



Florida
PBIS

Florida's Positive Behavioral
Interventions & Support Project

Lessons from School Leaders on Supporting and Sustaining PBIS

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Special Guests from Volusia County Schools

Dr. Mandy Ellzey, Behavioral Initiatives Specialist

Mr. Lonnie Tidmarsh, Principal, Timbercrest Elementary

Mrs. Michelle Miles, Assistant Principal

Mrs. Rylee Bryant, Teacher on Assignment

20th International Conference on Positive Behavior Support

A Multi-Tiered System of Supports



UNIVERSITY of
**SOUTH
FLORIDA**

Objectives for Today

1. We will review:
 - key practices for PBIS sustainability.
 - core features of the school PBIS coaching team.
 - the impact of school administrators leading PBIS.
 - characteristics of authentic engagement with stakeholders.
2. PBIS school leaders will present how they support and sustain school-wide PBIS and share lessons learned.
3. Participants will be offered the opportunity to ask questions and engage in dialogue with featured district and school leaders.

Key Practices for Sustaining PBIS

Keep a strong team.

Use your school discipline data.

Use your fidelity of implementation data to improve your systems.

Implement PBIS in the classroom.

(McIntosh et al., 2021)

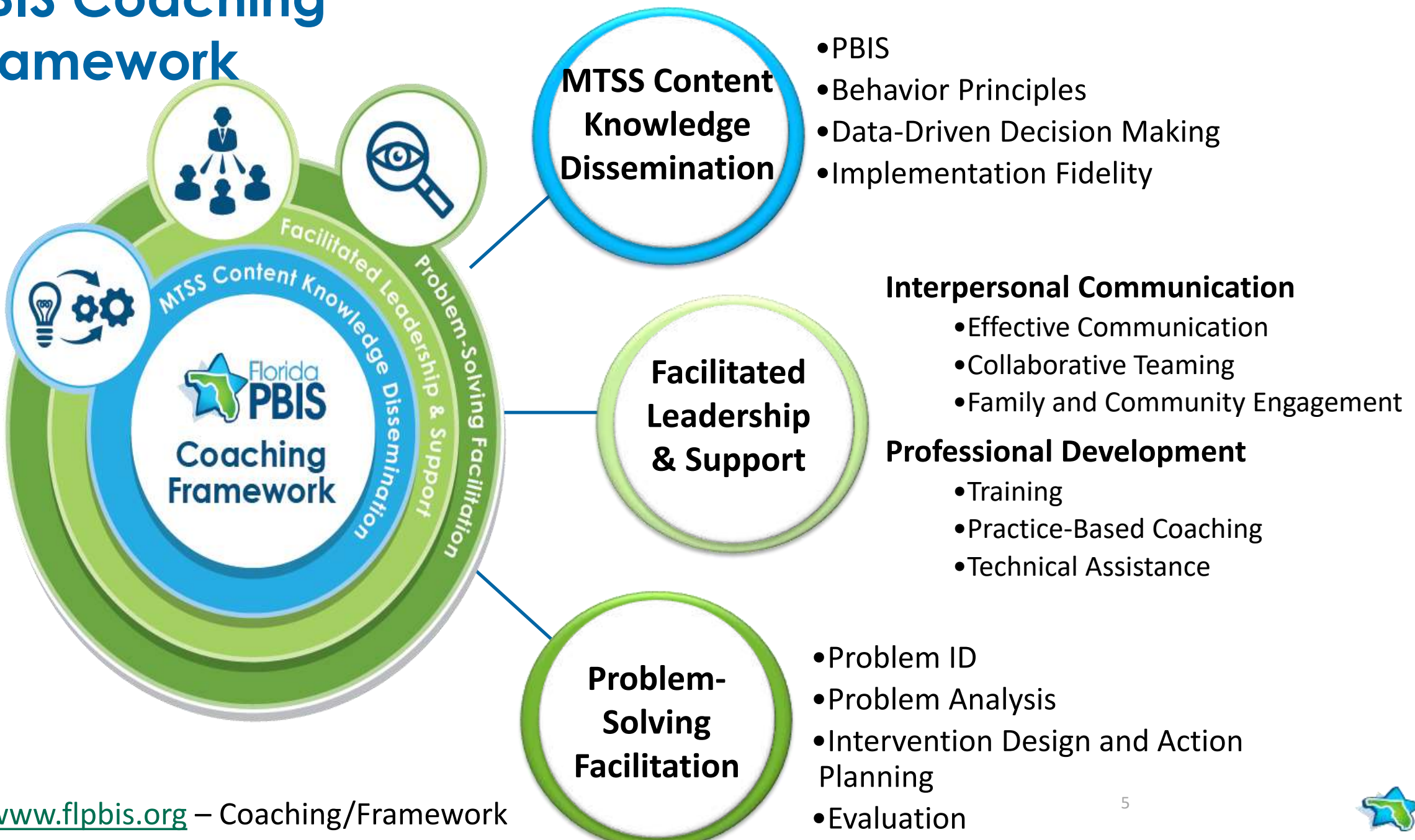
Tier 1 PBIS Coaching Team's Purpose

- Identify vision and goals for school community with stakeholders.
- Coordinate the design, delivery, and evaluation of the framework (10 critical elements) including adaptation of and integration with existing initiatives.
- Review disaggregated data to identify priorities for continuous improvement of implementation.
- Use ideas from **ALL** stakeholders to ensure Tier 1 strategies are relevant, practical, and resonate with students and families from **ALL** cultural backgrounds.

Higher functioning teams have higher Tier 1 implementation scores.

(Cohen, 2006)

PBIS Coaching Framework



PBIS Coaching

What

A set of activities that support and build capacity of school leadership teams to implement a MTSS, aligned with school improvement plans to enhance student outcomes

- Multiple skill sets and areas of strength are required for effective coaching
- One member will probably not possess all the necessary skills to support PBIS implementation
- All team members are 'coaches' that function as a team leading implementation across campus

How

Work Smarter

- Streamline teams & establish purpose

