



Implementing PBS:MTSS

The Critical Role of Administrator Support and Effective Practices

1



Florida Department of Education
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Housekeeping

- Poll
- Screen Review/Orientation
- Tech Support

Overview

1. PBS:MTSS Implementation Needs
 - Characteristics of Effective Leaders
 - Implementation Science
2. Review of Florida Principal Leadership Standards
3. Using the Leadership Standards to build support for PBS:MTSS Implementation.

Objectives

1. Important role and responsibilities of administrators to support implementation of PBS:MTSS.
2. Use FL Principal Leadership Standards to build support for PBS:MTSS implementation.



PBS:MTSS IMPLEMENTATION NEEDS



Sources of Knowledge

- Research-based Effective Leadership Practices
- Implementation Science Research
- Benchmarks of Quality

Effective Leadership

Effective leadership is evidenced by teams or individuals who:

- Establish and articulate a clear vision with a sense of urgency for change, maintain focus and deliver a consistent message of implementation over time
- Focus on schools (districts are successful when schools are successful)
- Create relationships with stakeholders based upon mutual respect and shared responsibility
- Engage in expert problem solving
- Invest in professional development

7

(e.g., Leithwood, 2010; Barnhardt, 2009; Crawford & Torgeson, 2007)

Effective Leadership

Engage in expert problem solving

- Identify the correct barriers and goals efficiently and effectively
- Engage in good problem analysis with an understanding that there are many typical barriers to attaining school goals.
- Know that there are several identified strategies for removing barriers and achieving the vision and apply appropriate strategies based upon school-specific needs
- Evaluate the effectiveness of implemented strategies

Effective Leadership

Invest in professional development

- Build a comprehensive system for delivering meaningful PD to staff, must be considered a major priority for the great majority of district leaders
- Need training and technical assistance that is job embedded, ongoing and sustained aimed at building capacities directly related to turnaround challenges
- Planful, Strategic, Capacity Building

Implementation Science

- Many models of implementation stages
- Common elements:
 - Vision/Mission/Expectations of the org.
 - Awareness/Consensus/Urgency for change over time.
 - Infrastructure improvement/alignment: PD, Coaching, Data systems, Materials, Funding, Time, etc.
 - Implementation planning, coordination & communication
 - Evaluate implementation status over time.
 - Evaluate impact on org. and outcomes over time.

Benchmarks of Quality

- PBS Team
- Faculty Commitment
- Effective Procedures for Dealing with Discipline
- Data Entry & Analysis Plan Established
- Expectations & Rules Developed
- Reward/Recognition Program Established
- Lesson Plans for Teaching Expectations/Rules
- Implementation Plan
- Crisis Plan
- Evaluation

Reflection

- Recall the BOQ Critical Elements
- What is your status with implementing PBS:MTSS and what do you need from your admin?
- How can you solicit and ensure sufficient admin support without it being “one more thing to do?”



Florida Principal Leadership Standards (6A-5.080)



FL Principal Leadership Standards

- <https://www.flrules.org/gateway/RuleNo.asp?title=EDUCATOR%20STANDARDS.%20PREPARATION%20AND%20PERFORMANCE&ID=6A-5.080>

- **4 Domains**
 - Student Achievement
 - Instructional Leadership
 - Organizational Leadership
 - Professional & Ethical Behavior



Rule: **6A-5.080** [Prev](#) [Up](#) [Next](#)

Rule Title: Florida Principal Leadership Standards.

Department: [DEPARTMENT OF EDUCATION](#)

Division: [State Board of Education](#)

Chapter: [EDUCATOR STANDARDS, PREPARATION AND PERFORMANCE](#)



Latest version of the final adopted rule presented in Florida Administrative Code (FAC):



[VIEW RULE](#)

Effective Date: 12/20/2011

History Notes: Rulemaking Authority [1001.02](#), [1012.34](#), [1012.55\(1\)](#), [1012.986\(3\)](#)
 FS, Law Implemented [1012.55](#), [1012.986](#), [1012.34](#) FS, History-New
 5-24-05, Formerly 6B-5.0012, Amended 12-20-11.

References in this version: No reference(s).

History of this Rule since Jan. 6, 2006

Notice / Adopted	Section	Description	ID	Publish Date
	Final 6A-5.080	Florida Principal Leadership Standards.	10760324	Effective: 12/20/2011

D1: Student Achievement

Standard 1: Student learning results.

Effective school leaders achieve results on the school's student learning goals.

Standard 2: Student learning as a priority.

Effective school leaders demonstrate that student learning is their top priority through leadership actions that build and support a learning organization focused on student success.

D2: Instructional Leadership

Standard 3: Instructional plan implementation

Effective school leaders work collaboratively to develop and implement an instructional framework that aligns curriculum with state standards, effective instructional practices, student learning needs and assessments.

Standard 4: Faculty Development

Effective school leaders recruit, retain, and develop an effective and diverse faculty and staff. 16

D2: Instructional Leadership

Standard 5: Learning Environment

Effective school leaders structure and monitor a school learning environment that improves learning for all of Florida's diverse student population.

D3: Organizational Leadership

Standard 6: Decision making

Effective school leaders employ and monitor a decision-making process that is based on vision, mission, and improvement priorities using facts and data.

Standard 7: Leadership Development

Effective school leaders actively cultivate, support, and develop other leaders within the organization.

D3: Organizational Leadership

Standard 8: School management

Effective school leaders manage the organization, operations, and facilities in ways that maximize the use of resources to promote a safe, efficient, legal, and effective learning environment

D3: Organizational Leadership

Standard 9: Communication

Effective school leaders practice two-way communications and use appropriate oral, written, and electronic communication and collaboration skills to accomplish school and system goals by building and maintaining relationships with students, faculty, parents, and community.

D4: Professional & Ethical Behavior

Standard 10: Professional and ethical behavior

Effective school leaders demonstrate personal and professional behaviors consistent with quality practices in education and as a community leader.



Aligning Leadership Standards with PBS:MTSS Implementation Elements



Cross-Walk Document

Florida Principal Leadership Standards	Benchmarks of Quality Critical Elements									
	Team	Faculty	Discipline	Data	Expectations	Reward System	Lesson Plans	Implement Plan	Crisis Plan	Evaluation
Standard 1: Student learning results										
a. Learning goals are based on state's adopted student academic standards & the district's adopted curricula										
b. Learning results evidenced by student performance & growth on [approved] assessments										✓
Standard 2: Student learning as a priority										
a. Enables faculty and staff to work as a system focused on student learning	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
b. Maintains a school climate that supports student engagement in learning			✓		✓	✓	✓	✓	✓	
c. Generates high expectations for learning growth by all students		✓	✓		✓	✓	✓			
d. Engages faculty and staff in efforts to close learning performance gaps among student subgroups in the school	✓	✓	✓	✓	✓	✓	✓	✓		✓
Standard 3: Instructional plan implementation										
a. Implements FEAPs as described in rule through a common language of instruction		✓	✓	✓	✓	✓	✓	✓	✓	✓
b. Engages in data analysis for instructional planning and improvement		✓		✓			✓			
c. Communicates the relationships among academic standards, effective instruction, and student performance		✓	✓		✓		✓			✓
d. