PBIS Leadership: Arranging Opportunities for Successful Implementation

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PURPOSE
A couple of leadership lessons from PBIS implementation (& from yesterday & today!)
Sneak in reinforcement of things I agree with!

School leadership & contributing factors on student learning.

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

Instructonal leader transfers 3-4 years
School leaders needed to turn school around
Be instructional leader & organizational CEO
Hiring & retaining quality teaching force important
5+ years to turn school around to last

Robinson (2007)

"Analyze" wicked problems... but no data
Randy

Reauthorization creates opportunities
Sam

"Doing" works if "doing" is positively reinforced
Ronnie

Deliberate preparation of Principal's as competent instructional leader
Jack

Making Explicit

Look for outcomes of implementation systems
David

Leaders are effective & explicit teachers
Brian

Research-informed designing backward
Tom

Research- & implementation-based practices
Bryan

"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

“Quality Leadership”

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

PBIS Framework

Basic PBIS Implementation Framework

Role of Leadership?

School Climate

PBIS (Primary, Universal, Target, & Clinic-based)... for enhancing adoption & implementation of evidence-based interventions to achieve behaviorally important outcomes for students
**General Implementation Process**

- Leadership
  - Team
  - Agreements
  - Data-based Action Plan “Plan”
  - Evaluation “Check”
  - Implementation “Do”
  - All Staff, Students, Administrators

**Leadership Team**

- Collect data, analyze, & decide
- Develop measurable outcome
- Monitor implementation & progress
- Implement deliberately & continuously

**School/District/State**

- Arrange to implement with fidelity
- Visibility
- Policy

**Implementation Process**

- Collect data, analyze, & decide
- Select evidence-based practice
- Establish measurable outcome
- Develop implementation plan/system
- Implement deliberately & continuously

**Process**

- Decision making
- Evidence-based practice
- Measurable outcome

**Defensible theory of action & habit model**

- Scientific method
- Behavioral prevention sciences

**Successful leadership behavior considers all 6 elements**

- Am I conditioned positive reinforcer?
- What’s smallest thing I can do to have biggest effect?
- What 2 things can I stop doing to do that 1 new thing?
- Will student benefit be maximized?
- Am I willing to bet my next month’s salary on that decision?