



- Improving MTSS Implementation
- Through Innovative Professional Learning
 - APBS Conference
 - March 31, 2023

Presenters

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Contributing Member

- Kris Herakovich-Curtis, M.Ed.



York County School Division Partnerships



- William & Mary Training and Technical Assistance Center (T/TAC)
- York County School Division
- Virginia Department of Education & Virginia Commonwealth University, Research and Implementation Center

VISION

Together, we inspire all students and staff to explore paths leading to personal and collective success.

MISSION

Ensure every student is valued, supported, and challenged through learning experiences, which prepare them for a successful future.

CORE VALUES

Our core values reflect the division's fundamental commitment, to serve our community with excellence.



PRIORITIES



COLLECTIVE COMMITMENT

Students, staff, families and community members are invested in student outcomes and actively engaged in meaningful, collaborative relationships to support student success.



SUPPORTIVE CULTURE

Provide safe, welcoming and caring environments in which all students and staff have a sense of belonging and purpose.



HIGHLY EFFECTIVE TALENT

Attract and retain highly skilled, compassionate, diverse, and committed team members by providing personalized and differentiated pathways for professional growth, improvement, and advancement.



FUTURE READY GRADUATES

Students will acquire knowledge, skills, habits, and traits necessary for success in future educational experiences, the workforce, and life.

Learning Objectives

1. Identify how principles of adult learning theory can aid in increasing fidelity of implementation of MTSS in school divisions
2. Identify at least 3-5 ways to embed reinforcement and behavior-specific praise for adults in the school division in the implementation of MTSS
3. Evaluate which 3 strategies from the presentation you can apply in your settings



Hello!

- Turn to a neighbor and share....
 - Your name
 - Where you are from
 - Your current role
 - One “thing” you want to get out of the session today
 - One challenge you and your team has been facing related to implementing a tiered system of supports



Hello
my name is



Map for Today



- Who We Are
- Establishing Norms and Expectations
- Adult Learners
- Then & Now
- The Answers Are in the Room!

| | During this Presentation | During Activities and Collaboration Times | After this Presentation |
|-----------|---|---|--|
| Self-Care | <p>If you need to handle personal or work-related business, discretely excuse yourself and return as quickly as possible.</p> <p>Take care of your mental and physical needs (brain breaks, restroom breaks, get up and move time).</p> | <p>Everyone in the room are valued members of our professional community. Self-monitor to ensure shoulder partners and co-attendees feel included in discussions and that you share the air time.</p> | <p>Check your schedule to determine if you need to leave this session a little early to get to your next session. If you do, please complete the exit survey and leave discretely.</p> |
| Engaged | <p>Be mentally present, limit cell phone and electronic device distractions.</p> | <p>Make the most of each moment, write down questions and email the presenters if you want additional information.</p> | <p>Review session information and reach out to the presenters if you would like a think partner or copies of resources.</p> |
| Grow | <p>Take notes, ask questions, and tweet out wow moments!</p> | <p>Network and talk to colleagues from other states and districts to swap ideas.</p> | <p>Go back and highlight new ideas and concepts to remember them later.</p> |
| Innovate | <p>Take learning to the next step by thinking of ways to integrate information with current practices.</p> | <p>Start thinking of ways to modify your practices to weave in new concepts.</p> | <p>Meet with your team to integrate ideas from today with your current practices.</p> |

ABPS 2023: MTSS Positive Referral Form

- Complete and submit a positive referral slip for a colleague so they can be eligible for a prize
- Referrals must be specific based on the 4 expectations for today
 - Self-care
 - Engaged
 - Innovate
 - Grow



Who We Are

- York County is one of the oldest counties in the United States (founded in 1634)
- Located in the Tidewater / Hampton Roads section of Virginia
- County stretches from Williamsburg (Colonial Williamsburg, Busch Gardens, Water County USA) to Hampton



