Common Vision/Values
Common Language
Common Experience
Quality Leadership

Organizations are groups of individuals whose collective behaviors are directed toward a common goal & maintained by a common outcome
Skinner, 1953, Science of Human Behavior

School Climate & Discipline
School Violence & Mental Health
Disproportionality & School-Prison Pipeline

Every Student Succeeds Act
SPLC, 12 Jan 2017
https://www.splcenter.org/20161128/trump-effect-impact-2016-presidential-election-our-nations-schools

Youth mental health 'crisis': 70 per cent of students struggling

Youth mental health 'crisis': 70 per cent of students struggling
**BIG IDEAS: Leadership emphasizes.....**

- Shared set of implementation functions & responsibilities modeled, taught, & reinforced by individuals & teams
- Student benefit & development of expert & high fidelity implementation capacity
- Effective, efficient, & relevant selection, alignment, integration, & implementation of evidence-based practices
- Decision-based data systems

**Leadership Dimensions**

- Planning, Coordinating, & evaluating teaching & curriculum (ES.42)
- Promoting & participating in teaching learning & development (ES.84)
- Strategic Resourcing (ES.34)
- Establishing goals & expectations (ES.35)
- Ensuring orderly & supportive environment (ES.27)

- Stakeholder Support
- Funding
- Policy & Systems Alignment
- Workforce Capacity

- Training
- Coaching
- Evaluation & Performance Feedback
- Behavioral Expertise

**Stakeholder Support**

- **Local Implementation Demonstrations**

Wahlstrom, Louis, Leithwood, & Anderson, 2010

Robinson (2007)
PBIS aka MTSS, SWPBS, MTSS-B, MTBF, RI-B...

Framework for enhancing adoption & implementation of
Continuum of evidence-based interventions to achieve
Academically & behaviorally important outcomes for
All students

Continuum of Support for All
Label behaviors & practices...not people

Basic PBIS Implementation Framework

School Leadership & contributing factors on student learning.

School leadership & contributing factors on student learning.

General Implementation Process

Turnaround Pattern
E.g., Principal’s Role
- Maintain standards regarding school innovations
- Make public statement of support for selected innovation
- Establish representative leadership team to lead implementation
- Provide team w/ time & resources
- Guide decision-making
- Model & reinforce implementation w/ fidelity
- Attend & participate in team meetings
- Recognize faculty & team for efforts
- Serve as community spokesperson
- Monitor & provide feedback on progress & impact

Adapted from Colvin & Sprick, 1999

Capacity Development
“Process through which individuals, organizations, & societies obtain, strengthen & maintain the capabilities to set & achieve their own development objectives over time”

OUTCOME Student benefit
PRACTICES Evidence-based practices
DATA Practice implementation fidelity
SYSTEMS Knowledge, integrated, & linked implementation continuum

BIG IDEAS: Leadership emphasizes....
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Northeast PBIS (NEPBIS) Network
The NEPBIS Network represents leaders in PBIS from 10 northeast states who collaborate to improve the efficiency and effectiveness of PBIS implementation in northeast schools and districts by enabling communications, information exchange, political visibility, and technical assistance.
Stakeholder Support
Funding
Policy & Systems Alignment
Workforce Capacity
Executive Functions
LEADERSHIP TEAMING
Implementation Functions
Training
Coaching
Evaluation & Performance Feedback
Behavioral Expertise
Local Implementation Demonstrations
Northeast PBIS Advisory Group (NAG)
Northeast PBIS Network Coordination Team
Meetings 2-3 times per year plus quarterly (or as needed calls)

Coordination between Regional Conferences

NEPBIS TRAINING MATERIALS: TIER 1 LEADERSHIP TEAM & COACHES MEETINGS

<table>
<thead>
<tr>
<th>WHAT</th>
<th>WHO</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 days of Team Training</td>
<td>Minimum membership: administrator, grade level representatives, support staff</td>
</tr>
<tr>
<td>3 days Coaches Meetings</td>
<td>2 Coaches</td>
</tr>
<tr>
<td>2 days of TA per district</td>
<td>Admin, Coach, Data Entry</td>
</tr>
<tr>
<td>3 days of Team Training</td>
<td>Same above</td>
</tr>
<tr>
<td>3 days Coaches Meetings</td>
<td>Same above</td>
</tr>
<tr>
<td>2 days of TA per district</td>
<td>Same above</td>
</tr>
</tbody>
</table>

Tier 2 Training offered to schools implementing Tier 1 with fidelity.

