



County-wide MTSS Planning Session 2

2023

mimtsstac.org



Acknowledgments

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

- National Implementation Research Network (NIRN)
- Several Michigan Intermediate School Districts
- PBIS Implementation Blueprint

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

Training Effectiveness

- At the end of the session, you will be asked to provide feedback on today's training
- Results will be used to make improvements to professional learning and for reporting to TA Center stakeholders
- One of the feedback questions you will see is related to promoting and positively portraying diversity among educators and learners (e.g., focus on asset-based language, positive representation of multiple identities)

Team Roles

- Facilitator: lead discussions and activities to keep the team moving forward
- Recorder: keep written documentation of key discussion points, decisions, and next steps
- Time-Keeper: keep track of time and bring the team back together



Purpose

Engage leaders with diverse perspectives across the ISD in
MTSS Planning

Intended Outcomes

- Consider the MTSS readiness and needs of local districts
- Assemble a team of ISD leaders to engage in county-wide MTSS Planning
- Determine how to leverage or develop capacity to meet county-wide MTSS implementation needs

Agenda

Day 1

- 1.0 Cascade of Support for MTSS
- 2.0 Implementation Science
- 3.0 MTSS Effective Innovations
- 4.0 Effective Implementation

Day 2

- 5.0 Interactive Review
- 6.0 Teams
- 7.0 Applying Implementation Science to County-wide MTSS Planning
- 8.0 Next Steps

5.0 Interactive Review



Activity 5.1

What do you recall about these?

- Implementation Science
- Formula for Success
- Implementation Stages

Individually, jot down a description, visual, application opportunity or anything else you remember.

Add one recollection to the chat.

Science to Service Gap

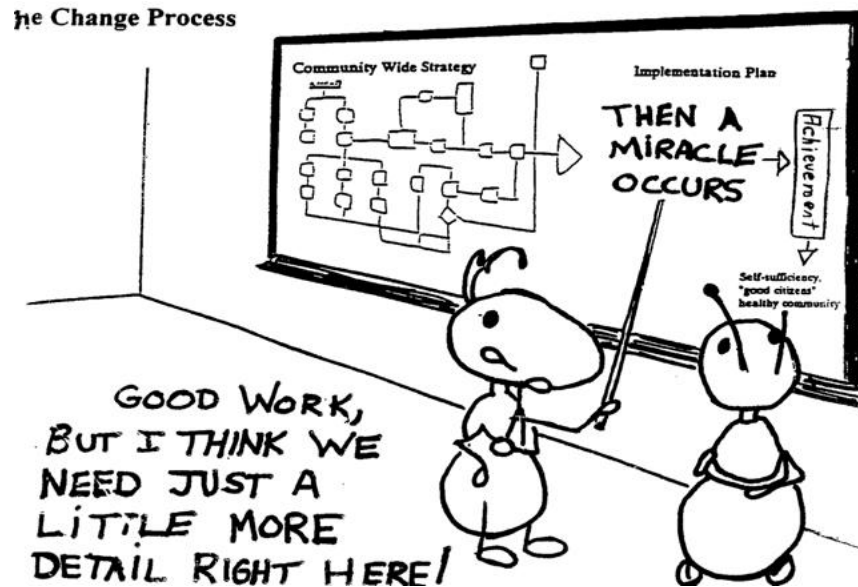
**Research and
Evidence of Best
Practices**



**Teaching and
Learning**

- 1. What is adopted is not used with fidelity**
- 2. What is used with fidelity is not sustained**
- 3. What is used with fidelity is not used to scale**

Implementation-Defining the “Miracle”

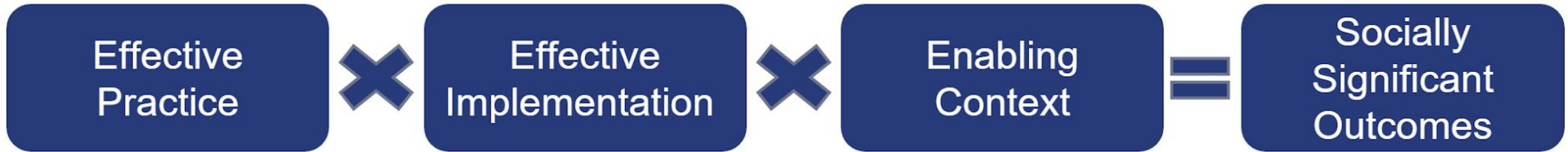


Implementation Science refers to the “methods” or techniques used to enhance the adoption, implementation, and sustainability” of an intervention