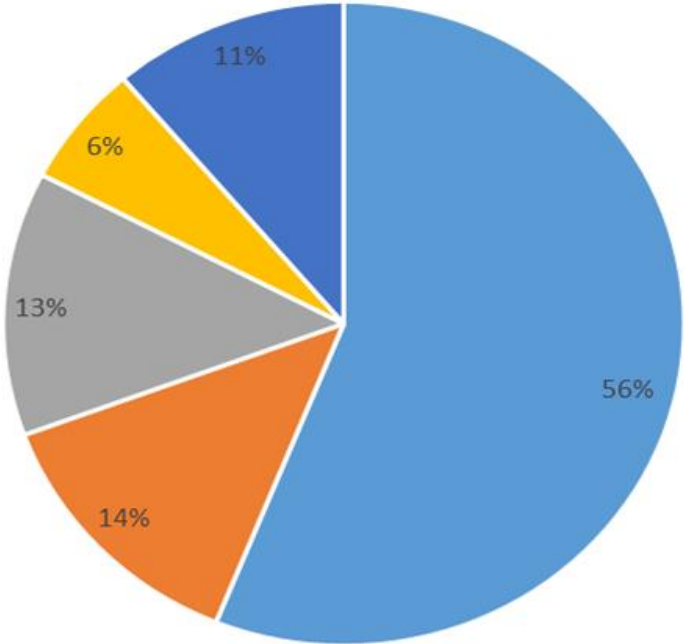
Who We Are

- 70,000 residents with 12,957 students
 - 19 Schools
 - 10 Elementary
 - 4 Middle
 - 4 Traditional High
 - 1 Public Charter High
- Largest concentration of military connected families in Virginia
 - Naval Weapon Station
 - Coast Guard Station
 - Langley Air Force Base
 - Camp Peary Military Installation

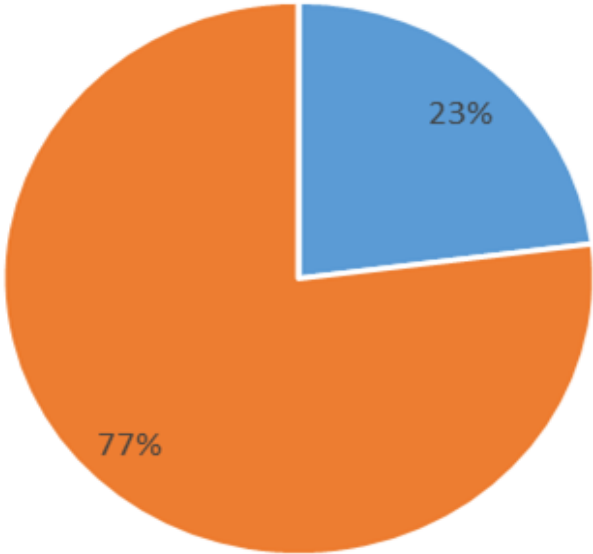


Who We Are

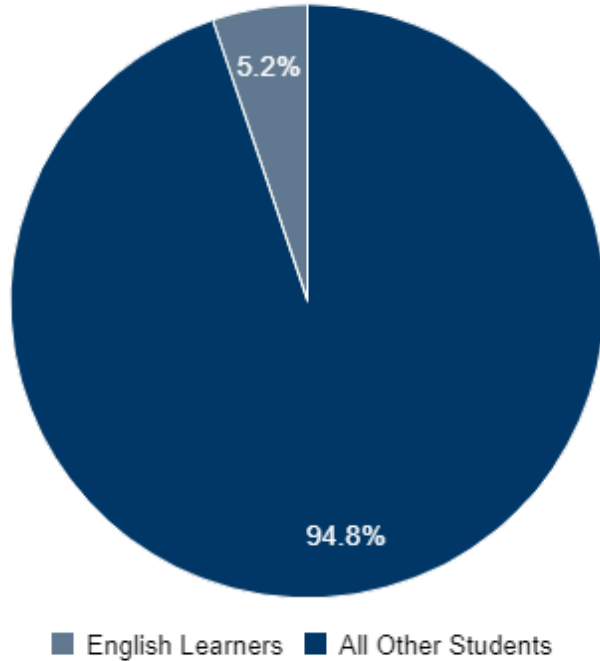
■ White ■ Hispanic ■ Black ■ Asian ■ 2 or More



■ Eligible (F/R) ■ Non-Eligibility



English Language Learners



Top ELL Languages:

- Arabic
- Korean
- Mandarin Chinese
- Spanish

YCSD and MTSS: Division Needs

Prior to the pandemic, the division had been progressively building a uniform MTSS division-wide framework for addressing student behaviors.

