

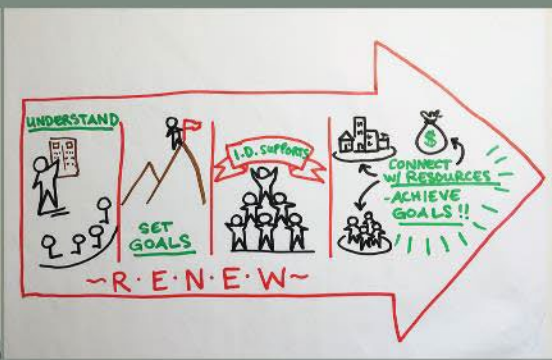
J05: Building Statewide Capacity to Support A Tier 3 Intervention

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IOD RENEW Trainer

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PaTTAN RENEW Trainer

20th International Conference on
Positive Behavior Support



RENEW

resilience, empowerment,
& natural supports
for education and work

Objectives

- Discuss Implementation Gaps
- Discover the need & fit for RENEW
- Understand the Implementation Framework Structure to build capacity
- Learn about the Implementation Drivers for intervention fidelity
- Review of tools and strategies to grow and sustain an intervention



RENEWTM

resilience, empowerment, and natural supports for education and work

Reflect: Does this sound familiar?



**TURN AND
TALK:** Where
are your gaps?

**Implementation
Gap**



What is adopted is not used with fidelity or good outcomes



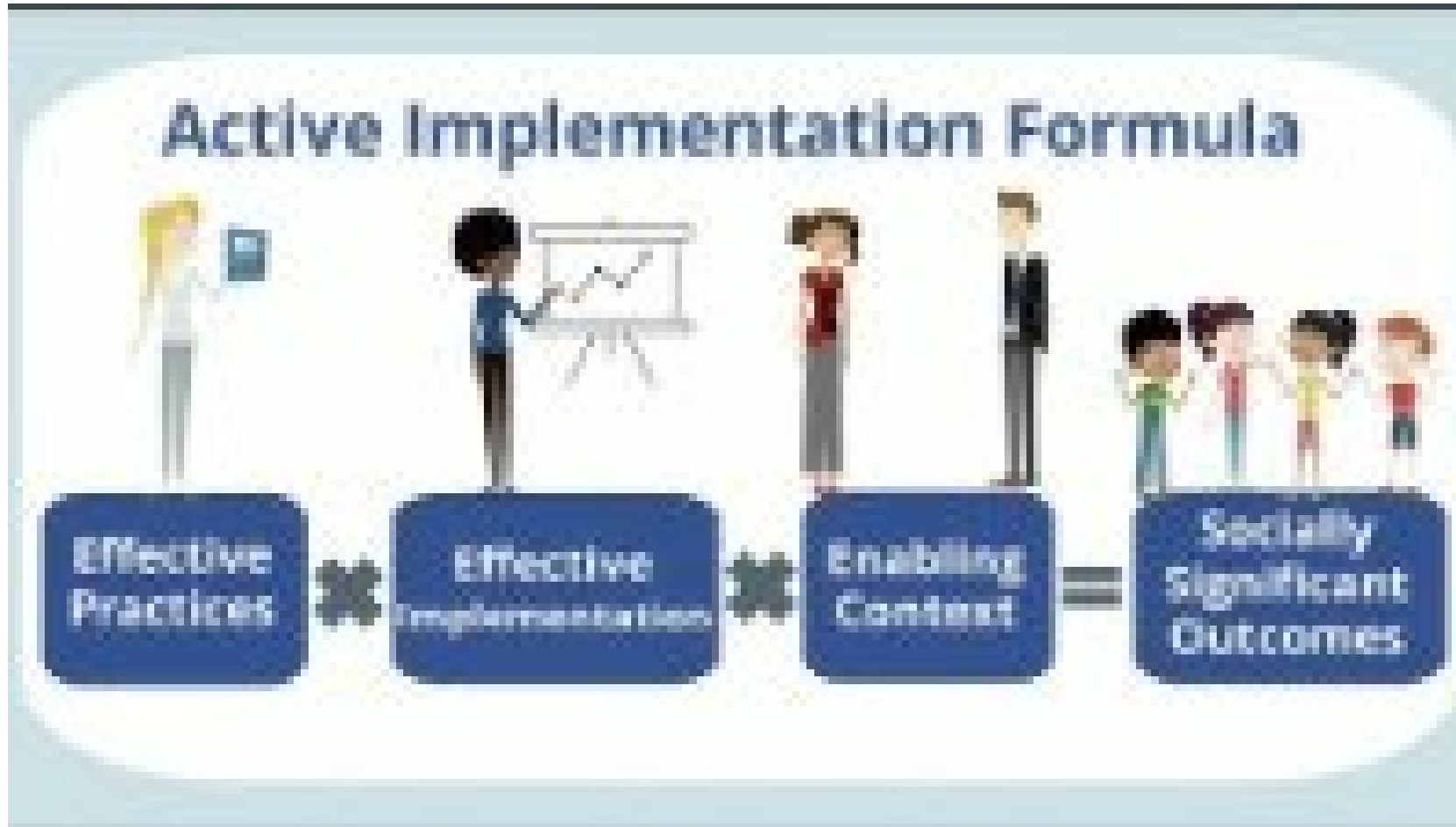
What is used with fidelity is not sustained for a useful period of time



What is used with fidelity is not used on a scale sufficient to impact social problems



