


## School Climate Transformation Grant – State Education Agency

### Aligning Multiple Initiatives

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### Using the Adobe Webinar Room

- 1) Please **be sure your phone is on mute-** or we will be able to hear your conversations  
– If you are on a cell, **please use your mute feature.**
- 2) Please type into the chat box the state in which you are representing (in case you did not indicate that when you signed in)
- 3) Please type comments and questions into the “Questions and Comments” pod
- 4) Download webinar documents from the SCTG tab on [www.pbis.org](http://www.pbis.org)

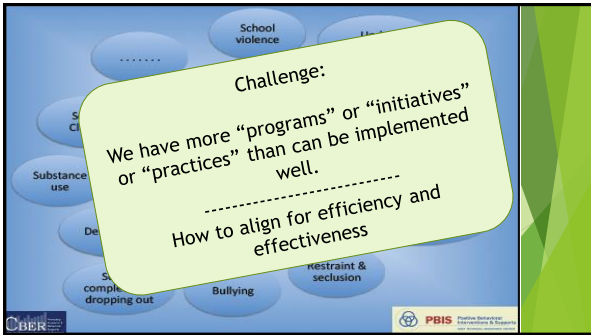



### Expectations

1. We will be as clear as possible
2. We will “shift gears” on the webinar based on your questions and responses to the polls (if used)
3. You will avoid multitasking so you can share your insights with the group
4. We will all give everyone an opportunity to speak within the 90 minutes allotted
5. You will ask questions, participate in the polls (if available), and share comments in the response pods
6. We will have FUN while learning from each other!!!
7. We will post the recorded webinar and any supplemental material on [www.pbis.org](http://www.pbis.org)



## Aligning Multiple Initiatives





**Challenge:**

We have more “programs” or “initiatives” or “practices” than can be implemented well.

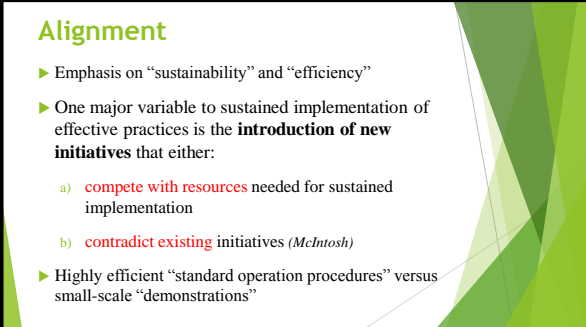
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How to align for efficiency and effectiveness



### Alignment

- ▶ Emphasis on “sustainability” and “efficiency”
- ▶ One major variable to sustained implementation of effective practices is the **introduction of new initiatives** that either:
  - a) **compete with resources** needed for sustained implementation
  - b) **contradict existing initiatives (McIntosh)**
- ▶ Highly efficient “standard operation procedures” versus small-scale “demonstrations”



### Essential Features of Effective Alignment

- ▶ Start at the organizational level where a **common budget authority** exists
- ▶ Use a **common outcome measure** to assess effectiveness
- ▶ Build aligned PD by comparing/combining ALL “**core features**”
  - ▶ **Compare fundamental assumptions**
  - ▶ Start with common “core features” and **compare practices used** to achieve these features
- ▶ Determine **how to incorporate additional** core features with efficiency
- ▶ Build **one PD curricula that combines** core features
- ▶ Resolve **Logic Model Conflict**

Vision: By 2020, all children in Georgia will read proficiently by the end of third grade

**Common Agenda for Change**  
Elements that unify all partners and efforts

- Language Nutrition**
  - Language is as critical to a baby and young child’s brain development as healthy food is to the physical growth.
- Access**
  - All children and their families, have access to, and supportive services for healthy development and success in high quality early childhood and early elementary education.
- Productive Learning Climate**
  - All educators understand the important role that climate plays in social-emotional development, school attendance, engagement, and ultimately student success.
- Teacher Preparation and Effectiveness**
  - All teachers provide high quality evidence informed instruction and effective learning experiences tailored to the needs of each child, regardless of the child’s background.

Approach to implement the common agenda

Local Ownership and Innovation      Family Engagement and Involvement      Seamless Continuity

Dr. John D. Barge, State School Superintendent  
Making Education Work for All Georgians  
www.gadoe.org

These transformations in thinking must occur for change to be realized, sustainable and embedded in how Georgia mobilizes its resources on behalf of its children and its economy

High Expectations

Children use their voice

Epidemic of Literacy

All “Our” Kids

Race/Culture is not a barrier

Hold ourselves accountable

Every data point has a face

**Shared Values**

Dr. John D. Barge, State School Superintendent  
Making Education Work for All Georgians  
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### Implications for SEAs

- ▶ Identify what is being offered/available
- ▶ Building conversations with stakeholders
- ▶ Identifying fundamental assumptions
- ▶ Identifying common outcome measure(s)
- ▶ Building single curricula
- ▶ Continuing to market for sustainability

### Your turn...

- ▶ What are you currently doing to support alignment of multiple initiatives at the SEA?
- ▶ What are some of the barriers you have encountered and how have you worked around them?
- ▶ Any written products that can be shared with the group?

### SCTG-SEA Webinars for 2016

Date	PBIS Partner	Topic
July 29	Brandi, Heather	High school challenges
September 23	Tim, Heather	Rural challenges
November 18	Brandi, Tim	Coaching networks

Positive Behavioral Interventions & Supports