NEPBIS TRAINING MATERIALS: TIER 2 LEADERSHIP TEAM & COACHES MEETINGS

<table>
<thead>
<tr>
<th>WHAT</th>
<th>WHO</th>
</tr>
</thead>
<tbody>
<tr>
<td>4 days of Team Training</td>
<td>Tier 2 Team; representative from Tier 1 team; coach, staff with behavioral expertise, administrator, intervention coordinator</td>
</tr>
<tr>
<td>2 days of TA per school</td>
<td>Coach, Coordinator, Behavior Support Staff</td>
</tr>
</tbody>
</table>

Attend the sixth Northeast PBIS Network Leadership Forum, and join us to develop a professional PBIS network that will enhance our capacity to work smarter and more effectively on PBIS framework implementation in the northeast states.

Additional registration information will be available at nepbis.org.

Sponsored by the OSEP Center on Positive Behavioral Interventions
**NEPBIS Training of Trainers (ToT)**

- Increase the number of effective PBIS trainers
- Increase consistency across our state and region
- Create a network of trainers across the state/region to promote collaboration
- On-going professional development to stay current with new topics emerging from research, policy, and practice

**TRAIN**

- **Teach** content explicitly.
- **Relate** to audience.
- **Adapt** presenter behaviors based on audience assessment data.
- **Implement** to promote meaningful outcomes.
- **Navigate** through the presentation.

**NEPBIS ToT Scope & Sequence**

- 2 Year Sequence based on NEPBIS training materials and on-site activities
  - Year 1: 6 days of on-site ToT training, 3 days of observing and supporting on-site events, attendance at 1 NEPBIS PBIS Conference
  - Year 2: 3 days of on-site ToT training, 3 days of observing and supporting on-site events, attendance at 2 NEPBIS PBIS Conference

**NEPBIS Evaluation Data**

- **Number of Schools Trained per State**
- **Future evaluation data**
  - Number of schools per state trained per year
  - Number of schools trained by grade level (e.g., High School)
  - Implementation fidelity level of schools in each state
  - Common student outcome data collected across states
Massachusetts PBIS Academy

MA DESE promotes PBIS Academy across schools that are cohort 2, 4 or 5.
Schools/Districts apply to the PBIS Academy and MA DESE/UConn determine qualifications based on readiness. Training occurs in regional cohorts.
Technical assistance is provided to each district including data-based support.

Cohort 1
- 12 districts
- 30 schools
Cohort 2
- 17 districts
- 28 schools
Cohort 3
- 9 districts
- 21 schools

26 total districts across all three cohorts

MA PBIS Academy: Evaluation

Average TFI Score

In School Suspensions
Out School Suspensions

Cohort 1
- 2013: 39%
- 2014: 47%
Cohort 2
- 2013: 14%
- 2014: 13%
Cohort 3
- 2013: 44%
- 2014: 10%

LEADERSHIP TEAMING
Implementation
Evaluation
Behavioral Expertise

Local Implementation Demonstrations
NEPBIS Future Directions

- **Stakeholder Support**
  - Northeast advisory group (NAG)
  - NEPBIS.org, Regional Conferences, ToT network
- **Funding**
  - Currently leveraging State and District Grants and contracts
  - NAG is considering long term funding support options
- **Policy/Systems Alignment**
  - NAG Vision Statement
  - Supporting state leadership work in several states
  - Provide state networking opportunities
- **Workforce Capacity**
  - Ongoing evaluation for ToT endorsement
  - Exploring replication of school training academy and training of trainers in other states

Upcoming Events

- **PBIS Forum**
  - Sep 27-29
  - Chicago, IL

- **New England PBIS**
  - Nov 14-15
  - Norwood, MA

- **Association of PBS**
  - Mar 28-30
  - San Diego, CA