Based on quantitative and qualitative data after the pandemic, the division leadership team (DLT) determined there was a need for an MTSS reboot :

- High staff turnover (retirements and promotions)
- School-based staff feedback survey results
- Restructuring of DLT to replace members and expand scope of team

Stages of Implementation (Goodman—Adapted from Fixsen)

| Focus | Stage | Description |
|-----------------------|-------------------------------------|--|
| Should we do it! | Exploration/Adoption | Decision regarding commitment to adopting the program/practices and supporting successful implementation. |
| Work to do it right! | Installation | Set up infrastructure so that successful implementation can take place and be supported. Establish team and data systems, conduct audit, develop plan. |
| | Initial Implementation | Try out the practices, work out details, learn and improve before expanding to other contexts. |
| Work to do it better! | Elaboration | Expand the program/practices to other locations, individuals, times- adjust from learning in initial implementation. |
| | Continuous Improvement/Regeneration | Make it easier, more efficient. Embed within current practices. |

School-based Staff Survey Data from March 2022

- Creating staff buy-in
- Strategies to support student mental health / wellness
- Strategies to support teacher wellness
- How to use our data system to review discipline (PowerBI)
- How to engage families
- Trauma informed techniques for teachers
- Clarification on MTSS / PBIS
- Alternatives to suspension
- Time to hear what other schools are doing



Chunk, Chew, and Chat

- What are some training needs your school based teams have expressed to you?
- What have been some of your challenges providing support to your school based teams?
- What have been some successes in planning professional development?
- Remember to submit a colleague for a prize drawing!



How We Structured Our PD

- Developed a two and a half-day MTSS implementation learning opportunity “reboot training”. Guiding elements:
 - Leveraged the principles of andragogy for adult learners
 - Offered modeling and multiple innovative opportunities to practice MTSS core principles
 - Provided foundational focus of reinforcement
 - Built in time for school based team collaboration and planning

York County School Division
2022 Virginia Tiered Systems of Support Summer Institute

*Theme: Fostering Supportive Learning Environments
to Enhance Student Achievement*