The Implementation Formula



Formula for Success

RENEW

Training
Coaching
Data

Schools
Districts
Community Mental Health
RENEW Implementation Teams

Effective
Innovations



Effective
Implementation



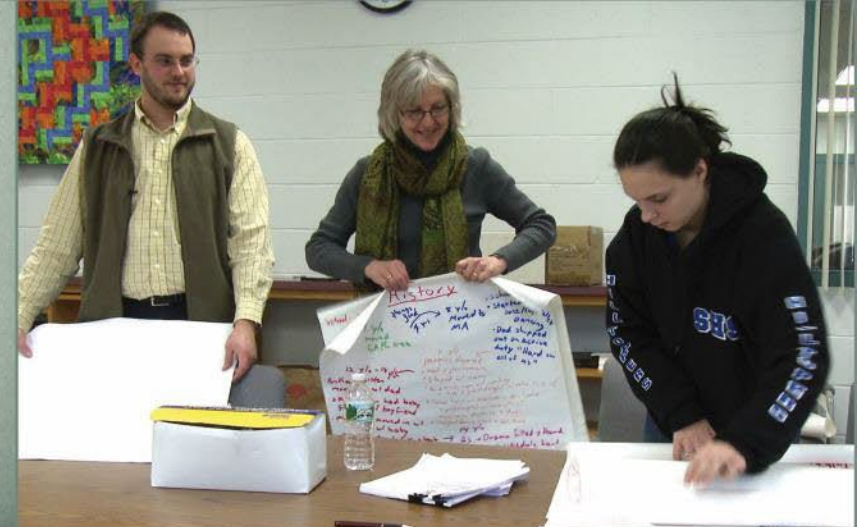
Enabling
Contexts



Socially
Significant
Outcomes

Improved education outcomes & employment
Improved behavioral functioning in home & community
Increased satisfaction with self & relationships
Increased social connections
Stable housing, better utilization of services, and reduced costs, fewer justice contacts.





RENEW: A School to Career Transition Planning Process

A Tier 3 Intervention for Transition Age Youth



RENEW

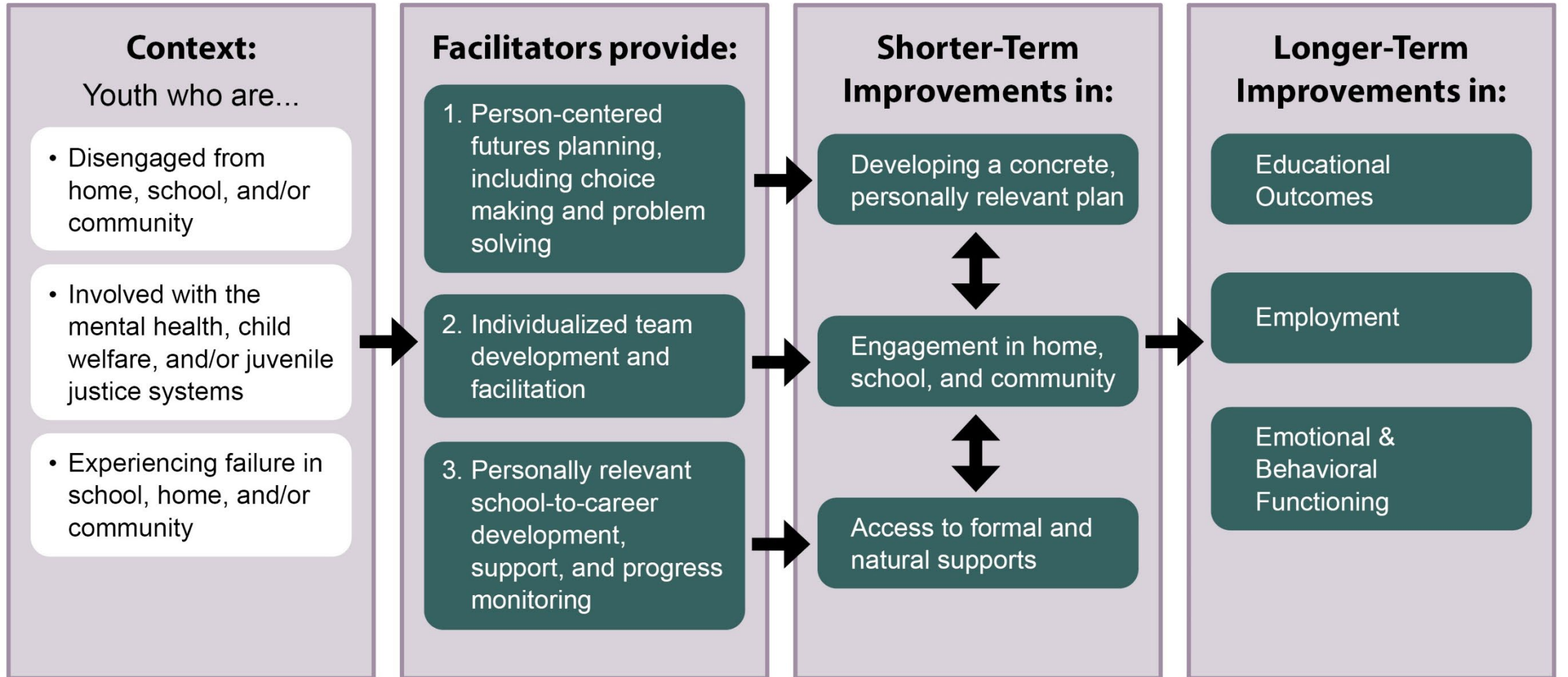
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Who is RENEW For?

