



Introduction to Coaching

School-Wide PBS:RtIB



Florida Department of Education
Dr. Eric Smith, Commissioner



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Agenda

- PBS:RtIB Brief Overview
- Coaching
- Tier 1 Coaching
 - Skills and Activities
 - Resources and Barriers



Goals

Participants will be able to:

- Define coaching
- Define coaching for Tier 1
- Name the skills and activities involved in Tier 1 coaching
- List factors that contribute to successful coaching
- Name barriers to successful coaching



PBS: RtIB Overview



PBS:RtIB

PBS:RtIB:

- A systems approach for establishing the social culture and behavioral supports needed for schools to be effective learning environments for all students.

Core Components:

- Multi-tiered levels of support
- Evidence-based instruction and interventions
- Effective problem-solving
- Data-based decision making
- Student and process progress monitoring
- Fidelity of implementation



Tier 1

Critical Elements:

- Proactive, prevention-oriented
- Teach positive social expectations
- Acknowledge and reward appropriate behavior
- Consistent, pre-determined consequences
- Problem-solving
- Data-based decision-making
- Progress monitoring



Tiered Model of School Supports & the Problem-Solving Process

ACADEMIC and BEHAVIOR SYSTEMS

Tier 3: Intensive, Individualized Interventions & Supports

The most intense instruction and intervention based on individual student need provided in addition to and aligned with Tier 1 & 2 academic and behavior instruction and supports.

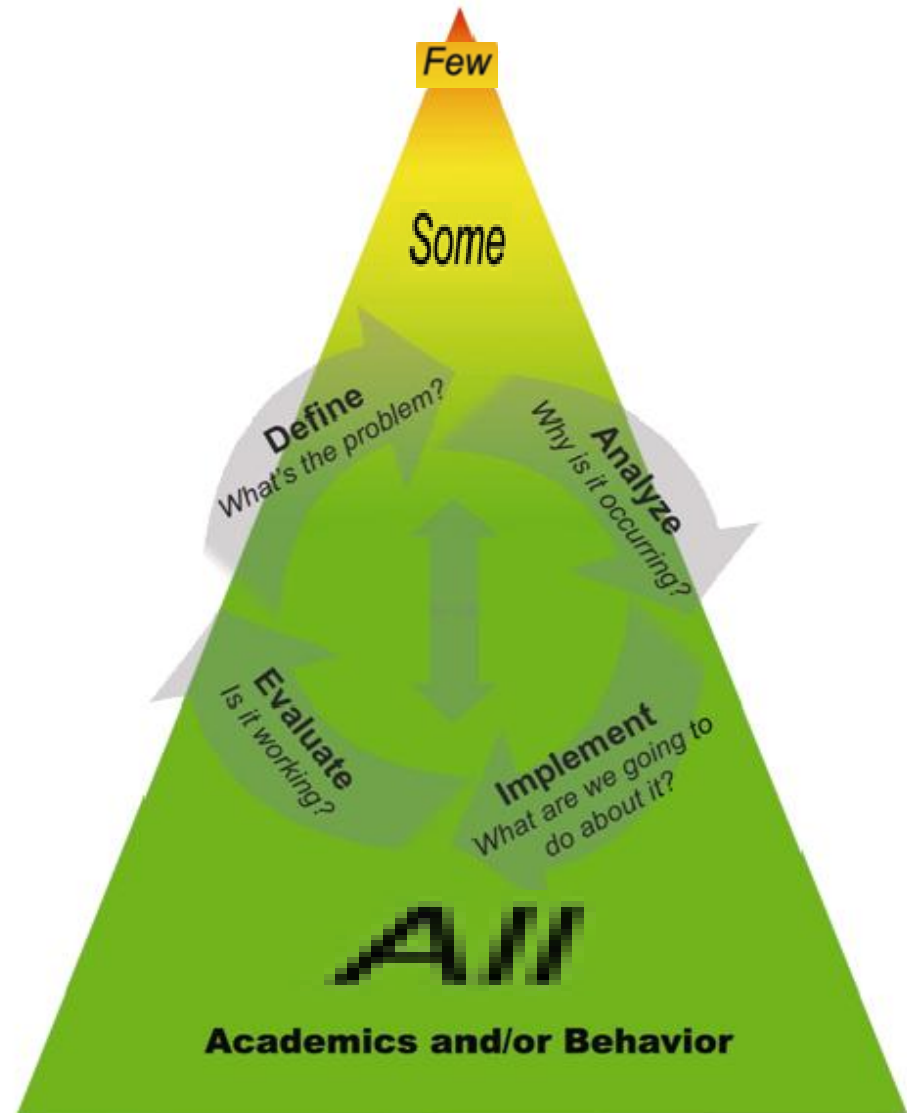
Tier 2: Targeted, Supplemental Interventions & Supports

More targeted instruction/intervention and supplemental support in addition to and aligned with the core academic and behavior curriculum.