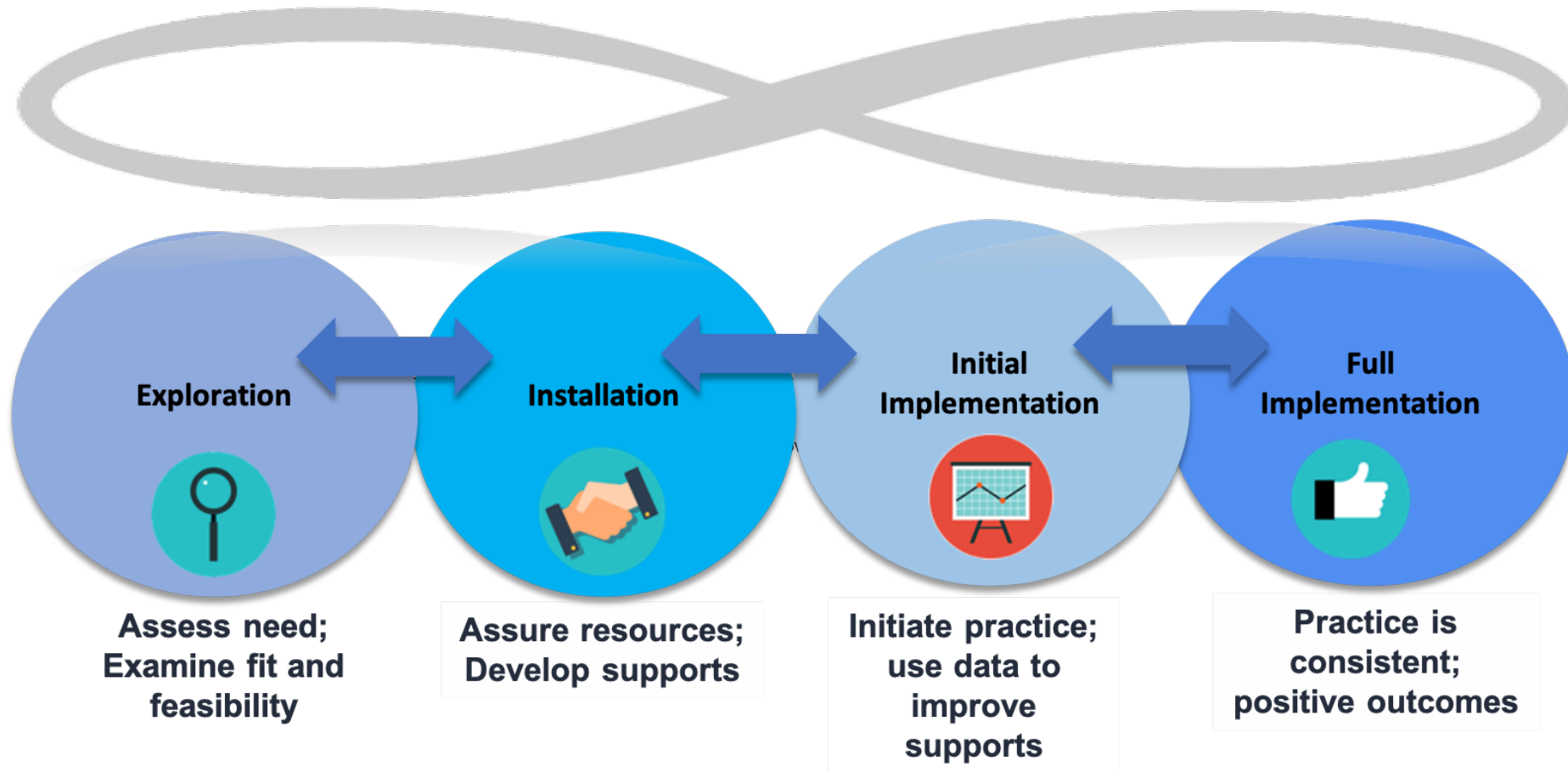
Implement=Use

(Powell et. Al., 2015)

Formula for Success



Implementation Stages



(Fixsen, Naoom, Blase, Friedman, & Wallace, 2005)

Recall: Implementation Stages Planning Tool

- Starts to operationalize the “miracle” called implementation
- Pre-requisite:
 - Desire to think about implementation through a stage-based lens (even those stages that most frequently get overlooked - installation and exploration stages)