- **High rates of:**
 - School dropout
 - Anti-social behavior
 - Trauma
- **Low rates of:**
 - Income and employment
 - Access to mental health services
 - Community and social supports



RENEW Theory of Change



RENEW Core Values and Principles

RENEW Core Values

- Youth-driven
- Community-based
- Culturally and linguistically competent
- Trauma-responsive

RENEW Principles

- Self-Determination
- Empowerment
- Strengths-Based
- Self-Efficacy
- Developing Natural and Formal Supports
- Unconditional Care
- Equity
- Full Inclusion



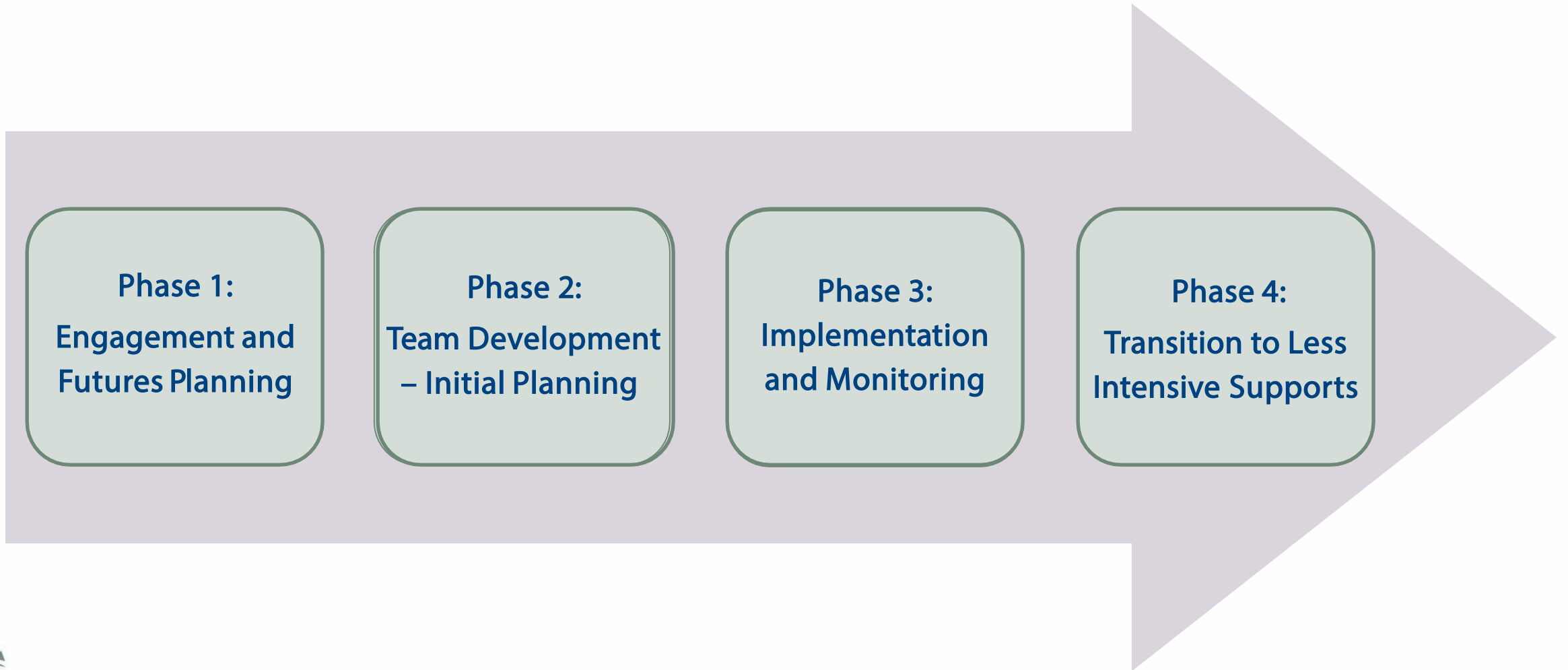
RENEW Goals

RENEW Goals

- High School Completion
- Employment
- Post-Secondary Education
- Community Inclusion



RENEW 4-Phase Process



RENEW Maps

1. My History Map
2. Who Am I Today Map
3. My Strengths & Accomplishments Map
4. My People & Resources Map
5. What Works and Doesn't Work Map
6. My Dreams Map
7. My Fears, Challenges, and Barriers Map
8. Needs Statements
9. My Goals Map
10. Next Steps Map



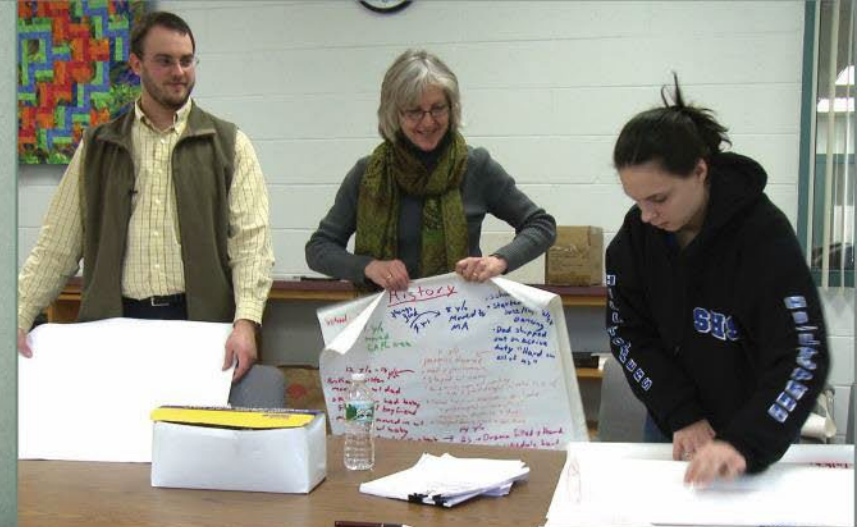


“Students cannot benefit from interventions they do not experience”

(Fixsen, Naoom, Blasé, Friedman, Wallace, 2005)

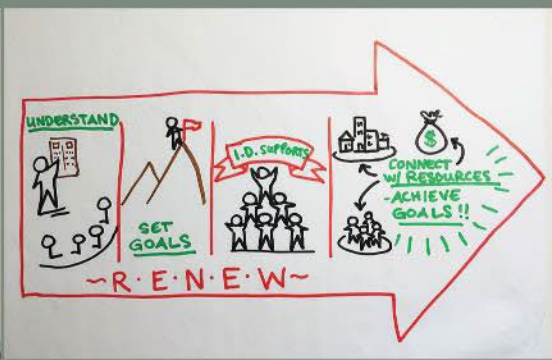
- What are the desired outcomes?
- How do you measure success?
- How *do* you measure fidelity?
- How does sharing data impact sustainability and scale-up?
- How might RENEW enhance your current system?





RENEW Implementation Structure

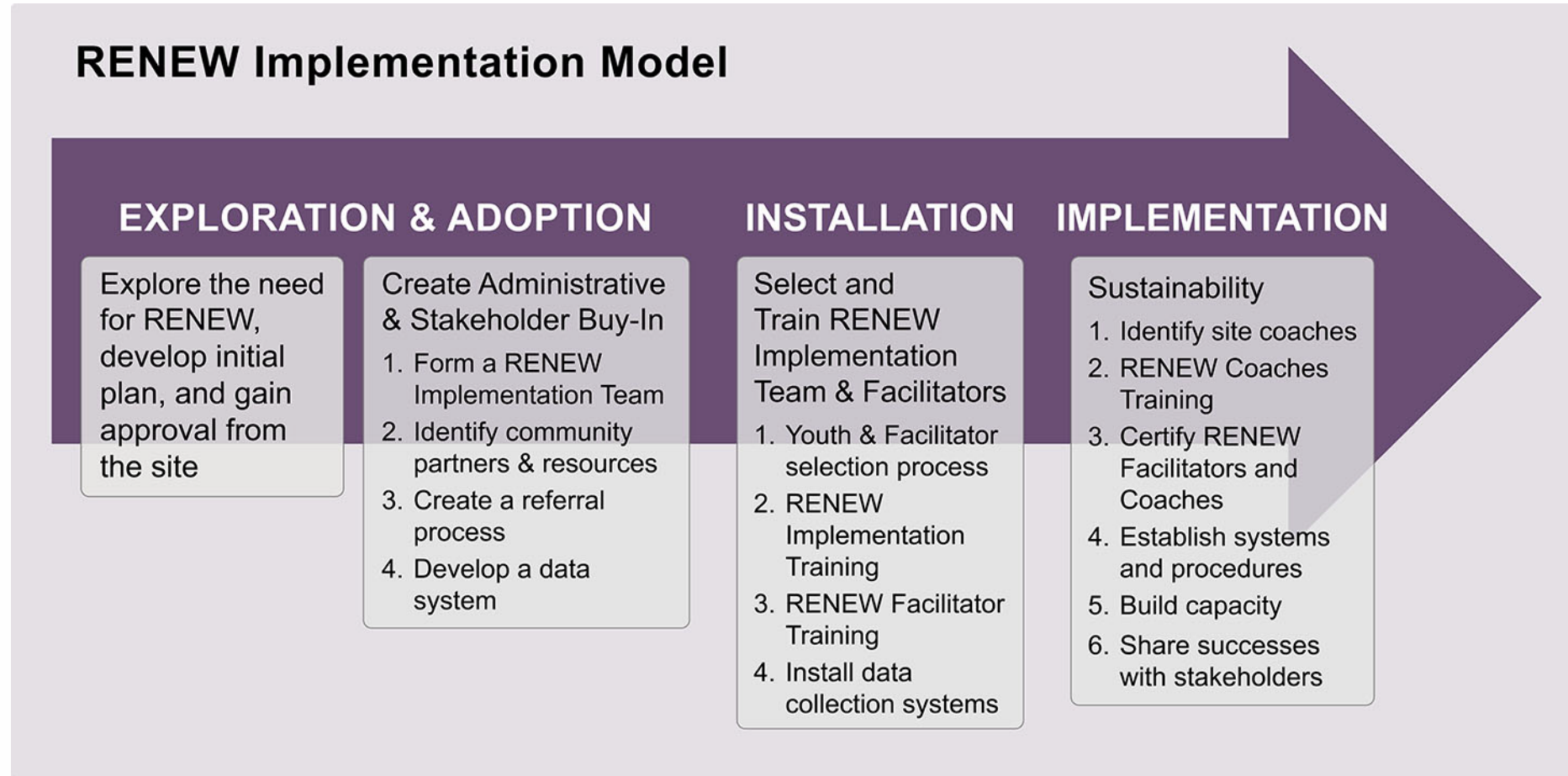
Using the Implementation Framework Structure to Build Capacity



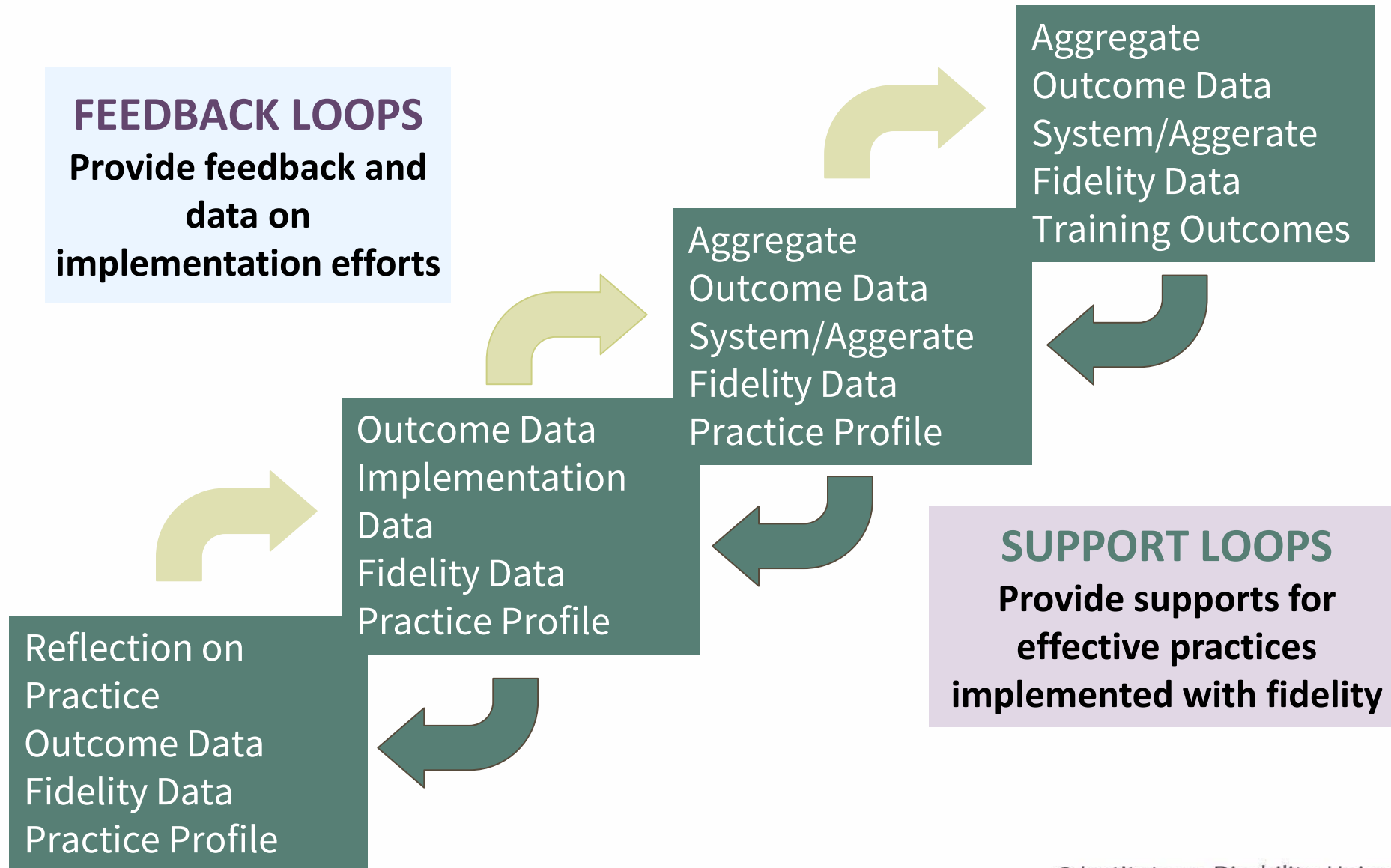
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Stages of Implementation



RENEW Implementation Structure

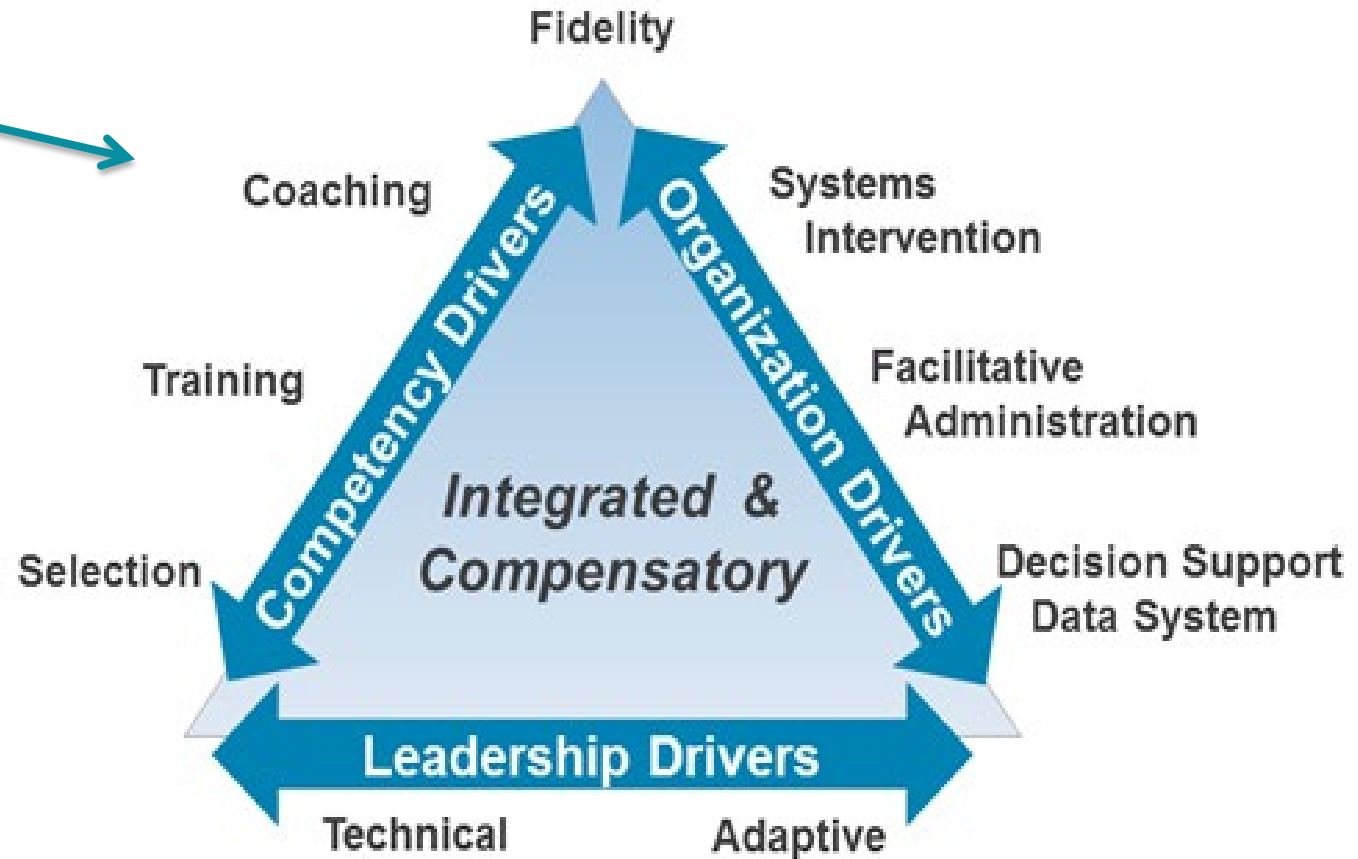


Drivers

Implementation Drivers

OUTCOMES

95% of participants who demonstrate knowledge, demonstrate new skills learned and use new skills in the setting



Coaching



Ensures fidelity



Ensures implementation



Develops clinical and practice judgment



Provides feedback to selection and training processes



Grounded in “Best Practices”

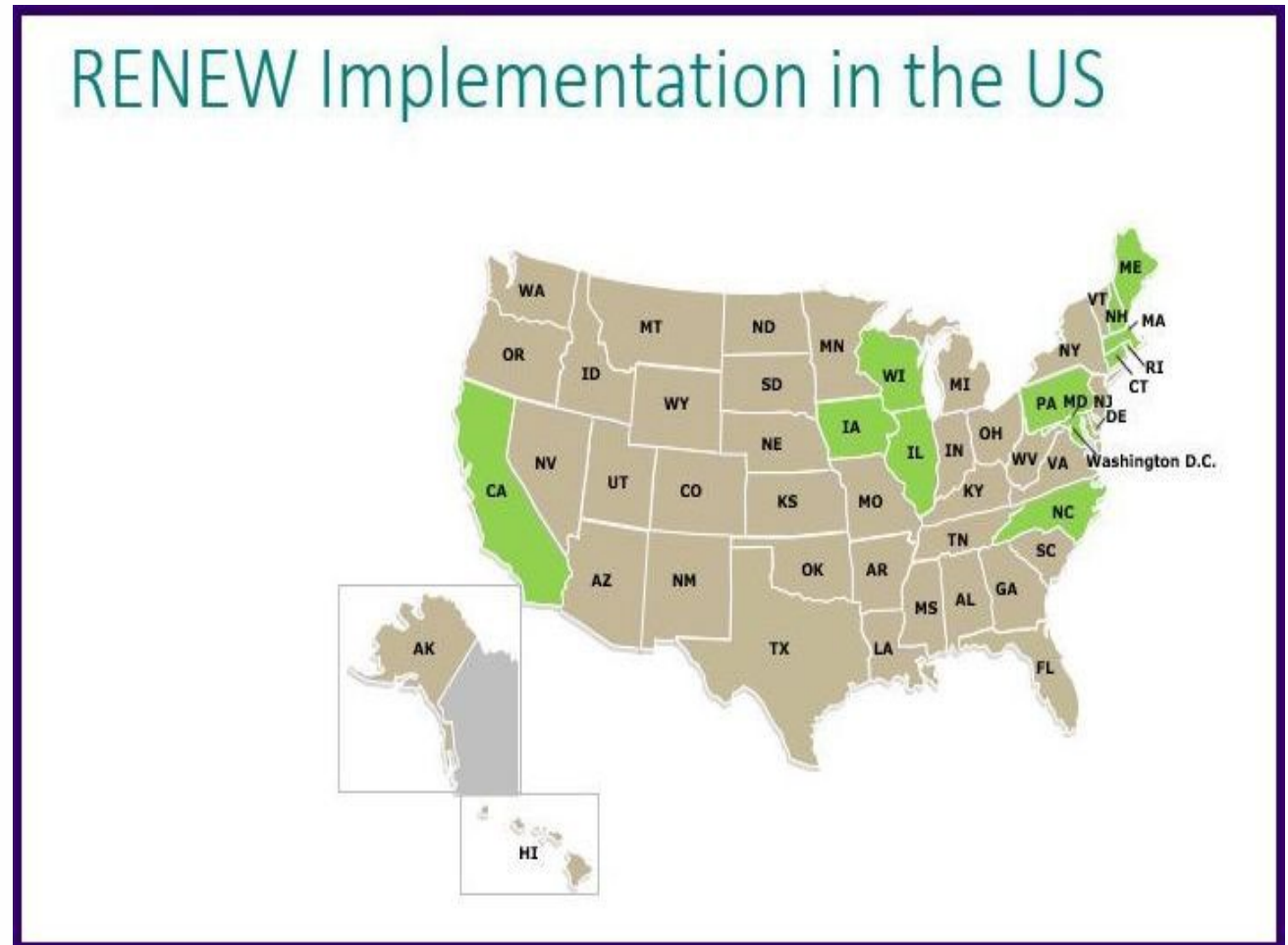


RENEW Continues to Expand

- **1996** -Developed in 1996 by staff at the UNH Institute on Disability (IOD)
- **2002–present** High schools tertiary level intervention
- **2008–present** Community mental health providers in NH
- **2014-** International training, technical support, and coaching
- **2022-** Expands to residential treatment facilities and juvenile justice system in NH

3-tiered PBIS model: NH, IL, PA, WI, IA, MA, ME, CT, RI, NC, MD, CA

5th Leading Tier 3 intervention in the nation



Training and Sustaining ToTs

Welcome, Pennsylvania
RENEW Trainers of Trainings (ToTs)!
All materials required to support your training needs are located here.

