans
- Use the Support Plan Worksheet to score each of the items listed
- Allow 30 minutes to complete
- Use the information for items: 3.4, 3.6, 3.8-3.13, and 3.15 as the team completes the TFI

Possible data Sources for the TFI: Tier I




Possible Data Sources for Tier I

<ul style="list-style-type: none"> ▪ School team organizational chart (if available) ▪ School/District policies on social behavior/support ▪ Team meeting minutes (last 3 meetings) ▪ Student handbook ▪ Professional development plan for past year ▪ Prior PBIS fidelity measures (last two years) 	<ul style="list-style-type: none"> ▪ Student behavioral data summary for past month ▪ Major ODR/Day/Month compared to the national median ▪ Universal screening measures and process ▪ Any prior evaluation reports focused on social behavior ▪ Any reports to school administration or board focused on social behavior
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Possible Data Sources for Tier II

- Tier II team meeting minutes (last two meetings)
- Rubric for selecting students for Tier II support
- Tier II strategy handbooks or procedures (e.g., CICO)
- Available Tier II data summaries (if possible for 2 months)
- Family communication systems
- Most recent fidelity measures for Tier II strategies
- Intervention Tracking Tool


Intervention Tracking Tool Examples



Tier 3 Intervention	Intervenor	Intervention Description	Intervention Date	# of Students	Response Rate
Check-in	A. Smith	Students who engage in problem behavior or who do not follow classroom expectations.	PBIS Data, Daily		
Basic Skills	B. Lee	Students who need to gain skills in reading, writing, and math.	PBIS Data, Weekly		
Homework	C. Davis	Students who struggle with homework assignments.	PBIS Data, Weekly		
Classroom	D. White	Students who struggle with classroom management.	PBIS Data, Daily		
Attendance	E. Brown	Students who struggle with attendance.	PBIS Data, Daily		

Intervention	Check-in		Basic Skills		Homework		Classroom		Attendance	
	0	1	0	1	0	1	0	1	0	1
Check-in										
Basic Skills										
Homework										
Classroom										
Attendance										

Possible Data Sources for Tier III




- Tier III team meeting minutes (last two meetings)
- Decision rules for selecting students for Tier III
- Assessment tools for Tier III (e.g., functional behavioral assessment, mental health, medical records, etc.)
- Three student support plans (randomly selected)
- Tier III data summary (last two reports)

Completing & Recording the TFI Items




Completing and Recording the TFI



Have the Team Members & Coach present

Allow at least 30 minutes to complete each tier


Complete the TFI as a team:

- Have the TFI projected or a copy available for each team member
- One person reads the item/criteria aloud (or give team members time to read each item)
- On the count of three, each team member indicates 0, 1, or 2 by a hand signal
- Each item is decided by a majority vote

Reminder:

- * Not an extensive discussion
- * Save Action Planning for later

Completing the TFI




Continue through each of the TFI items for the tier being considered

- Tier I - 15 items
- Tier II - 13 items
- Tier III - 17 items

For each tier, use the information from Appendix A, B, or C to inform the appropriate items

Thank each of the team members for their time and participation

Recording the TFI Scores



Enter the scores into PBIS Assessment

- This can be done as the team completes the TFI, or
- The scores can be entered at a later time

The scores are entered by a **PBIS Assessment Coordinator** or a designated Team Member

- Go to www.pbisapps.org
- **DEMONSTRATION**



Reporting the TFI Scores

Four TFI reports are available on PBIS Assessment:

- Total Score:** Overall implementation percentage for Tiers I-III
 - Most helpful when the team is implementing all three tiers
- Scale:** Overall implementation percentage for each tier
 - 70% is the benchmark for implementation with fidelity
- Subscale:** Overall implementation percentage for each subscale of each tier
 - Tier I subscales: Teams, Implementation, and Evaluation
 - Tier II subscales: Teams, Intervention, and Evaluation
 - Tier III subscales: Teams, Resources, Support Plans, and Evaluation
- Items:** Each item is listed with the score
 - Very helpful for action planning

Accessing TFI Reports

Click on Reports, then Survey Reports

Select the SWPBS TFI 2.1, the report, the dates, and the school or schools:

TFI Total Score Report

Total Score Report:
Overall implementation percentage for Tiers I-III

This is most helpful when the team is implementing all three tiers.

TFI: Scale Report

Scale Report:
Overall implementation percentage for each tier

70% is the benchmark for implementation with fidelity

Date Completed	Tier I	Tier II	Tier III
6/4/2015	80%	88%	74%

TFI: Subscale Report

Date Completed	Tier I			Tier II			Tier III			
	Teams	Implementation	Evaluation	Teams	Intervention	Evaluation	Teams	Resources	Support Plan	Evaluation
6/4/2015	70%	70%	88%	100%	100%	62%	100%	67%	75%	50%

TFI: Individual Items Report

PBISApps

Tier I: Universal SWPBS Features		Tier II: Targeted SWPBS Features	
Item	Score	Item	Score
1. Team Composition	2	1. Team Composition	2
2. Team Operating Procedures	2	2. Team Operating Procedures	2
3. Screening	2	3. Screening	2
4. Student Support Teams	2	4. Student Support Teams	2
5. Staffing	2	5. Staffing	2
6. Student-Family/Community Involvement	2	6. Student-Family/Community Involvement	2
7. Professional Development	2	7. Professional Development	2
8. Data-Driven Decision Making	2	8. Data-Driven Decision Making	2
9. Fidelity	2	9. Fidelity	2
10. Implementation	2	10. Implementation	2
Feature Total	2 of 8	Feature Total	8 of 8

TFI: Individual Items

PBISApps

Tier III: Intensive SWPBS Features	
Item	Score
1. Team Composition	2
2. Team Operating Procedures	2
3. Screening	2
4. Student Support Teams	2
5. Staffing	2
6. Student-Family/Community Involvement	2
7. Professional Development	2
8. Data-Driven Decision Making	2
9. Fidelity	2
10. Implementation	2
Feature Total	8 of 8



Next Steps

PBISApps

- Have team members review the reports
- Schedule a team meeting
- Use the reports to prioritize and develop your Action Plan

PRIORITIES

- 1.
- 2.
- 3.

Action Planning

PBISApps



Action Planning

PBISApps

- Schedule a time for the team to meet (45 – 60 min)
- Provide the Individual Items Report to team members
- Use the TFI Action Plan form
 - Available on www.pbisapps.org in PBIS Assessment materials
 - Enter the current score into the TFI Action Plan for each item

Item	Score	Score	Score	Score	Score
1. Team Composition	2	2	2	2	2
2. Team Operating Procedures	2	2	2	2	2
3. Screening	2	2	2	2	2
4. Student Support Teams	2	2	2	2	2
5. Staffing	2	2	2	2	2
6. Student-Family/Community Involvement	2	2	2	2	2
7. Professional Development	2	2	2	2	2
8. Data-Driven Decision Making	2	2	2	2	2
9. Fidelity	2	2	2	2	2
10. Implementation	2	2	2	2	2
Feature Total	2 of 8	2 of 8	2 of 8	2 of 8	2 of 8

Action Planning

PBISApps


Celebrate all the 2's! Share the results with the staff.

Review all items scored as a 0 or 1

- Prioritize the items
- Choose 1-3 items for action planning

Develop actions, persons responsible & a timeline for each


Example Action Plan



Item	Item	Count	Notes
1.1.1.1	1.1.1.1	2	
1.1.1.2	1.1.1.2	2	
1.1.1.3	1.1.1.3	2	
1.1.1.4	1.1.1.4	2	
1.1.1.5	1.1.1.5	2	
1.1.1.6	1.1.1.6	2	
1.1.1.7	1.1.1.7	2	
1.1.1.8	1.1.1.8	2	
1.1.1.9	1.1.1.9	2	
1.1.1.10	1.1.1.10	2	
1.1.1.11	1.1.1.11	2	
1.1.1.12	1.1.1.12	2	
1.1.1.13	1.1.1.13	2	
1.1.1.14	1.1.1.14	2	
1.1.1.15	1.1.1.15	2	
1.1.1.16	1.1.1.16	2	
1.1.1.17	1.1.1.17	2	
1.1.1.18	1.1.1.18	2	
1.1.1.19	1.1.1.19	2	
1.1.1.20	1.1.1.20	2	

Celebrate the 2's
Choose up to three 1's or 0's to focus upon


Continued Action Planning




Review the action plan progress at each meeting

Celebrate completions & choose other items from the action plan in priority order

PBIS = Continuous Quality Improvement



How Often Do We Complete the TFI?




Quarterly for progress monitoring

- May vary depending on school schedule and the action planning progress completed


Annually, after 70% is reached on that particular tier

Sharing the results & action plan for the TFI



- Develop an action plan with the team
- Share the action plan with staff
- Give monthly updates of progress to staff
- Provide an Annual Summary to share with families, staff, the district, and other stakeholders
 - This meets the Evaluation feature in each of the tiers: items 1.15, 2.13, and 3.17

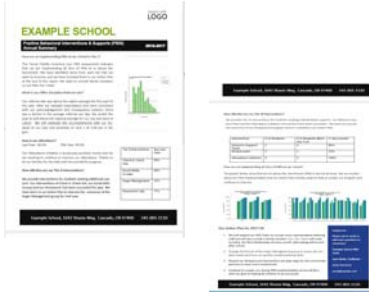
Evaluation Summary Example



Annual summary for stakeholders

Guides PBIS implementation efforts

- Professional development needs
- Coaching supports
- Re-teaching
- Feedback and communication with stakeholders



TFI Exemplar:
Bethel School District (OR)
Kathleen Best





Information about Bethel



- 5 elementary, 2 middle, 2 K-8, & 2 high schools (1 alternative)
- 5,500 students
- Student demographics
 - Free/Reduced: 50%
 - ELL: 10%
 - White: 68%; Hispanic/Latino: 20%; Multi-racial: 6.5%; Asian & Black: Each 2%; American Indian/Alaskan Native: 1.3%; & Pacific Islander/Native Hawaiian: .6%
 - Resources: Access to Bethel Health Center, Community-Partnerships: KITS Program, Fresh Fruit & Vegetable Program, etc.

PBIS & Bethel History



- Began as Project Prepare in 1990
- A few schools work with UO on implementing EBS
- SWIS introduced
- District Leadership Team established & PBIS Coordinator hired, 2000
- PBIS becomes a District Priority, 2000
- All schools begin implementation of PBIS except for the High School, 2001
- Current status: All schools are implementing PBIS (Tiers I, II, & III); the high school is still in its early stages of Tier I

PBIS Assessments Used Over the Years



- Self Assessment Survey (SAS)
- School Safety Survey (SSS)
- School-wide Evaluation Tool (SET)
- Team Implementation Checklist (TIC)
- Benchmarks of Quality (BoQ)
- Individual Student Systems Evaluation Tool (IS-SET)
- Monitoring Advanced Tiers Tool (MATT)

Too many surveys and difficulty with creating action plans with multiple sources of data.

Current Evaluation Plan for Bethel



- School action plans are submitted to district PBIS coach in September
- Action planning takes place at district-wide PD sessions as well as during monthly team meetings
- All schools complete Tiers I, II, & III of the TFI each Spring
 - Must be taken alongside district PBIS Coach
 - Must provide documentation to support answers

Current Evaluation Plan for Bethel



2016-17 TFI Calendar

- *September*: All TFI action plans submitted for approval
- *November*: First district-wide inservice for action planning
- *January*: Second district-wide inservice for action planning
- *April*: Third district-wide inservice for action planning
- *April/May*: All teams complete Tiers I, II, & III of TFI alongside coach
- *May*: Final district-wide inservice and plans for following year created

Tiered Fidelity Inventory



- Bethel began using the TFI in the Fall of 2015
 - Training took place at a district-wide PD
- That year we assessed all schools across Tier I, II, & III in Fall & Spring
 - We also administered the walkthrough tool in the Spring
- That following year we tried it just in the Spring

Action Planning with the TFI

- District Level: The Items report from PBIS Evaluation assists with planning professional development for the District, and also to evaluate the implementation of Tiers I-III
- Individual Schools: The Items Report assists schools in developing their PBIS Action Plan

District TFI Administration

*Data generated from PBIS Evaluation

TFI Tier Report

*Data generated from PBIS Evaluation

District Action Planning: Tier I

Professional Development 55%

Annual Evaluation: 35%

District Action Planning: Tier II

Fidelity Data: 45%

Annual Evaluation: 55%

District Action Planning: Tier III

Data System: 55%

Annual Evaluation: 55%

Individual School Action Planning

- Review Items Report
- Select 1-3 Items < 70% the team identifies as priorities
- Develop an Action Plan

The diagram illustrates the process of selecting items from a report to create an action plan. On the left is a document titled 'Items Report' with a table of items and their percentages. A green arrow points to a document titled 'Action Plan' which has a table with columns for 'Item', 'Priority', and 'Action Plan'.

Lessons Learned

- Successes:**
 - Prompted great discussion
 - Helped teams progress in their systems & practices
- Challenges:**
 - Aligning goals with the TFI
 - Having all key members present during administration
 - How to still evaluate other critical elements ie. active supervision

Wrap Up

A close-up photograph of a computer keyboard where several keys have been replaced with colorful, decorative letter stickers. The letters visible include A, B, C, D, E, F, G, H, I, J, K, L, M, N, O, P, Q, R, S, T, U, V, W, X, Y, Z.

Reflection Time

The reflection graphic consists of three shapes: a red square, a brown triangle, and a blue circle. Each shape is surrounded by text prompts for reflection:

- Square:** "Something that squares with my beliefs." (written on all four sides)
- Triangle:** "Three important points I want to remember." (written on all three sides)
- Circle:** "A question that keeps going around in my head." (written below the circle)