Assignment #3
Evaluation Plan for School-Based PBIS System

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Overview

<u>Description of Organization</u>

        The district and school being analyzed are in an urban city and a Title 1 school. The district requires the school buildings within the district to use a system called PBIS (Positive Behavioral Interventions and Supports) to help "connect(s) the wide range of non-academic learning, supports, interventions, structures, and practices that create the conditions for joyful and adventurous learning environments. It incorporates essential elements of classroom and school management with social-emotional learning for all, family and community engagement, and wraparound supports" (CMSD, 2022). The district also focuses on strategies for all students that should be positive, predictable, and restorative rather than punitive or punishing, which is where the PBIS Framework kicks in.

        The school currently attempts to incorporate different aspects of PBIS and implements a resource called PBIS Rewards to log points for students, link the parents so they can see the student's data, generate reports on the school's referral and positive behavior data, and has the ability to create referrals for student behavior. While this system has been in place for the last 5 years, there hasn't been a substantial shift in student referral, in-school suspension, suspension, and detention data and there hasn't been a large percentage of teachers implementing the PBIS Rewards App with fidelity. The performance analysis will look at the current state of utilizing PBIS in the school, possible barriers to implementation, and planning for a change in the current system to make it better for all stakeholders involved.

Vision of Change

Success will look like…

- 100% of classroom teachers and support staff (62 people) using PBIS Rewards App in the classroom all school year (180 days)
- 100% of school staff (administrators, secretaries, cafeteria staff, janitorial staff, etc.) (76 members) using positive language and using PBIS interventions with students they interact with all school year to create a shift in the school culture
- Having team meetings with all students who are in Tier #2 from last school year (pattern of problem behavior) (approx 120 students) to start the school year proactively and set systems in place to help the entire team and having team meetings consistently when students present problem behaviors to see what else needs to be put in place to make the student successful
- Require all staff to complete at least two hours of training before the school year starts and have follow-up meetings to go over PBIS data and interventions to help educators and school staff at least once a month
- The PBIS Committee needs to meet monthly to go over data and create materials for staff and students based on need

Interventions

Performance Issue	Intervention Category	Intervention Description
There's a gap between the amount teachers should be using the PBIS Rewards App and how much they do use it to address student behavior through giving out points or submitting a referral	Performance Aid Environmental Intervention	Aid- Creating a job aid for showing the teachers how to use the PBIS Rewards App Environmental- Giving the teachers incentives for using the PBIS Rewards App and recognizing the Top 3 teachers that used the App the prior week
There's a gap between how school staff redirects student behavior using PBIS and how staff currently addresses student behavior	Environmental Intervention Emotional Intervention	Environmental- Create a school culture that recognizes and addresses positive behavior and ensures that staff use positive redirection consistently across different school environments. This can be done with posters around the schools Emotional- Helping teachers understand the importance of being positive with students and creating a safe space for them to express themselves and that PBIS isn't forgiving student behavior or ignoring it
There's a gap between the administrators meeting with students to address their behavior (especially major) and meeting with the whole team and how they currently handle student behavior (suspension or detention without follow-up)	Environmental Intervention Emotional Intervention	Environmental- Make sure the administrators have a system for addressing referrals (major and minor) and having a dedicated time for team meetings to handle student behavior Emotional- Make sure that the administration and teachers feel safe and supported in addressing student behavior
There's a gap between the current training that staff members have about PBIS and PBIS Rewards and the training they need to have to properly use them both with fidelity	Performance Aid	Aid- Creating a professional development training for school staff at the beginning of the school year about PBIS and the PBIS Rewards App and give the staff a resource sheet for staff to use if they need help or different documents
There's a gap between how much the PBIS Committee meets to gather data and create materials and training for school staff	Performance Aid Environmental Aid	Aid- Create a meeting template for data meetings about PBIS and a form/excel sheet for organizing and looking at trends in the data and a space to create needed resources for staff members Environmental- Creating a specific time monthly to meet as a team and a dedicated time to share out the data trends and resources with the school staff

Evaluation Plan

Level #1: Reaction			
Type of Data	**Data Collector**	**Where and How**	**Time Period**
Feedback Surveys	Instructional Designer surveying the teachers, admin, parents, and students	A Google Form survey will be created and the ID will be able to look at the results	During Week #1 of the intervention plan
Interviews	Instructional Designer interviewing the teachers. admin, parents, and students	The ID will come to the school and conduct the interviews	During Week #1 of the intervention plan

Level #2: Learning			
Type of Data	**Data Collector**	**Where and How**	**Time Period**
Assessments (Pre and Post)	Instructional Designer working with the administration and teachers	An assessment will be created (sane for pre and post) and given to staff to complete during the school day	Pre-Assessment- Week #1 Post Assessment- Week 8
Job Aids	Instructional Designer working with the teachers	Job aids will be created by the ID and put in the correct spots in the school and share it digitally	Job Aids will be created and put out during the first 4 weeks of the intervention plan