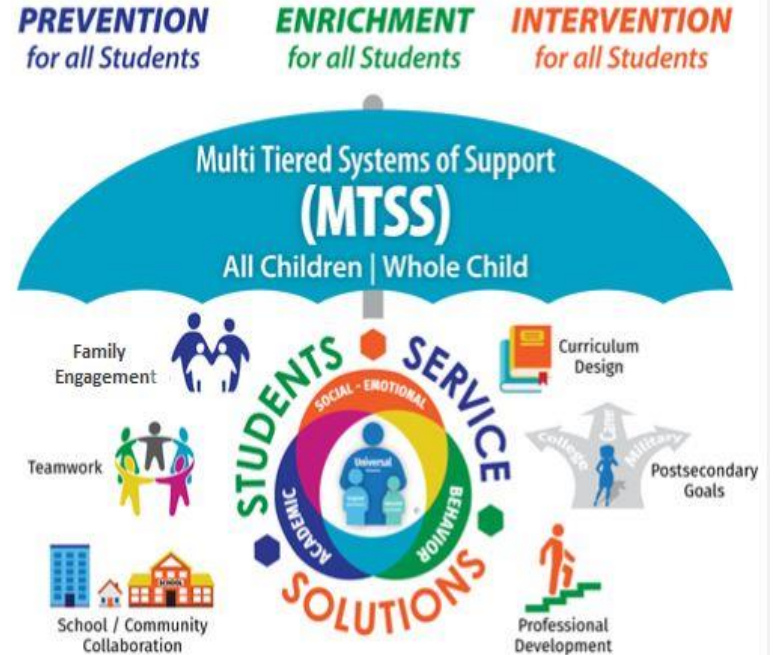
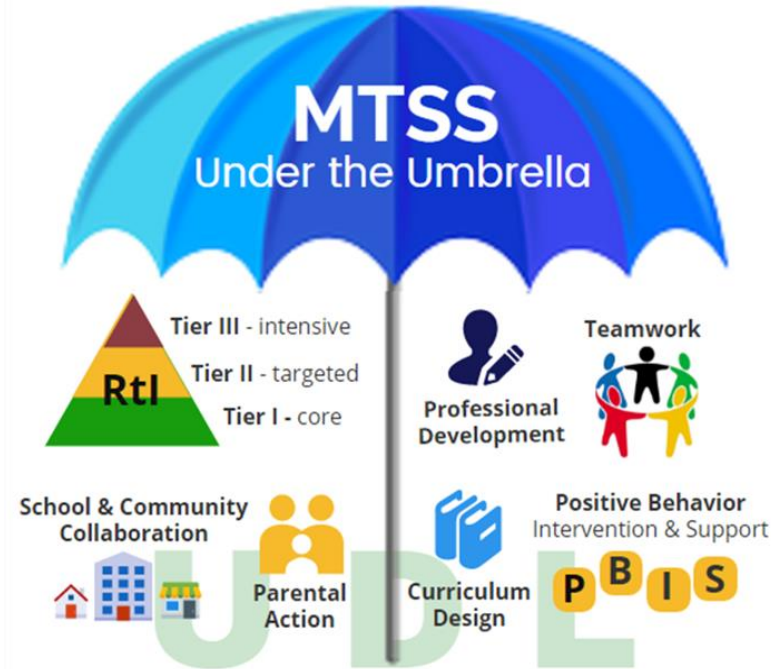
Supporting Staff

Supporting Decision Making

Supporting Students

William and Mary
Professional Learning Center
Williamsburg, VA
August 8 – 10, 2022

Helping Attendees Understand the Big Picture

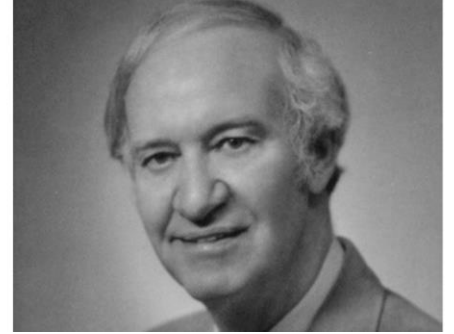


Anticipating Adult Learners

Can you relate?

- Changing adult practices can be challenging
- Most effective classroom management strategies emphasize proactive and preventative procedures (Caldarella et al., 2020; Simonsen et al., 2008; Sugai & Horner, 2002)
- Yet many K-12 teachers continue to struggle with classroom management and default to aversive responses, despite research that such responses are ineffective (Reinke et al., 2013)

Andragogy: Adult Learning Theory



- Adults as learners want to
 - Understand why they should learn new information
 - Bring their knowledge and experiences to the learning space
 - Be self-directed in their learning
 - Learn information that can immediately be applied to tasks in their realities

(Knowles, 1980)

Features of the MTSS Reboot

- Individual learning plans
- Review of MTSS and PBIS foundational knowledge
- Reflection on data for SY 2021-2022
- Choice of mini sessions (data, collective wellness, family engagement, etc.)
- Collaboration time
- Presentations of each school's highlights
- Decisions for next steps and planning time with individual school teams
- Formative assessments (exit tickets) shaped the next day



Let's Break It Down : Two and a Half Day Training

Day 1:

- Setting the Stage
- YCSD Data Review
- Overview of State Requirements
- Understanding MTSS
- School-Based Data
- Celebrate Each School with a Gallery Walk

Day 2:

Break-Out Sessions:

1. Using Student Information System
2. Advanced Tiers
3. Tier I for the First Week of School
4. Staff Mental Wellness
5. Restoration after Suspension
6. Family Engagement

Day 3:

- Reflections
- Establishing Common Expectations
- YCSD Strategic Plan
- Financial Resources
- Awards & Celebrations
- School Team Collaboration



Our Goals:



understand why they should learn new information

be self-directed in their learning



bring their knowledge and experiences to the learning space



learn information that can immediately be applied to tasks in their realities

Strategy for Success #1 – PD Matrix

| | During Presentations | During School-Based Team Work Time | During Breaks | During Collaboration Time |
|----------|---|--|---|---|
| Safe | If you need to handle personal or school business, discretely excuse yourself and return as quickly as possible | Be respectful of the personal space and property of others and follow social distancing protocols is appropriate | Take care of your mental and physical needs (brain breaks, restroom breaks, get up and move time) | Ensure all team members feel included and that their voice is respected |
| Engaged | Be mentally present, limit cell phone and electronic device distractions | Be a contributing member, but share the air | Keep your eye on the time to ensure you are punctual to sessions | Make the most of every moment to lay the ground work for 2022-2023 |
| Grow | Take notes, ask questions, and tweet out wow moments | Share thoughts, insights, and opportunities to use information learned | Network and talk to colleagues from other schools to swap ideas | Pull together all of the knowledge gathered to develop action plans for 22-23 |
| Innovate | Take learning to the next step by thinking of ways to integrate information with current practices | Think outside-the-box and propose new ways of addressing behaviors | Make break time networking and renewal time | Its ok to retire pre-pandemic activities and start brand new |

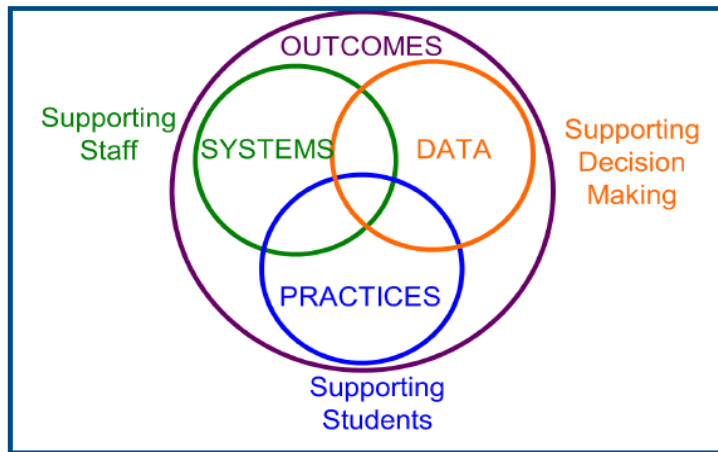
Strategy for Success #2

- On the first page of your agenda, take a few moments to write down
 - I hope to take away from the institute ...?
 - Last year, I faced challenges related to teaching and student management that included...?



York County School Division
2022 Virginia Tiered Systems of Support Summer Institute

*Theme: Fostering Supportive Learning Environments
to Enhance Student Achievement*



William and Mary
Professional Learning Center
Williamsburg, VA
August 8 – 10, 2022

Learning Objectives and Individual Learning Plan

Following the institute, participants will

- Be able to define what the Virginia Tiered Systems of Support framework is and explain how it functions in YCSD
- Understand the relationship between Student Services, School Administration, and Information technology in providing support, tools, and interventions for addressing student behaviors and fostering positive school climate
- Develop and modify procedures, processes, and structures, in alignment with the VTSS model, to foster safe, welcoming, and engaging learning environments for students, staff and families
- Utilize information provided to develop professional development modules for school-based staff on Tier I school-wide practices and data-driven decision making models

| | |
|---|--|
| <u>I hope to take away from the institute:</u> | <u>Based on the information at the institute I plan to:</u> |
| <u>Challenges I faced last year related to teaching and student management:</u> | <u>I still have questions or need additional training about:</u> |