Training

2-Day ToT Training

- Shadow Trainings
- Team
 - Facilitator

[Training Menu](#)

Sustaining

[Webinars](#)

Boosters

- Digital Badging
- Initial
 - Sustaining



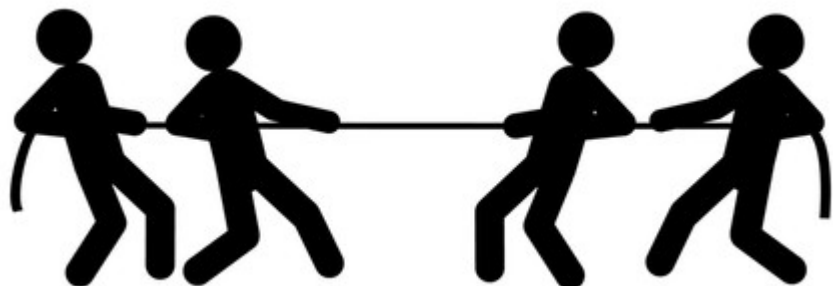
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Trainer of Trainings (ToT) Implementation Guide

Roles and Training Sequence
for RENEW in PA
2022-2024





Implementation Gaps






Incentives
Marketing
Recognition
Badging

Technical Assistance
Coaching
Human Capital
Resources


Active Implementation Formula

Effective Practices × Effective Implementation × Enabling Context

Teams
Alignment
Data
Building systems
Programmatic Supports



Extended PaTTAN
training offerings
Virtual options
Flexibility
Initiative Assignments



Expand the training
opportunity to others



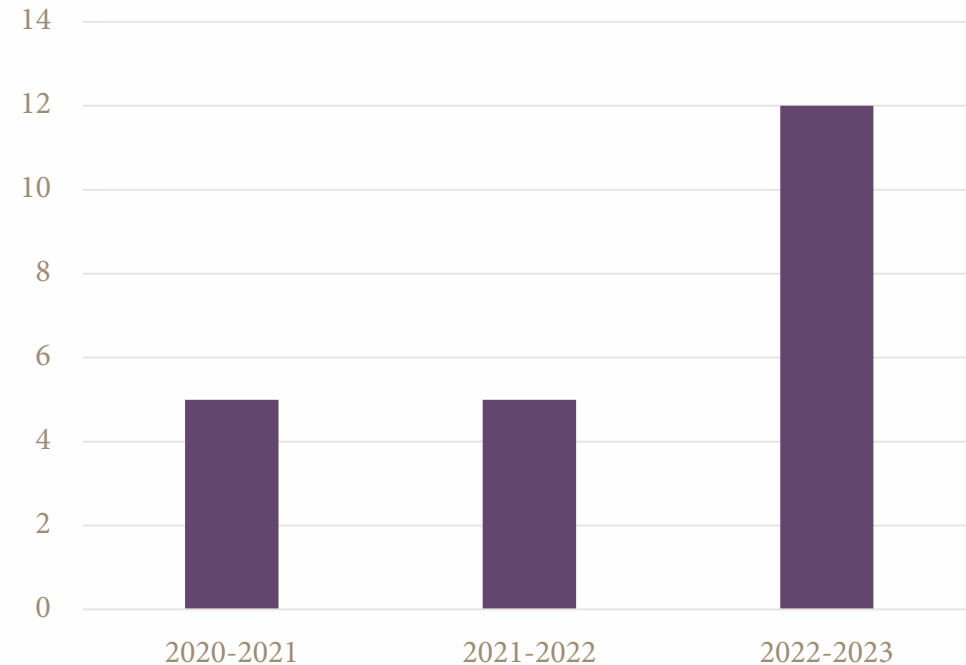


RENEW



Stipends

- \$4500 per year
- Team Training
- Facilitator Training
- Implementation
- Data Submission
 - RIC
 - RIT
 - Student
- Mapping supplies
- Additional resources



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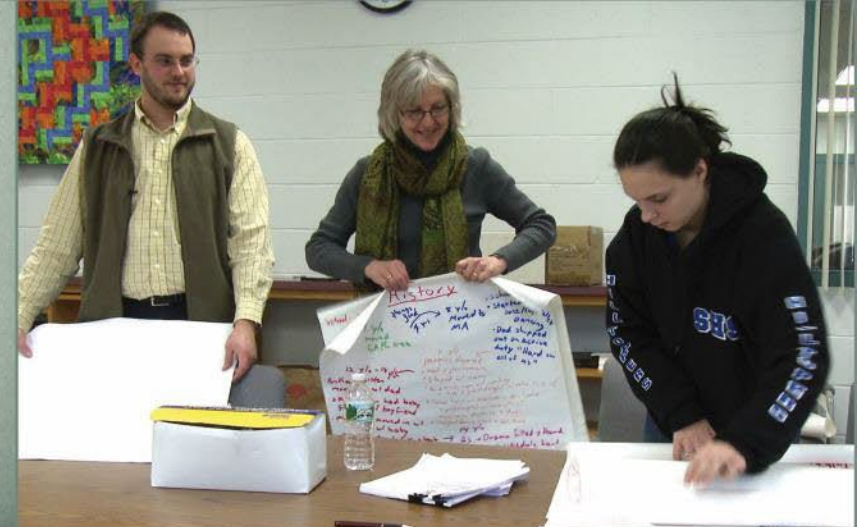
“...one student moved from 10th to 12th grade...on track to graduate...planning attending college”

“...trained 9 facilitators and one mapping with 30 One...completed remained in the military, listed.”

