



# EC PBIS Leadership Team Strategic Planning Orientation

[mimtsstac.org](http://mimtsstac.org)



# Acknowledgments

The content for this training day was developed based on the work of:

- National Center for Pyramid Model Innovations (website: [challengingbehavior.org](http://challengingbehavior.org))

# Group Agreements

## We are Responsible

- Return on time from breaks
- Take care of our needs

## We are Engaged

- Share “air time”
- Plan to participate in multiple ways
  - Chat, breakout rooms, polls, reactions, unmute
  - Ask questions

# Purpose

The Early Childhood Leadership Team Sessions result in a Leadership Team Implementation Plan for the use of Early Childhood PBIS with fidelity, leading to improved outcomes for ALL children, families, providers, and programs.

**This session provides an orientation to the series for administrators and Leadership Team Coaches.**

# Intended Outcomes

- Describe what Early Childhood PBIS is and why it is important
- Understand team membership and the roles of each person on the team
- Determine how key team documents will be stored and shared with team members

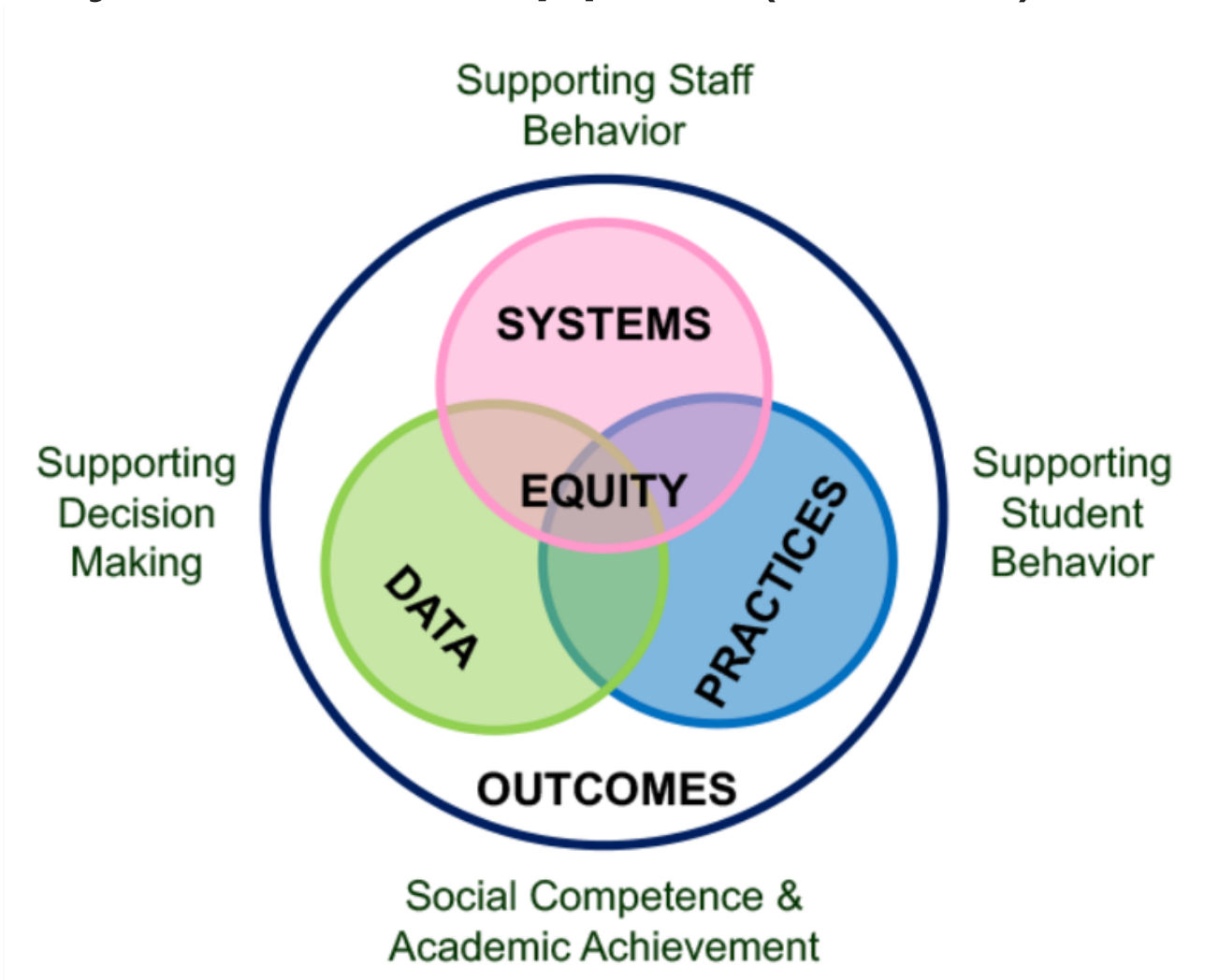
# Agenda

- 1.0 Early Childhood Positive Behavioral Interventions and Supports (EC PBIS)
- 2.0 Team Membership and Roles
- 3.0 Setting Your Team Up for Success