Strategy for Success #3

Facilitation Directions

- Each school team will select up to 3 practices they perceive are effective, based on data, and organize a 5 minute sharing presentation.
- If possible, the team should try to share examples that relate to positive outcomes with
 - Students
 - Families
 - Staff




Spike's Behavior Expectations



| | Bathroom | Bus | Cafeteria | Classroom Resource | Hallways | Playground |
|------------------------------------|--|---|---|---|--|---|
| S Stay safe | <ul style="list-style-type: none"> Walk and enter bathroom quietly | <ul style="list-style-type: none"> Sit down in your seat facing forward Quiet voices Cross in FRONT of bus Listen to driver | <ul style="list-style-type: none"> Walk and enter cafeteria quietly Stay in line Keep hands and feet to yourself Remain seated facing the table | <ul style="list-style-type: none"> Walk and enter quietly Keep all chair legs on the floor Follow directions Be in control of your body and words | <ul style="list-style-type: none"> Walk on the right Keep hands and feet to yourself Face forward Walking feet | <ul style="list-style-type: none"> Walk to and from playground Use school equipment properly and safely Listen and follow directions |
| P Prepared | <ul style="list-style-type: none"> Follow your classroom procedure for going to the restroom | <ul style="list-style-type: none"> Pay attention to your bus stop Check your seat before you leave the bus | <ul style="list-style-type: none"> Know your menu choices Speak loudly enough for the cafeteria server to hear you when you order your meal Know your lunch number | <ul style="list-style-type: none"> Bring needed supplies to school - if you are missing a supply, ask your teacher for help. Dress for the weather Listen to/Read directions carefully | <ul style="list-style-type: none"> Stand in line quietly Face forward Hands by your side | <ul style="list-style-type: none"> Follow class procedures for restroom and water breaks Line up when you hear the signal |
| I In Control of Our Actions | <ul style="list-style-type: none"> Flush toilet and wash hands. Throw paper towels away in trash can. Return to class | <ul style="list-style-type: none"> Keep hands and belongings to yourself Get off and on at your stop with your belongings | <ul style="list-style-type: none"> Use good manners Keep your eating area clean Throw trash away in trash can | <ul style="list-style-type: none"> Listen Do your best work Be honest Respect yourself, property, and others | <ul style="list-style-type: none"> Go directly to destination Eyes forward Quiet feet | <ul style="list-style-type: none"> Stay in designated areas Keep hands and feet to yourself Be responsible for jackets and personal belongings |
| K Kind | <ul style="list-style-type: none"> Honor others' privacy and space Use quiet voices | <ul style="list-style-type: none"> Use polite and kind words Sit where directed by driver Listen to driver | <ul style="list-style-type: none"> Find a buddy Use quiet voices Hold your hand if you need help Say please and thank you Eat your own food | <ul style="list-style-type: none"> Use materials correctly Talk when appropriate Use kind words | <ul style="list-style-type: none"> Quiet voices Listen to adults | <ul style="list-style-type: none"> Use kind words and actions Use the buddy bench to find a playmate Use the buddy bench to find a playmate Share equipment |
| E Encouraging | <ul style="list-style-type: none"> Allow time for the next person Report issues to an adult | <ul style="list-style-type: none"> Talk quietly to your seatmates Check for others Report problems to driver | <ul style="list-style-type: none"> Ask a friend for help if needed Be sure area is clean before getting up Report spills | <ul style="list-style-type: none"> Be polite Help and support others Listen to others | <ul style="list-style-type: none"> Single line Listen | <ul style="list-style-type: none"> Use agreed upon rules for playing Include everyone |



positive
ment for
valued.



School Pledge & Motto
Seaford Elementary

I pledge today to do my best in reading, math, and all the rest.
I promise to obey the rules.
In my class and in our school.
I'll respect myself and others too.
I'll expect the best in all I do.
I am here to learn all I can.
To try my best and be all I am.