6.0 Teams

Enabling Context

Effective
Practice



Effective
Implementation



Enabling
Context



Socially
Significant
Outcomes

Pre-Correct regarding Teams

- Implementation Team: one of the Active Implementation Frameworks (part of the formula for success)
- MTSS Planning Group: group coming together for the distinct purpose of engaging in county-wide MTSS planning
 - Includes cross-department executive leaders
 - Includes the superintendent providing input/feedback on the plan

Example: ISD Implementation Team

ISD MTSS Capacity: Reassessing Our ISD Team Composition

Allegan Area ESA
INSTRUCTIONAL SERVICES

REBECCA LONGCORE
Director of Learning

KELLI GUNN
Whole Child & MTSS Coordinator
District Implementation Teams

STEPHANIE BUSH
Administrative Associate
SCECH & Event Planning

MELISSA GALVAN
Behavioral Health Consultant
31N Provider Network

CINDY JAMROG
Early Literacy Coach
Literacy Coaches Facilitator

JASON GAUTHIER
Math Consultant
MTSS Systems

KAMMY LEEP
Early Literacy Coach
MTSS Systems

AMY OLIVER
Science Consultant
Team Based Leadership

LISA COLLIER
Early Literacy Coach
New Teachers Academy

'21: New Role
'22: New Person

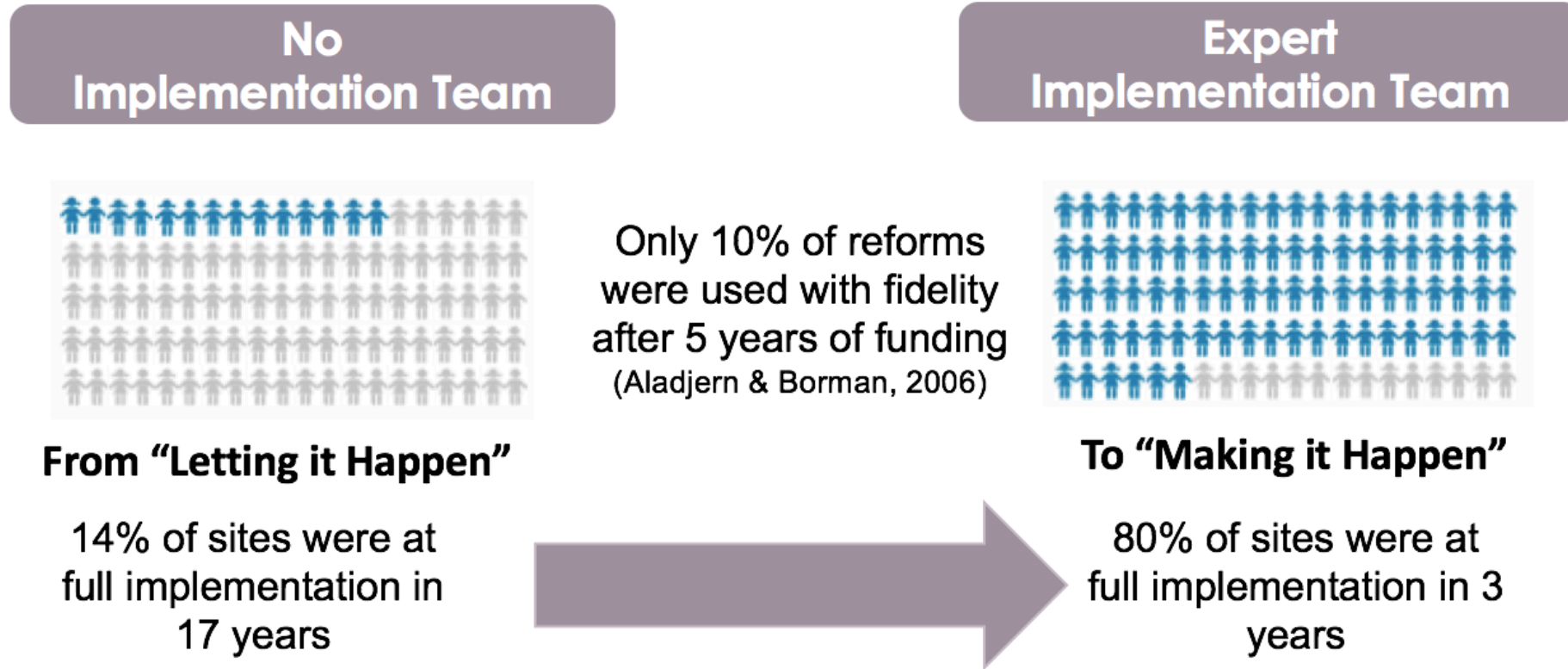
'23: New Role

What is an Implementation Team?