Level #3: Behavior			
Type of Data	**Data Collector**	**Where and How**	**Time Period**
Feedback Surveys	Instructional Designer surveying the teachers, admin, parents, and students	A Google Form will be created by the ID to look for changes in staff and student behavior and an increase in the use of PBIS Rewards	Week #2, Week #4, Week #6, Week #8
Interviews/Focus Group (Individual and Group)	Instructional Designer interviewing the teachers. Admin, parents, and students	The ID will come to the school to interview different employees and conduct a focus group with different stakeholders to gather information	Week #4 and Week #8

Level #4: Results			
Type of Data	**Data Collector**	**Where and How**	**Time Period**
Data From Goals (ROI)	Instructional Designer working with the administration and teachers to look at how the staff and student data has improved	There will be a data meeting held with the ID and the PBIS Committee to look at the strengths and areas of growth	Week #7 and Week #8 Follow up halfway through the school year and at the end of the school year
Surveys (Staff. Parents, and Students) (ROE)	Instructional Designer surveying the staff, parents, and students with what positive changes they've seen since week #1	A Google Form will be created by the ID to ask all the stakeholders how they feel about the changes and any suggestions for improvements	Week #7 and Week #8 Follow up halfway through the school year and at the end of the school year

Mapping of Data Collection and Interventions

Intervention	Level #1	Level #2	Level #3	Level #4
Creating a job aid for showing the teachers how to use the PBIS Rewards App	Create the job aid based on staff feedback	Teach the staff about the job aids	Survey the staff about the job aid and if they think it's effective	Evaluate how PBIS Rewards is used after implementing the job aid
Giving the teachers incentives for using the PBIS Rewards App and recognizing the Top 3 teachers that used the App the prior week	Survey the staff and families about incentives they would want	N/A	Create an incentive sheet that can be used with all stakeholders and survey the staff again	Implement the incentive sheet and evaluate if it changes stakeholder buy-in
Create a school culture that recognizes and addresses positive behavior and ensures that staff uses positive redirection consistently across different school environments.	Survey the staff about the current school culture	Teach the staff about positive redirection	Survey the staff again about the changes in school culture	Interview the staff and look at the school data to see if the results reflect the vision of change
Helping teachers understand the importance of being positive with students and creating a safe space for them to express themselves and that PBIS isn't forgiving student behavior or ignoring it	Survey the staff and ask them how they currently implement positive language and their understanding of PBIS	Teach the staff about positive language and PBIS	Survey the staff again and see what changes they've implemented in their classrooms	Interview the staff and look at classroom walkthrough data to see if the results reflect the vision of change
Make sure the administrators have a system for addressing referrals (major and minor) and having a dedicated time for team meetings to handle student behavior	Survey the staff and ask them what they need when there is a major and minor referral	N/A	Survey the staff after a few weeks to see if the changes helped and if there need to be more changes	Interview the staff (admin and teachers) and look at the school data to see if the changes are reflected in the vision of change
Make sure that the administration and teachers feel safe and supported in addressing student behavior	Survey the staff to make sure they feel supported and safe and any changes that need to be made	N/A	Survey the staff after a few weeks to see if the changes helped and if there need to be more changes	Interview the staff and look at the school data to see if they are reflected in the vision of change
Creating professional development training for school staff at the beginning of the school year about PBIS and the PBIS	Assess the staff to see what they already know	Create and implement the PBIS PD and	Assess the staff and see if they retained and can	Look at the data from the assessments and

Rewards App and give the staff a resource sheet for staff	about PBIS	resources	apply the information	compare it to the vision of change
Create a meeting template for data meetings about PBIS and a form/excel sheet for organizing and looking at trends in the data and a space to create needed resources for staff members	Survey the staff to see what data would be the most helpful and interview the PBIS Committee to see what they need	N/A	Survey the staff to see if the data they receive during the follow up meetings is helpful	Look at the data collected and see if it matches the vision of change
Creating a specific time monthly to meet as a team and a dedicated time to share out the data trends and resources with the school staff	Interview the PBIS Committee to see when they can meet and what they need to be successful	N/A	Interview the PBIS Committee to see how the meetings are going and if they need any additional support	Look at the data from the meetings and see if it matches the vision of change

Potential Obstacles to Data Collection

- No or low participation in the surveys
  - From parents, students, teachers, and administration
    - Possible Solution- provide a low to a no-cost incentive for completing the survey such as an extra planning period for teachers or a luncheon for families
  - Lack of reliable transportation or working during the school day
    - Possible Solution- Provide low to no-cost incentive for parents and students to participate and provide other options to complete the interview or focus group such as a digital option (Zoom)
- Technical Difficulties
  - For older staff members or families that may not know how to use a program like Google Forms or PBIS Rewards
    - Possible Solution- Provide a staff resource list of people on the PBIS Committee that can give a short training specifically to staff or families that want and need to learn about the programs that are used for this intervention and in the school
- Teachers not having the time during their planning period to complete an interview or a survey or to look over the job aids
  - Planning periods or other free time for educators isn't consistent and is usually spent doing other administrative work for their position
    - Possible Solution- Communicate with administration and the union representative about a common time where staff can complete the survey or interview and incentivise the teachers to come to complete these tasks with a covered planning period or gift card

References

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