# 1.0 Early Childhood Positive Behavioral Interventions and Supports (EC PBIS)

# Multi-Tiered System of Support (MTSS)

Early Childhood Positive Behavioral Interventions and Supports (EC PBIS) is a social-emotional-behavioral MTSS framework

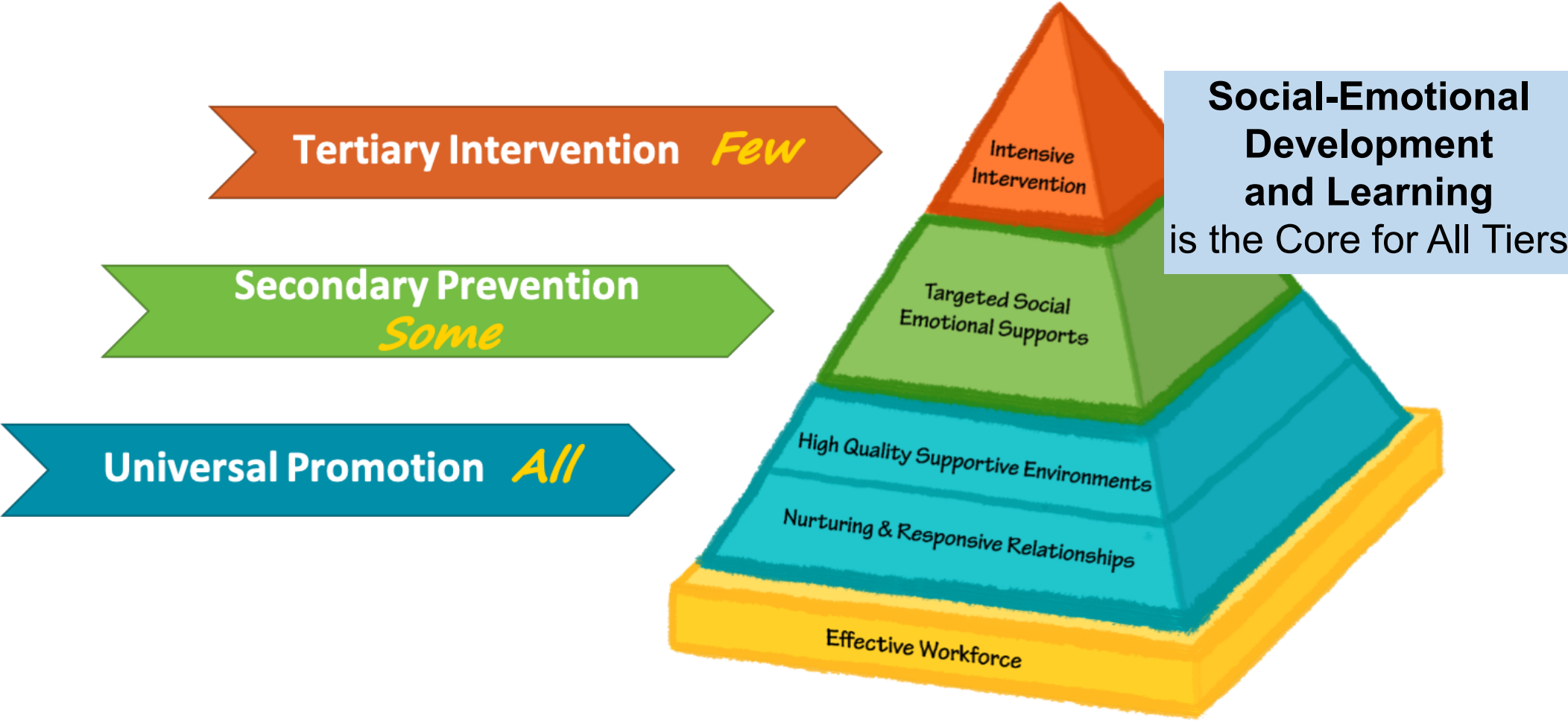






EC PBIS is guided by the Leadership Team

# Pyramid Model for Promoting Social and Emotional Competence in Infants and Young Children



# Early Childhood PBIS = Program-Wide Pyramid Model

# Why?

“The use of effective interventions without implementation strategies is like serum without a syringe; the cure is available but the delivery system is not.”