Agenda and Minutes

- provide focus, keep it moving, document decisions and accomplishments

Actively Engage ALL Members

- everyone has a role, reason for being there, something to do

Learn from Effective Teams



Who

- 6 – 8 team members
- Provides voice from **ALL stakeholder groups**
- Representative of grade levels, content/specialty areas
- Various skill sets and strengths
- **Includes school administrator**

Stakeholder Groups



What

Collaboratively plan and implement school-wide PBIS.

Why

- Ensure relevance, fit, and adaptation of stakeholder needs
- Create ongoing partnerships
- Joint voice and shared value of others' perspectives
- Increase ownership, engagement, and active support
- New ideas, viewpoints, perspectives
- Improve student outcomes and fidelity
- Build positive relationships

When Tier 1 work better for ***everyone***, we reduce the need for Tier 2 & 3 support.

School Administrator on the PBIS Team

Administrator Role

- ✓ Attend and actively participate on PBIS Team
- ✓ Communicate commitment to PBIS to staff and families
- ✓ Understand school's discipline data and reporting system
- ✓ Ensure behavior is included in School Improvement Plan
- ✓ Allocate resources for PBIS activities and implementation (*time, funds, scheduling, etc.*)
- ✓ Ensure PBIS meeting dates/times are on the master schedule

If the School Administrator is not committed to the change process, it is unwise to move forward with PBIS implementation.

Research shows the success of PBIS implementation hinges on administrator commitment!



How do these words influence your thoughts related to administrative support for PBIS?

Allow

Support

Lead



FLPBIS District Point of Contact:

Dr. Mandy Ellzey, Behavioral Initiatives Specialist

Timbercrest Elementary School Leaders:

Mr. Lonnie Tidmarsh, Principal

Mrs. Michelle Miles, Assistant Principal

Mrs. Rylee Bryant, Teacher on Assignment

Recognition of Schools - State Award in Positive Behavioral Interventions and Support (PBIS)

1) Timbercrest Elementary is in their 5th year of implementation and have consistently been awarded Model School status. This year they met the criteria for Bronze level.



SUPPORTING
AND
SUSTAINING
PBIS



Contact Information and Resources

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Florida's Positive Behavioral
Interventions & Supports Project

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