# EC PBIS Leadership Team Strategic Planning

Orientation

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)

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# 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 Series results 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.**

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# Activity

Welcome!

- Who is here today?

- How many of you are administrators? Leadership Team Coaches? Other?

- Are you attending with a team?

- Does your team represent a school, district, or ISD?

# 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
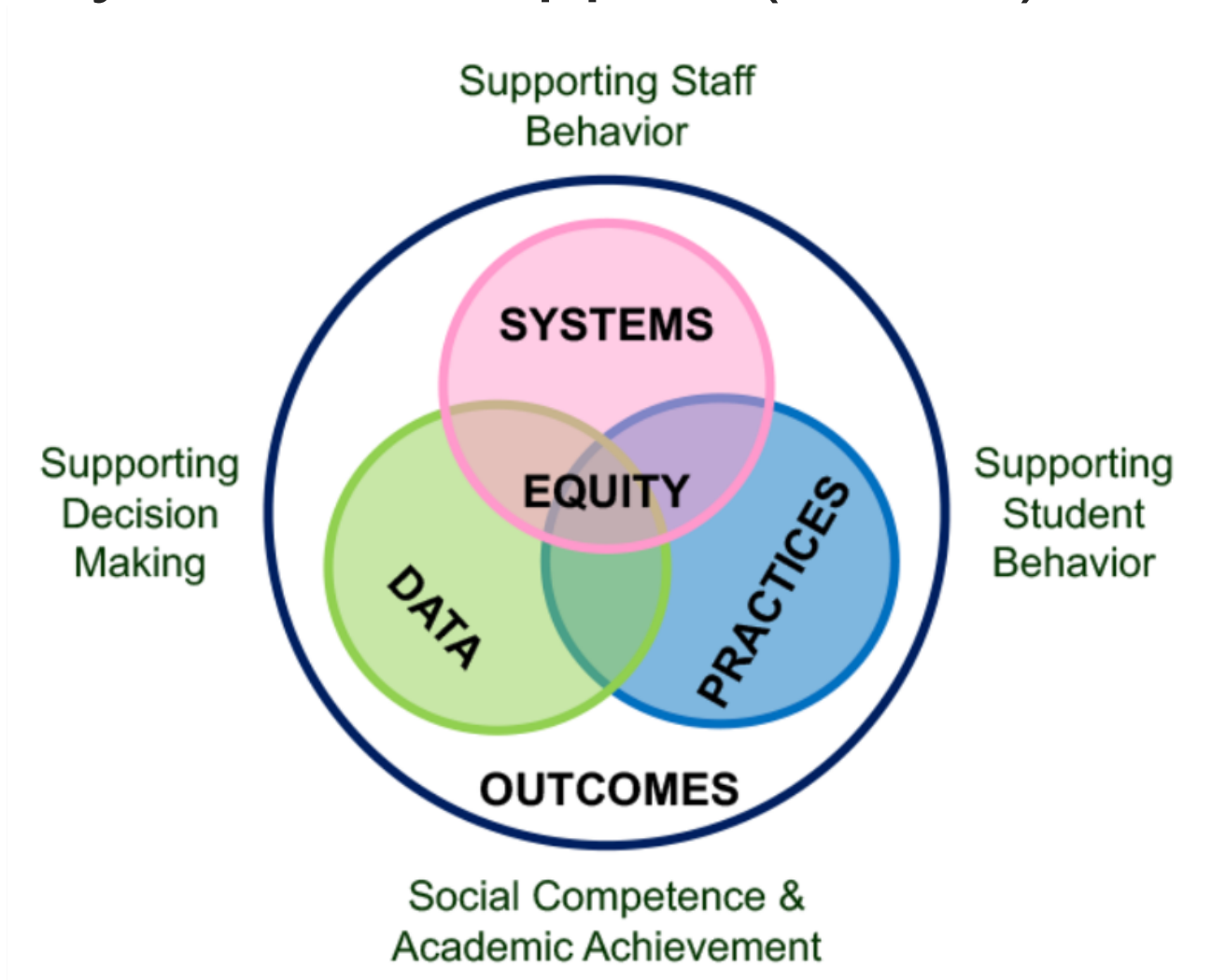
# Agenda

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

2.0 EC PBIS Leadership Team

3.0 Setting Your Team Up for Success
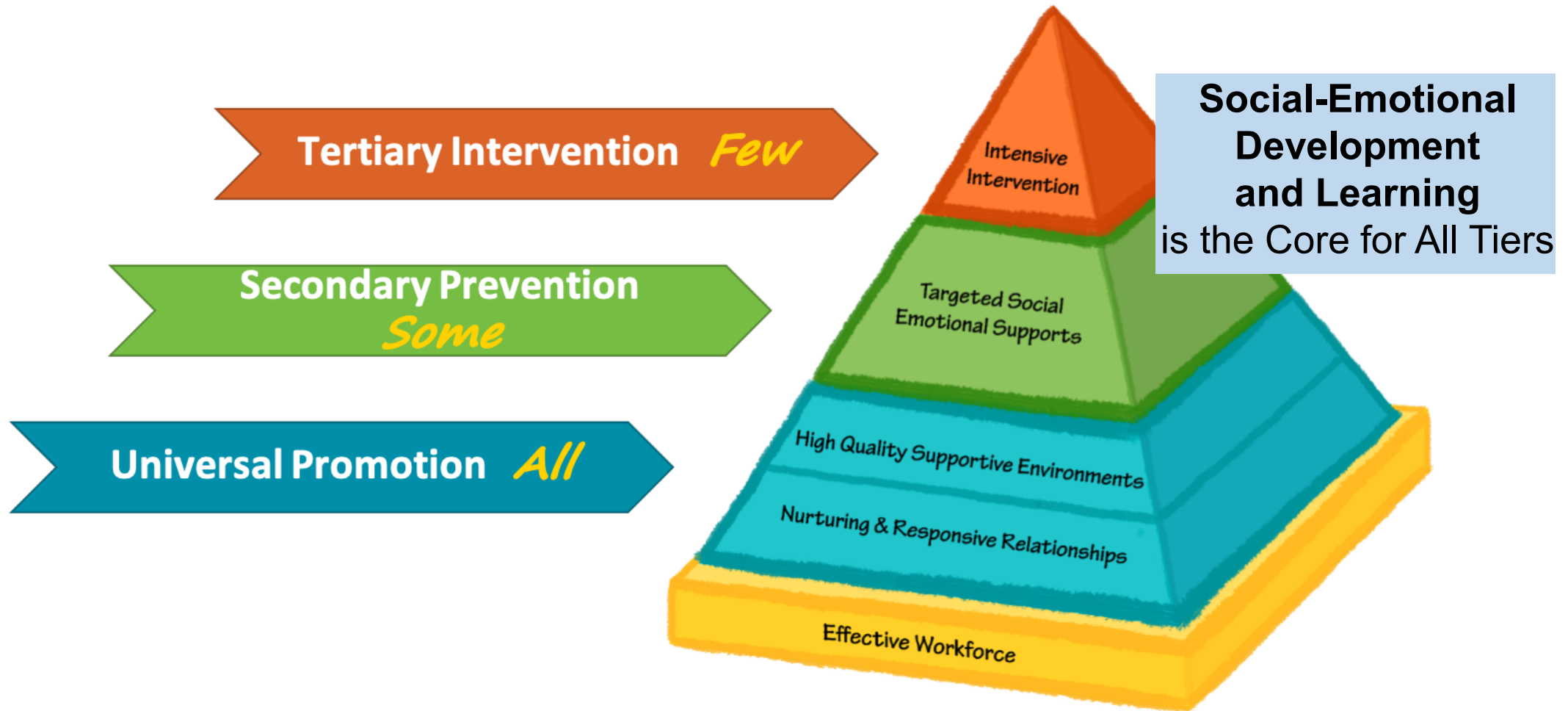
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# 1.0 Early Childhood Positive Behavioral Interventions and Supports (EC PBIS)