“A student who hated school wanted to drop out, and was taken out of school in an ambulance turned her life around and RENEW was a part of that process. She became an advocate for herself, co-presented RENEW with me to a group of teachers, met with the disability supports coordinator at a local college to plan for her future there, and is now attending that university in the Nursing program!”

“...school...relieved teacher of a duty/teaching period...dedicated time to RENEW...schedule protected for several years.”

“...facilitators have ...excited to work with their next student.”



Tools & Strategies Grow and Sustain RENEW

Kathy Francoeur



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Tools Used to Build Fluency & Scale Up



RENEW Implementation Checklist
(RIC)



RENEW Integrity Tool (RIT)



RENEW Facilitator Reflection Tool



RENEW Coaches Integrity Tools (RCIT)




RENEW Trainer Fidelity Tool (RTFT)



System Level Assessments

- RENEW Implementation Checklist
- Used to gauge state and local plans for implementing, supporting, and sustaining RENEW
- Used to generate action plan

 RENEW Implementation Checklist (RIC) <small>Cloutier, H., Francoeur, K., Jones, C., & Malloy, J. (2021). Modified from Malloy, Drake, & Francoeur (2014)</small>			
Action Plan for Building RENEW System Support <small>please type into yellow colored cells only</small>			
Domain 1: Foundations			
Critical Components	Action Steps	Who	When
Readiness to implement RENEW demonstrated			
Consensus on mission			
Representative team established and meets monthly			
Dedicated staff time to Facilitate RENEW			
Current action plan and meeting agreements in place; agenda, norms, decision making rules			
Eligibility criteria and referral and enrollment processes			
Strong working relationships with key community partners			
Team uses a structured data-based decision-making process			
Domain 2: Training and Technical Assistance			
Critical Components	Action Steps	Who	When
Identified trainees, scheduled training, and provides resources for Facilitators			
Coaching is provided for RENEW Facilitators by an endorsed trainer/ Coach			
Technical assistance is provided, based on			

[START HERE](#) | [Self Assessment Domain 1](#) | [Self Assessment Domain 2](#) | [Self Assessment](#)



RENEW Coaches Fidelity Tool

- Assesses critical skills of effective coaches
- Assesses fidelity of implementation and quality of service delivery by the RENEW Coach
- Used to determine professional development needs for Coaches



RENEW Coaches Integrity Tool (RCIT)

Domain 1: Facilitator Performance Feedback and Coaching						
#	Skill	Description	1 Area of Need	2 Developing	3 Proficient	4 Exceptional
1	Professionalism	<ul style="list-style-type: none"> • Schedules meetings in advanced, e.g., monthly coaching meetings, Implementation Team meetings • Arrives on time for each coaching meeting, prepared with coaching materials and relevant data • Understands, follows, and coaches Facilitators on following school/agency protocol around interacting with youth (e.g., privacy, safety, maintaining, appropriate boundaries, mandated reporting, etc.) • Verbal and written communication is consistently respectful and professional 				
2	Performance Feedback	<ul style="list-style-type: none"> • Conducts monthly 1:1 coaching meeting with each Facilitator, using active listening and reflective communication strategies • Feedback provided is direct, timely, aligns with specific Facilitator skills and competencies, and is incorporated into each coaching meeting • Prompts Facilitators to use RENEW Facilitator Reflection Tool during all four phases of the RENEW Process to reflect on their own performance, as well as to guide feedback • Provides constructive feedback around areas of need or opportunities for improvement during every coaching meeting • Recognizes and celebrates successes with Facilitators during every coaching meeting 				



RENEW Train the Trainer Tool



RENEW Trainer Fidelity Tool (RTFT)
(Cloutier, Francoeur, 2020)

- Assesses critical skills of effective Trainers
- Assesses fidelity and knowledge of training to the critical components of the intervention
- Used to determine professional development needs for Trainers

Domain 1: Training Preparation						
#	Skill	Description	1 Area of Need	2 Developing	3 Proficient	4 Exceptional
1	Materials and Technology	<ul style="list-style-type: none"> • Materials are the most current RENEW training materials available from UNH Institute on Disability. • Technology is set up and tested prior to training to ensure it is in good working order. 				
2	Accessibility and Accommodations	<ul style="list-style-type: none"> • Training site is physically accessible . • Microphones are always used if training more than 15 participants, if any participant discloses a hearing difficulty, or if room acoustics seem questionable. • Printed materials are accessible. • Accommodations are provided as requested (e.g., hiring interpreters or providing materials in alternative formats). 				
3	Training Space Setup	<ul style="list-style-type: none"> • Training space is arranged appropriately (e.g., adequate wall space with flip chart paper hung in advance, tables in groups, markers, Post-Its, & tape on tables, etc.) 				
4	Preparing Participants	<ul style="list-style-type: none"> • Trainer ensures participants are enrolled in online RENEW Facilitator Learning Portal (Canvas) 7+ days in advance of training. • An email reminder with training dates, times, locations, and expectations (homework/pre-readings) is sent to participants 6-7 days in advance. 				
5	Tracking Trainees	<ul style="list-style-type: none"> • Trainer ensures a roster of trainees is documented in a secure location. 				
Fidelity score for Domain 1: Total points _____ /20 possible points = _____%						



What Does It Take to Sustain & Build Capacity?

Fluency in the practice

Competency as a coach

Proficiency as a Trainer

Supportive Leadership

Aptitude for Data

Knowledgeable on Systems



Thanks!



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For Further Information: Visit the Center for RENEW Implementation

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