Improving MTSS Implementation
Through Innovative Professional Learning

- APBS Conference
- March 31, 2023
Presenters

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- Aaron J. Butler, Ed.D
- Cheryl M. Parr, M.Ed.

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.

SAFETY
Provide safe, secure, and caring environments that support the whole child.

ENGAGEMENT
Cultivate meaningful, collaborative relationships with students, families, staff, and community members.

GROWTH
Invest in supports and resources so students and staff can realize their individual potential.

INNOVATION
Foster creativity, critical thinking, and problem-solving to support new ideas and solutions that advance progress.

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
Map for Today

- Who We Are
- Establishing Norms and Expectations
- Adult Learners
- Then & Now
- The Answers Are in the Room!
<table>
<thead>
<tr>
<th></th>
<th>During this Presentation</th>
<th>During Activities and Collaboration Times</th>
<th>After this Presentation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Self-Care</strong></td>
<td>If you need to handle personal or work-related business, discretely excuse yourself and return as quickly as possible.</td>
<td>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.</td>
<td>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 discreetly.</td>
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<tr>
<td></td>
<td>Take care of your mental and physical needs (brain breaks, restroom breaks, get up and move time).</td>
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<tr>
<td><strong>Engaged</strong></td>
<td>Be mentally present, limit cell phone and electronic device distractions.</td>
<td>Make the most of each moment, write down questions and email the presenters if you want additional information.</td>
<td>Review session information and reach out to the presenters if you would like a think partner or copies of resources.</td>
</tr>
<tr>
<td><strong>Grow</strong></td>
<td>Take notes, ask questions, and tweet out wow moments!</td>
<td>Network and talk to colleagues from other states and districts to swap ideas.</td>
<td>Go back and highlight new ideas and concepts to remember them later.</td>
</tr>
<tr>
<td><strong>Innovate</strong></td>
<td>Take learning to the next step by thinking of ways to integrate information with current practices.</td>
<td>Start thinking of ways to modify your practices to weave in new concepts.</td>
<td>Meet with your team to integrate ideas from today with your current practices.</td>
</tr>
</tbody>
</table>
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: 56%
- Hispanic: 13%
- Black: 11%
- Asian: 6%
- 2 or More: 14%

- Eligible (F/R): 77%
- Non-Eligibility: 23%
English Language Learners

Top ELL Languages:

- Arabic
- Korean
- Mandarin Chinese
- Spanish
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
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
Helping Attendees Understand the Big Picture
Anticipating Adult Learners

- 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
<table>
<thead>
<tr>
<th>Strategy for Success #1 – PD Matrix</th>
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<tbody>
<tr>
<td><strong>During Presentations</strong></td>
</tr>
<tr>
<td><strong>Safe</strong></td>
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<tr>
<td><strong>Engaged</strong></td>
</tr>
<tr>
<td><strong>Grow</strong></td>
</tr>
<tr>
<td><strong>Innovate</strong></td>
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</tbody>
</table>
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...?
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

<table>
<thead>
<tr>
<th>I hope to take away from the institute:</th>
<th>Based on the information at the institute I plan to:</th>
</tr>
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<tbody>
<tr>
<td>Challenges I faced last year related to teaching and student management:</td>
<td>I still have questions or need additional training about:</td>
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William and Mary
Professional Learning Center
Williamsburg, VA
August 8 – 10, 2022

Theme: Fostering Supportive Learning Environments to Enhance Student Achievement
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

Stay safe
- Walk and enter classrooms quietly
- Do not enter bathrooms quickly
- Do not run through hallways

Prepared
- Check seat and materials
- Take materials out of your bag
- Check materials in your bag

In Control of Your Actions
- Check your seat and materials
- Check your materials in your bag
- Check your materials in your lap

Kind
- Share your materials
- Share your seat
- Share your materials

Encouraging
- Help the next person
- Respect the teacher's authority
- Respect everyone

School Pledge & Motto

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.

<table>
<thead>
<tr>
<th>Responses</th>
<th>Comment</th>
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<tbody>
<tr>
<td>12</td>
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</tr>
<tr>
<td>13</td>
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<tr>
<td>14</td>
<td>anonymous</td>
</tr>
<tr>
<td>15</td>
<td>anonymous</td>
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</tbody>
</table>
**Feedback from Day 1**

1. New concepts or ideas I learned today?

- **52 Responses**

<p>| | | |</p>
<table>
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</thead>
<tbody>
<tr>
<td>3</td>
<td>anonymous</td>
<td>Integrating PBIS into MTSS</td>
</tr>
<tr>
<td>4</td>
<td>anonymous</td>
<td>YCSD expectations for implementation</td>
</tr>
<tr>
<td>5</td>
<td>anonymous</td>
<td>VTSS is the umbrella and PBIS is under the umbrella.</td>
</tr>
</tbody>
</table>
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?
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.
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
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](https://padlet.com/dvlorio/apbs2023)
Positive Referral Slip Time!
Questions & Answers
Thank you for coming!

- Aaron Butler
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