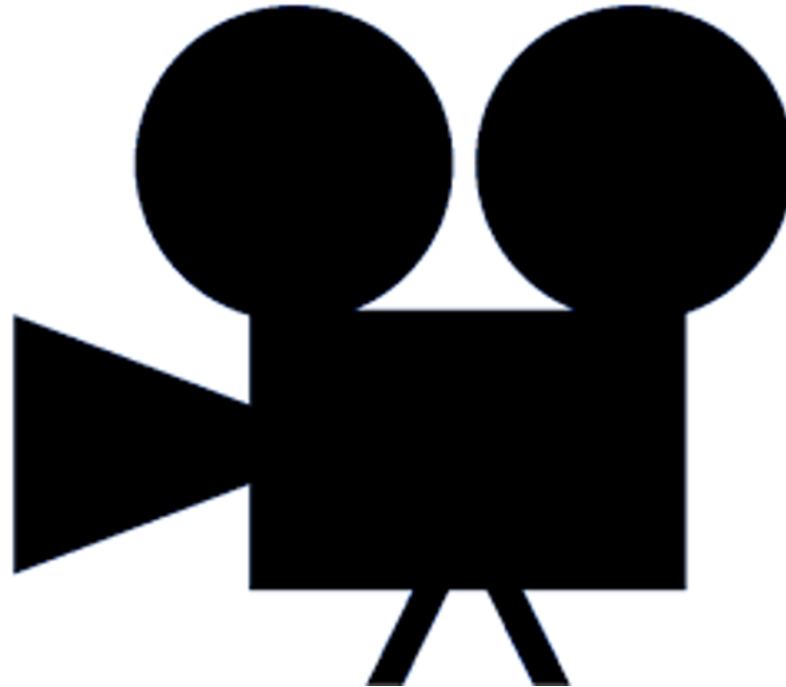
(Fixen, Blase, Duda, Naoom, & Van Dyke, 2010)

# Why EC PBIS?

- Children improve social-emotional skills
- Teachers work effectively with all children, including those with challenging behaviors and/or disabilities
- Program effectively prepares children for kindergarten
- Program builds responsive relationships with each child and family
- Positively impacts factors connected to teacher retention (e.g., school/program climate, quality of relationships)

Hemmeter, Fox, & Snyder, 2013; Hemmeter, Snyder, Fox, & Algina, 2011).

# Program-Wide Pyramid Model is Powerful





# Activity 1.1

- Locate the **Getting Ready for PBIS** document
- Take some time to independently review the scope and sequence (on pg. 2) and note any questions you have
- We will discuss questions and wonderings together as a group

## 2.0 Leadership Team Membership



# Role of the Leadership Team

Leadership Team meets monthly to focus on the following:

- Build and maintain an implementation infrastructure to support staff in the use of EC PBIS (i.e., Pyramid Model practices)
- Engage in program-wide data analysis and problem solving
- Create an implementation plan based on data and needs
- Ensure communication among different groups/teams within the implementation site and across the district/ISD
- Ensure implementation occurs through an equity lens and we are working to eliminate bias
- Plan and implement professional development activities
- Create system of support for addressing behavior issues

# Key Roles

- Administrator(s)
- Teacher(s)
- Family Member
- Behavior Support Person
- Data Coordinator
- **Leadership Team Coach:**
  - Provides support to implementation site **leadership team** to ensure implementation of Pyramid Model practices throughout the program
- **Classroom Coach:**
  - Provides direct coaching to **practitioners (e.g., teaching teams)** to guide the implementation of Pyramid Model practices within classrooms



## Activity 2.1

- Locate the **Early Childhood PBIS Roles and Responsibilities** document
- Independently review this document and start to think about each of the roles and how to fill roles with representation from the entire site
- Write down any questions you have, and we will discuss them as a group

# 3.0 Setting Your Team Up for Success

# Leadership Team Operating Procedures Document

- Team Membership
- Monthly Meeting Dates
- Team Roles
- Meeting Norms
- Mission Statement
- Communication Protocol
- Document Storage

# Implementation Plan

- An Implementation Plan guides the work of the Leadership Team throughout the school year
- Includes all the action items coming out of each team meeting and professional learning session
- Should be updated monthly before or during monthly meetings (e.g., each action item listed as not started, in progress, complete)
- The Leadership Team Coach will prompt and support the use of the Implementation Plan
- Links to the plan should be included at the top of each agenda and within the Team Operating Procedures document



## Activity 3.1

- Download the **Leadership Team Operating Procedures** and **Implementation Plan** documents from the chat
- One person from each team will upload these documents, determine where they will be stored (i.e., a team Google Drive), and share them with all team members
- The team will need access to these materials during Session 1 of the Leadership Team series

# Upcoming EC PBIS Leadership Team Training Sessions

- Leadership Team Training Sessions 1-3
- Leadership Team Coaching Session (Leadership Team Coach Only)
- Leadership Team Coach: Community of Practice



# Questions?