Strategy for Success #4

We Heard Your Feedback

- Based on feedback, schools wanted to make sure everyone in the division implementing PBIS had
 - Common expectations
 - Common understandings
 - Uniform practices and timelines



Feedback from Day 1

4. My learning experience could be better if the planning team would consider making the following changes tomorrow

52 Responses

| | | |
|----|-----------|--|
| 12 | anonymous | More opportunities to stand |
| 13 | anonymous | Time to look at matrix to tweak if needed for this year. |
| 14 | anonymous | None- thanks for the time to plan |
| 15 | anonymous | Provide more time where we could share and work as a team. |

Feedback from Day 1

1. New concepts or ideas I learned today?

52 Responses

| | | |
|---|-----------|--|
| 3 | anonymous | Integrating PBIS into MTSS |
| 4 | anonymous | YCSD expectations for implementation |
| 5 | anonymous | VTSS is the umbrella and PBIS is under the umbrella. |

YCSD's Expectations for Implementation of MTSS

Create a Functioning and Effective School Based Team:

- Establish a school team, with representatives from staff and at least one parent, who will attend at least 80% or more of scheduled team meetings
- Establish roles and responsibilities for all team members, including administrator, teacher lead, data manager, person with behavioral expertise, recorder/minute taker, time keeper, etc.
- Establish team norms
- Invite a YCSD behavior team member, VTSS division coach or YCSD Division Leadership Team member to at least two team meetings
- Utilize team members as presenters for professional development sessions and coaching support

Choose Your Own Adventure

Please turn to a colleague and discuss one of the following:

- How **can you** apply the principles of adult learning in your setting as you support implementation of PBIS/MTSS?

OR

- How **have you** applied principles of adult learning that worked well as you supported implementation of PBIS and/or MTSS?



understand why they should learn new information



bring their knowledge and experiences to the learning space



be self-directed in their learning



learn information that can immediately be applied to tasks in their realities

How It Went

Positive feedback:

- *Thank you for all of the valuable information and collaboration time. I feel more knowledgeable and better prepared to lead our school team in the coming year.*
- *It was great seeing all of the awesome things other schools are doing.*
- *The sessions were well thought out, informative, and practical for easy implementation.*

Name: _____ Subject: _____

Exit Ticket

3 Things I learned today

2 Things I want to learn more

1 Question I have

An exit ticket form with a yellow header, a yellow box for '3 Things I learned today', a pink box for '2 Things I want to learn more', and a light blue box for '1 Question I have'. The form is decorated with a yellow ribbon, a blue butterfly, a pink butterfly, and a yellow flower.

How It Went

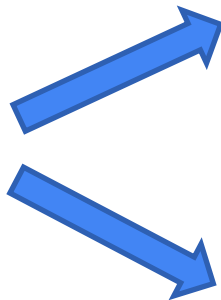
Additional questions and more information needed:

- *How do we ensure buy in from all staff*
- *More examples of family engagement activities*
- *Lessons and instructional resources for teaching behavior*
- *Examples of how community partners can help*
- *More on Tier 2 and Tier 3*



How Things Are Going Now

- Division Leadership Meetings
- Community of Practice Sessions
- On-going Coaching
- Visits to School Leadership Meetings



Dr. Aaron Butler @AaronBu86051341 · Feb 27

...

Great VTSS Community of Practice Session with Elementary Team Leaders today in analyzing student conduct and attendance data to improve student outcomes. #LeadYCSd YCSd Ignite 2023.



Dr. Aaron Butler @AaronBu86051341 · Feb 27

...

Tabb Middle VTSS Team shared their approaches to help reinforce positive student behaviors and foster a supportive culture for students, staff, and families. #Leadycsd YCSd Ignite 2023



The Answers Are in The Room: Gift Exchange

- What can you **take** from this presentation that will help shape practices in your district?
- What can you **give**/offer as a lesson learned, advice, thoughts about how to move MTSS implementation forward?
- <https://padlet.com/dvlorio/apbs2023>



Positive Referral Slip Time!



Questions & Answers



Thank you for coming!

- Aaron Butler
 - abutler@ycsd.york.va.us
- Daria Lorio-Barsten
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- Kris Herakovich-Curtis
 - Kherakovich@vcu.edu
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