A group of stakeholders that oversees, attends to, and is accountable for key functions of innovation selection, implementation & improvement

- What it is NOT
 - An advisory body
 - A group that provides only periodic input or meets during crisis
 - Technical work group
 - Learning collaborative

Team-Based Leadership



(Higgins, Weiner, & Young, 2012)

Implementation Team Functions

- Planning
- Problem-Solving
- Communicating
- Ensure access to training
- Ensure access to Coaching
- Collecting Data
- Analyzing and Responding to Data

Implementation Teams across Stages

Exploration	Installation	Initial Implementation	Full Implementation
Develop team representative of staff, organization, and community that are the participants in and recipients of needed changes	Revisit team membership to ensure needed perspectives. Ensure team has appropriate knowledge, skills, functions and authority to support infrastructure development and improvement (of MTSS)	Activity: Convene team regularly to use data (outcome, fidelity, process) to critically examine and improve implementation	Outcome: Convene team regularly to use data (outcome, fidelity, process) to critically examine and improve implementation

NIRN Implementation Stages Planning Tool (NIRN, 2020)

Consideration about Teams

Existing ISD MTSS Implementation Team(s)

- Does your team have needed perspectives at the table?
 - Executive leader?
 - Representation from the other large priority teams whose work touches on MTSS?

No existing ISD MTSS Implementation Team

- Which perspectives will you ensure are at the table to actively support implementation?
- How might you ensure representation from other large priority teams whose work touches on MTSS?



Activity 6.1

- Write down some of your high priority ISD initiatives
 - Of those, which are intended to be, our would be even more effective if implemented within a multi-tiered framework?
 - Who supports those initiatives? Consider the perspectives they would bring to a team focused on implementing and sustaining MTSS.
 - Are there others at your ISD that have deep knowledge of MTSS and how might their experience benefit your team?

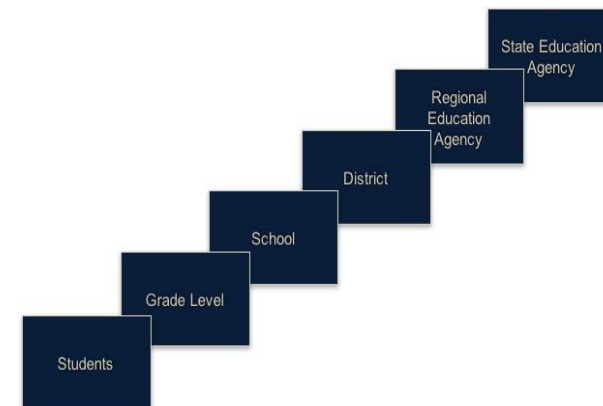
Potential ISD Teaming Functions (short or long term)

Team Member

- ISD MTSS Implementation Team (e.g., coordinating MTSS supports like training, coaching, data coordination) for ISD and LEAs
- District Implementation Team Member
- School Level Implementation Team Member

Role

- Coach (District or School Level)
 - Supporting the development of a District or School Implementation Team
- Data Coordinator



Improvement Cycles



- Continuous use of data to improve implementation
- Michigan Continuous Improvement Process is an example of a 5-step process framed around improvement cycles

7.0 Applying Implementation Science to County-wide MTSS Planning

Planning for Implementation

- Successful implementation requires planning
- Organizations that implement a program/practice with fidelity and sustain implementation approach the process intentionally and strategically
- Implementation requires attention and work from the moment an initiative is considered for adoption to the moment its implementation is terminated

Keeping the End in Mind

- What will embedding programs and practices into an MTSS Framework do for students?
 - Provides a continuum of supports, including intensification
 - Improves student outcomes
 - Actively uses data to monitor student needs and implementer needs
 - Ensures resources are used efficiently and effectively to deliver sustained supports

MTSS Planning Considerations

- Connects to ISD mission, vision, core principles
- Taking a stage based approach to MTSS planning
- Objectives and activities reflect building both internal (ISD) MTSS capacity building efforts and external (district) MTSS supports
- Executive leadership, including superintendent need to be a part of the planning process
- Planning results in something written to then be shared with implementation team(s)
- Level of granularity should fit the need of the ISD and compliment other plans



Activity 7.1

How might you respond if someone were to ask:

- Why is applying the use of an MTSS framework a body of work worth connecting to your ISD's vision and mission?

Dialogue with others in your space or write some of your ideas down.

Be prepared to share out.