Tier 1: Core, Universal Instruction & Supports

General academic and behavior instruction and support provided to all students in all settings.



Coaching



What is Coaching?

Coaching:

- A set of **activities** that provide dynamic support and facilitation to build the capacity of school and district leadership teams to implement **Multi-Tiered Systems of Student Supports (MTSSS), aligned with district and school improvement plans, to enhance student outcomes.**



What is Tier 1 Coaching?

Tier 1 Coaching:

- A set of **activities** that provide dynamic support and facilitation to build the capacity of school-based PBS leadership teams to implement a system of student supports at the school-wide level that is aligned with the school's improvement plan and enhances student outcomes.



What Does All That Mean?

- Coaching is **not** a person.
- Coaching requires a variety of skill sets.
- One person **may not** possess all the skill sets necessary to support a school-based team through the Tier 1 change process.
- It may be necessary to identify *multiple people* who are able to support the school-based PBS:RtIB team in meeting the array of essential ‘coaching’ skills and activities.



Coaching Skills

- Teaming and Consensus
- Action Plan Development
- Faculty & Staff Buy-In
- RtIB Implementation

- Administrators
- District Coordinator
- Parents and Community
- Training & Professional Development

Consultation

- Positive Behavior Support
- Response to Intervention
- Principles of Behavior
- Problem-Solving Process
- Evidence-Based Interventions
- Evaluation

Coaching

A set of skills and activities

Communication

Content

Consultation and Communication Skills

- Team building
- Gaining consensus
- Active listening
- Building trust
- Group dynamics
- Effective feedback
- Maintaining momentum
- Conflict resolution
- Encouraging
- Empathetic
- Assertive, but tactful
- Respected by others
- Supportive
- High ethical and professional standards
- Committed
- Consistent



Content and Knowledge Skills

Understanding and Application of:

1. School-wide Positive Behavior Supports
2. Response to Intervention principles
3. Basic principles of behavior
 - ABCs, functions of behavior, rewards, consequences
4. 4-Step problem solving process and data-based decision making
5. Universal evidence-based interventions
6. Evaluation and progress monitoring tools



Tier 1 – Coaching Activities

Activities:

1. Tier 1 (3-day) and refresher trainings with the school-based team
2. Additional trainings, as needed
 - Coaching 101
 - RtIB: 4-Step Problem-Solving and Data-Based Decision-Making
 - Data Collection and Evaluation (online modules for SWIS & PBSES)
3. Monthly Coaching meetings facilitated by District Coordinator
4. Monthly PBS team meetings
5. Complete Mid-Year I, Mid-Year II, and End-Year PBSES reports
6. Provide on-going support to faculty and staff on Tier 1 interventions, rewards, and discipline procedures



Factors Contributing to the Success of Coaching

- Effective and committed district leadership team
- District-level planning and support
- District Coordinator support and mentoring
- Active, committed school-based administrative support
- Comprehensive training and preparation
- Well-defined expectations, skill sets and activities
- Availability of resources (time, personnel, etc.)
- On-going professional development and skill acquisition



Barriers to Coaching

Limited or Ineffective:

- District-level planning and support
- Support from the District Coordinator
- Building-level administrative planning and support
- Preparation and training
- Resources (time, funds, personnel, etc.)
- Behavior data collection system
- Opportunities for professional development



Additional Resources

Florida's Positive Behavior Support Project

- <http://flpbs@fmhi.usf.edu>

Association of Positive Behavior Support

- www.apbs.org

OSEP Technical Assistance Center on PBIS

- www.pbis.org



PBS Project Contact

Heather P. George, Ph.D.

Co-PI and Co-Director, Florida's Positive Behavior Support Project

- Phone: (813) 974-6440
- Fax: (813) 974-6115
- Email: flpbs@usf.edu

