

District-wide Planning for Multi-tier System of Supports (MTSS)

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May 1, 2008



Designing MTSS Systems for Student Success

Academic Systems

Intensive Individual Interventions

- Individual Students
- Assessment-based
- High Intensity

← 1-5%

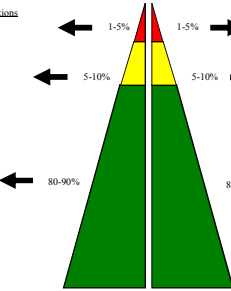
← 5-10%

Targeted Group Interventions

- Some students (at-risk)
- High efficiency
- Rapid response

Universal Interventions

- All students
- Preventive, proactive



Behavioral Systems

Intensive Individual Interventions

- Individual Students
- Assessment-based
- Intense, durable procedures

← 1-5%

← 5-10%

Targeted Group Interventions

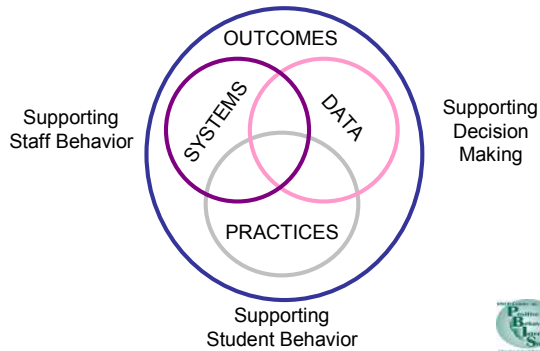
- Some students (at-risk)
- High efficiency
- Rapid response

Universal Interventions

- All settings, all students
- Preventive, proactive



Social Competence & Academic Achievement



MTSS: Big Ideas

- 3-5 years
- Organizational Framework
- Critical Features
 - same across schools-
 - Implementation is unique to the culture of the school
- Invest in Capacity Building



Main Message!

*Successful Individual student behavior support is linked to **host environments** or school climates that are **effective, efficient, relevant, & durable***

(Zins & Ponti, 1990)



Districts with Schools Implementing MTSS

- Each school goes at their own pace
- Some school teams start with school-wide positive behavior support (SWPBS)
- Some start with school-wide academic systems change (SWAS)
- Some start both at the same time

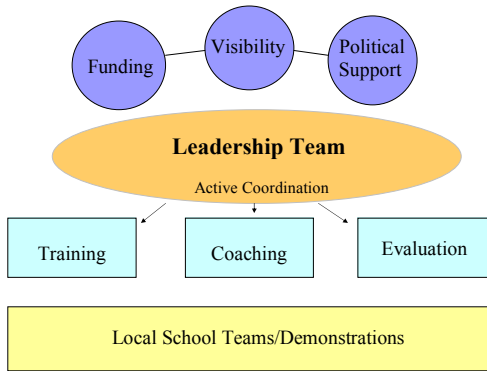


District-wide Planning

- Create vision for district
- Foundation and leadership
- Use of resources
- Internal expertise
- Ensure sustainability



SWPBS Organizational Logic



SMSD Strategic Plan for Student Success

Core Beliefs:

- Every student learns and continually achieves to high and challenging standards.
- Education includes both social and academic competencies.
- The teacher is the most important influence on student achievement.
- Everyone has an individual, collaborative, and collective responsibility for each student.
- Everyone in the educational community continually reflects and learns in an empowering culture.
- Change is inevitable and necessary; our response is intentional.

Mission Statement:

The educational community will relentlessly empower each student to succeed through an intentional multi-tiered system of support

7 DW Features to Consider



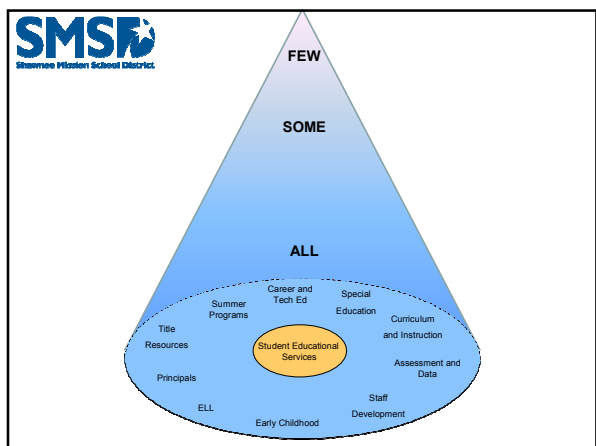
1. Leadership Team

- Regular meeting (3-4/year)
- Consolidation & prioritization of related initiatives
- Organization of district resources
- DW action plan
- Liaison with district administration
- PBS visibility/priority