Take-Aways

- Function over form
- Make it work for you
- Use implementation best practices to guide your planning
 - Select an effective practice/program/innovation
 - Consider Stage-based activities
 - Ensure implementers have supports (Training, Coaching, etc.) necessary
 - Form a team to carry out the plan and use data to inform next steps
- What is developed as a result of planning should be shared with stakeholders



Activity 7.2

- Before you begin planning, consider your ISD Mission and your ISD Vision then take stock of existing county-wide ISD plans
 - ISD MICIP Plan
 - ISD Strategic Plan
 - Other?
- How does County-wide MTSS Planning fit in?

8.0 Next Steps

Stage-Based Thought Partner

- As you work to develop your plan, we will ask stage-based questions to prompt your thinking
- Exploration Types of Questions:
 - Is there a team that exists to support MTSS Implementation efforts and Scale Up? If so, does it have all the needed perspectives?
 - Has the ISD assessed the need and fit of MTSS to be able to communicate why this work is important and how it aligns with current work?

Stage-Based Thought Partner continued

- Installation Types of Questions:
 - What focus area(s) are you planning to apply MTSS to?
 - Do ISD staff who will support districts with MTSS (trainer, coach, data coordinator) have some kind of a training or professional learning plan?
- Implementation Types of Questions:
 - Is your ISD using a process for data-based decision making to inform/improve MTSS supports?
 - Has your ISD co-created an Assessment System with your local districts?
 - Has your ISD co-created MTSS training plans with your local districts?
 - Do those plans focus on district infrastructure AND a content area?

MTSS Planning Group Membership

- Cross-Department Executive Leadership Authority
- Representation from across ISD departments
- Superintendent input
- Individuals supporting priority initiatives that touch on MTSS (e.g. early literacy coaches, Continuous Improvement Facilitator)
- Leaders supporting the use of funds connected to MTSS
- Ability to think forward 3-5 years out

Results of Planning

- Your county-wide MTSS planning efforts:
 - Serve as a “jumping off point” for the work of any new implementation team(s)
 - Can inform the efforts of any exiting implementation team(s)
 - Bring together a broad stakeholder group to establish a vision for county-wide MTSS efforts, recognizing the capacity and resources needed to act upon the planning



Assignment 8.1

Work with local districts to:

- Gather information to understand MTSS needs in your county
- Organize the information in a way that will be useful to inform planning



Assignment 8.2

Connect with other ISD leaders to:

- Identify/confirm the MTSS planning group
- Decide if planning might begin with 1 or 2 “leads” who will meet with the MiMTSS TA Center thought partner to begin planning and put words on the page for the larger group to build upon
- Work with your assigned MiMTSS TA Center thought partner to confirm up to 6 additional dates and times of future MTSS planning sessions, perhaps some with lead(s) and some with larger group

Assignment 8.3

For others not present today who will be participating in MTSS planning, consider whether there is a need to develop their background knowledge prior to the work session:

- Review ISD Mission and Vision alongside [MTSS Guiding Principles \(FAQ\)](https://tinyurl.com/2b3cjkbx) (<https://tinyurl.com/2b3cjkbx>)
- Orient potential group members to the [Implementation Stages Planning Tool](https://tinyurl.com/mpkf8fcc) (<https://tinyurl.com/mpkf8fcc>)
- Provide them with access to recordings of these sessions

References

Center on Positive Behavioral Interventions and Supports (July 2023). *Positive Behavioral Interventions and Supports (PBIS) Implementation Blueprint*. University of Oregon. www.pbis.org

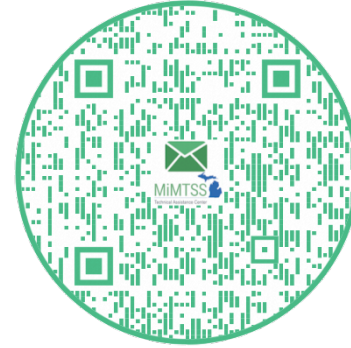
The National Implementation Research Network (NIRN). (August 2023). <https://implementation.fpg.unc.edu/>

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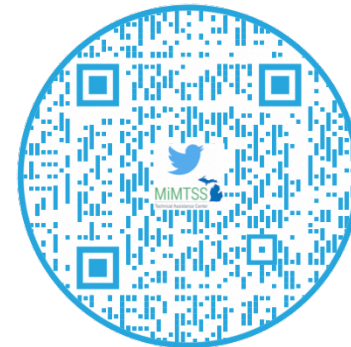
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