# Multi-Tiered System of Support (MTSS)

Early Childhood Positive Behavioral Interventions and Supports (EC PBIS) is an **MTSS framework** for social, emotional, behavioral health
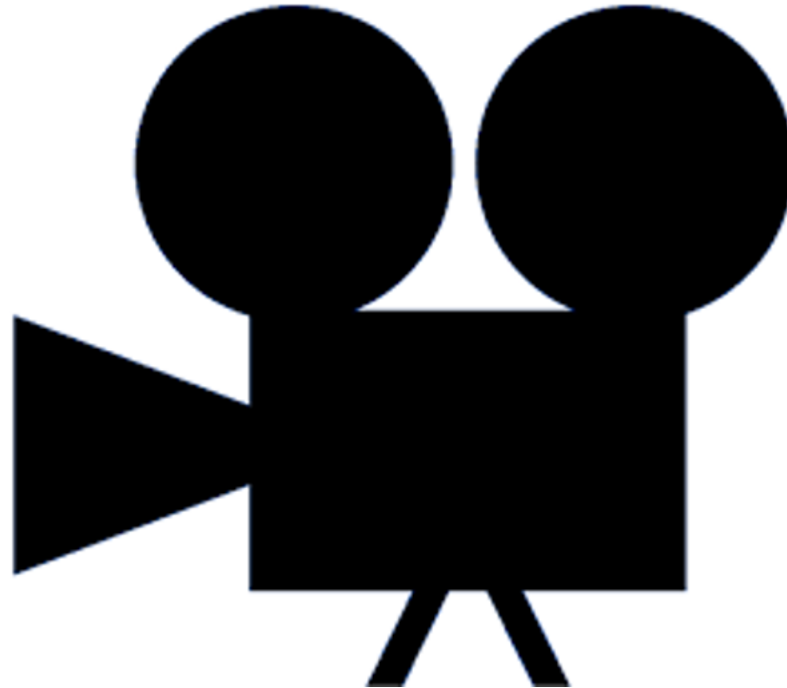
Supporting Staff Behavior

**SYSTEMS**

Supporting Decision Making

**EQUITY**

**DATA**

**PRACTICES**

Supporting Student Behavior

**OUTCOMES**

Social Competence & Academic Achievement

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



**Tertiary Intervention** *Few*

**Secondary Prevention** *Some*

**Universal Promotion** *All*

Intensive Intervention

Targeted Social Emotional Supports

High Quality Supportive Environments

Nurturing & Responsive Relationships

Effective Workforce

**Social-Emotional Development and Learning** is the Core for All Tiers

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EC PBIS is implementing the Pyramid Model **PROGRAM-WIDE**

# Program-Wide Pyramid Model is Powerful

# Why Early Childhood 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).

# 2.0 EC PBIS Leadership Team

# Key Roles for EC PBIS

- **EC PBIS Leadership Team:** Guides implementation of EC PBIS at a site, including building the **infrastructure** to ensure sustainable use of Pyramid Model practices

- **Leadership Team Coach:** Provides support to EC PBIS **Leadership Teams** and those serving in specific roles (e.g., Classroom Coach, Data Coordinator, Behavior Specialist)

- **Preschool Classroom Coach:** Provides direct coaching to **teaching teams** to guide the implementation of Pyramid Model practices within classrooms

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# Activity 2.1

- Locate the **Key Roles for Implementing Early Childhood PBIS** document

- Independently review the information on pages 2 and 3 about the Leadership Team Coach and the Classroom Coach

- Record any questions about these roles in the chat

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# Role of the Leadership Team

Meets monthly to focus on:

- Building an implementation infrastructure to support staff in the use of EC PBIS (i.e., program-wide Pyramid Model)
  - Maintaining an implementation plan
  - Implement through an equity lens and work to eliminate bias
  - Create a system for supporting staff and children when challenging behavior occurs
- Continuous data analysis and action planning
- Communication with staff, families, and the community

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# Activity 2.2

- Locate the **Developing an EC PBIS Leadership Team** document

- Review the Team Membership section on page 2

- Consider whether you have already identified individuals to serve in each of these roles

- Who might need to be added to the registration for the Leadership Team series before the first session?

# 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



**Michigan's Multi-Tiered System of Supports Technical Assistance Center**
**August 2023 – Version 1.2**

**EC PBIS Leadership Team Operating Procedures**

This document will assist EC PBIS Leadership Teams in establishing effective team structures and can be leveraged for orienting new members to the team.

Team Roster

Insert information about team members below. Add additional rows as needed.

| Name | Team Role | Email |
|------|-----------|-------|
|  | Administrator |  |
|  | Teacher |  |
|  | Preschool Classroom Coach |  |
|  | Behavior Support Person |  |
|  | Data Coordinator |  |
|  | Family Member |  |
|  | Leadership Team Coach |  |
|  | Other |  |

https://mimtsstac.org/sites/default/files/session-documents/03_EC%20PBIS%20Leadership%20Team%20Operating%20Procedures_0.pdf

# Implementation Plan

- An **Implementation Plan** guides the work of the Leadership Team throughout the school year
  - Includes all action items from team meetings
  - 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

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# 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

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# Next Steps

- Confirm membership of your EC PBIS Leadership Team

- Ensure all team members are registered for the Leadership Team Training Sessions

- Leadership Team Coaches only: Make sure you're signed up for the Coaching Session

- Begin considering when your team will access additional training

# Activity 3.2

- 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

# Questions?