SMSD District MTSS Committee

- | | |
|-------------------------|-------------------------------------------|
| • Dr. Gillian Chapman | Associate Superintendent for Ed. Services |
| • Betsy Degen | Director, Curriculum and Instruction |
| • Bob Winkler | Director, Assessment and Research |
| • Deborah Haltom | Director, Special Education Services |
| • Jackie Mense | Coordinator, Staff Development |
| • Carol Hailey | Reading Resource Specialist |
| • Darcy Swan | Reading Resource Specialist |
| • Deborah Schluben | Math Resource Specialist |
| • Jennifer Bolend | Math Resource Specialist |
| • Dave Butler | School Psychologist |
| • Jodi Henderson | MTSS/RtI Facilitator |
| • Molli Armstrong-White | MTSS/SWPBS Facilitator |
| • Alicia Dean | Title I Resource Specialist |
| • Judy Bennett | Grant Facilitator |
| • Dr. Dawn Miller | Innovative Projects Facilitator |



2. District-level Coordinator/Coach

- Facilitation/lead DW team
- Coordination of coaching activities
- Data management & program evaluation
- Link between team & superintendent's office
- Reminders & acknowledgement to coaches & teams





Coordinators

- District Innovative Projects Facilitator (1.0 FTE)
- District PBS Coordinator (.5 FTE)
- District Academic MTSS Coordinator (1.0 FTE)



Coach

Behavior

- Identified by school
- Monthly meetings
- Working on area supported coaching model

Academic

- Area under discussion
- Considering mirroring behavior model

3. Sustained Support From School Board

- Vocabulary
- Priority/commitment/agreement
- Expectation
- Budget
- Participation in implementation
- Implementation acknowledgement





Support from Board

- Presentation to Board by Assistant Superintendent
- Presentation to NEA by Asst Superintendent and building team

4. Specialized Behavior Capacity

- Practices & processes across continuum of positive behavior support
- Local specialized behavioral knowledge
- Function-based approach
- Priority to science of behavior & evidence based practices





Capacity

Behavior

- District Coach has gone through KIPBS training system and team will be discussing how to build capacity in the district

Academic

- Piloting intense book study for reading
 - Building teams
 - 2-3 year process
 - Focus on knowledge and skills related to intensifying instruction and changing initial evaluations
- CBE Training

5. 3-5 Year Action Plan

- Policy & approach
- Link to academic outcomes
- Activities for sustainability & enhanced efficiency
- Plan for on-going professional development
- Personnel, resources, budget, etc.
- School board blessing



6. Team “Coaching”

- Monthly contacts with school-based teams/quarterly contacts with DW team.
- Outcome emphasis
- Professional development
- “Positive nag”



Coaching (why?)

- Team start-up support
- Team sustainability/accountability
 - Technical assistance/problem solving
 - Positive reinforcement
 - Prompts (“positive nags”)
- Public relations/communications
- Support network across schools
- Link between teams
- Local coordination, leadership, facilitation



Coaching: Guiding principles

- Make someone else more effective
- Use examples when providing TA
- Practice for fluency
- Prompt & reinforce anything done less 3/year
- Self-assess continuously
- Provide 4 daily reinforcers

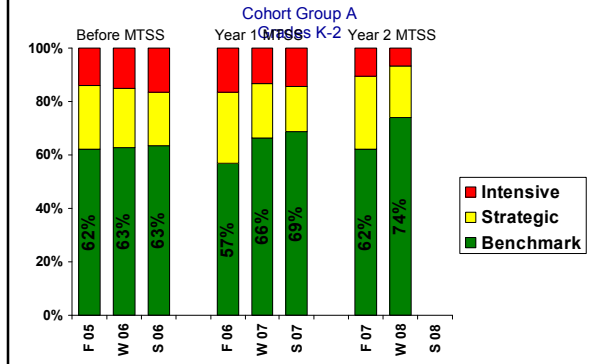


7. Data-based Decision Making

- Self-assessment
- Clear & measurable outcomes & questions
- Efficient data collection, storage, & summarization
- Data-decision rules & processes
- Quarterly/annually reporting

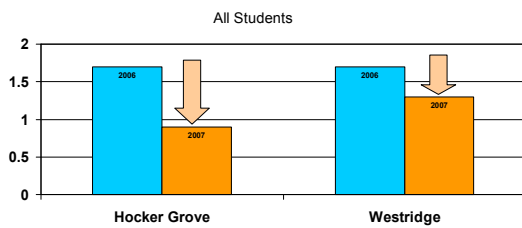


DIBELS Instructional Recommendations





Number of Referrals Per Student



PBS Leadership Team

- Meet on a regular basis
- Conduct a self assessment of district
- Create a 3-5 year action plan
- Support schools
- Evaluate results
- Disseminate findings (celebrate successes)



District Coordinator: Ongoing Responsibilities

- Facilitate leadership meetings
- Coordinate trainings
 - In some districts becomes the lead trainer
 - In some districts coordinates district trainers
- Summarize school data for district reporting
- Positive support to school coaches (“positive nag”)
- Oversee/coordinate training activities



District Trainers

- District builds internal expertise to train:
 - new school teams
 - Coaches
 - District inservices for all faculty
- District tertiary support system
 - Students who need highly complex PBS plans
 - After SIT teams have requested additional support



How Many District Trainers Are Needed?

- Depends on the number of schools who will be implementing within the district
- Identify personnel who are already providing similar types of support to students
- Focus on working smarter not harder with time and FTE (time)
- District PBS Coordinator may be identified as the lead trainer
 - Focus on tasks that need to be accomplished, not "title"



Behavioral Expertise

- Investing in professionals who will lead tertiary support team
- Utilize outside consultation strategically (e.g. Project Stay)
- District goal: Create tertiary district team that supports SIT process



Kansas Institute for Positive Behavior Support

- Highly intensive course
 - Monthly class
 - Year long training
 - Online assignments
 - Case studies with onsite support
- KIPBS Facilitators are trained across agencies
 - District teams seek out local facilitators
 - Partner with agencies (mental health, developmental disabilities) to support families



District Coordinator/District Trainer Activities

- Attend School team meetings
- Monthly coaches meetings
- District leadership team meetings
- District inservice training system
- Summarize evaluation data



Internal and External Coaches

- **Internal Coaches**
 - 1-2 individuals within the school
 - Facilitate team meetings
 - Gain information to bring to teams, provide extra positive nagging, summarize data at the school level
- **External Coaches**
 - Person outside of the school
 - Supports up to 5 schools at .50 FTE (half time job)
 - Supports the District Coordinator and Internal Coaches
 - Used in districts who are "going to scale" with many schools implementing SWPBS



MTSS Communication: School Team Meeting Organization

School Planning Team

- SWPBS planning team meetings each month
- SWAS planning team meetings each month
- Quarterly meetings where both teams meet together

Coaches Meetings

- Coaches meetings occur with district coordinator monthly for SWPBS
- Coaches meetings occur with district coordinator monthly for SWAS
- Quarterly meetings where academic and behavior coaches meet together



MTSS Communication: District Team Meeting Organization

District Leadership Planning Teams

- SWPBS district planning team meetings each month
- SWAS planning team meetings each month
- Quarterly meetings where both academic and behavior teams meet together
- District Coordinator meets with coaches from schools



Review the EBS District Leadership Team Checklist

Conducting the District Self Assessment



Example of Shawnee Mission's 3-Year Action Plan




Shownee Mission School District Three Year District Action Plan April, 2008 Revisions						
Month	Activity (Personnel)					
	Planning Team	Team Training and Planning	Coaches Training	Training Capacity	Evaluation	Involvement &
Year 1 October	<p>Work group meets monthly. Larger Leadership team meets monthly.</p> <p>Complete self assessment and 3 year plan.</p> <p>Checklist started.</p> <p>Annex staff development plan for 34 schools in process.</p> <p>Elementary reading core is focus of district.</p> <p>Specific interventions are also a focus this year.</p>	<p>Craddick Schools for Year 1.</p> <p>Windsor and Holoway done.</p> <p>All 104 Elementary schools are involved in reading activities MTSS.</p>	<p>Establish Monthly Coaches Meeting.</p>	<p>October Forum: behavior specialist and school teams are attending from each school team.</p> <p>1 Day Team Training.</p> <p>1 Day Coach Training.</p> <p>SWIS Facilitators Begin Supporting Schools.</p>	<p>Leadership Team Checklist Completed.</p>	

Activity (Personnel)						
Month	Activity (Personnel)					
	Planning Team	Team Training and Planning	Coaches Training	Training Capacity	Evaluation	Involvement & Viability
Year 2 October	<p>Work group meets monthly. Larger Leadership team meets monthly.</p>	<p>Team Meetings.</p> <p>Team Coaches Self Assessment.</p>	<p>Monthly Coaches Meeting.</p>	<p>Year 1 New Teams (B).</p> <p>1 Day Team Training.</p> <p>1 Day Coach Training.</p> <p>Year 2 Teams (C).</p> <p>1 Day Team Training.</p> <p>1 Day Coach Training.</p> <p>October Forum: behavior specialist and school teams are attending from each school team.</p>	<p>Academic SET will be drafted.</p>	
November	<p>Work group meets monthly. Larger Leadership team meets monthly.</p>	<p>Team Meetings.</p>	<p>Monthly Coaches Meeting.</p>			
December	<p>Work group meets monthly. Larger Leadership team meets monthly.</p>	<p>Team Meetings.</p>	<p>Monthly Coaches Meeting.</p> <p>The coaches meeting to create format of training system for coach.</p>			

Atchison District Action Plan: Year 4+

- First 3 year plan is now complete
- District is now moving towards MTSS action planning
 - Secondary schools working with state academic MTSS efforts
 - District model for MTSS in place
- Second action plan still focused on school-wide positive behavior support
- Next steps: building in academic action planning



Atchison District Action Plan



Online Resources

Kansas School-wide Positive Behavior Support Information

- www.pbskansas.org
(Go directly to this link for the school-wide PBS section:
<http://www.pbskansas.org/schoolwide/index.html>)

School-wide Information System (SWIS)

- www.swis.org

Kansas Tertiary Training System

- www.kipbs.org



National School-wide Positive Behavior Support Information

- TA Center Home Page: www.pbis.org
- TA Center State & District Blueprint:
<http://www.pbis.org/tools.htm>
- Video Clips introducing School-wide PBS and Reading Interventions
http://www.pbis.org/PBIS_videos.htm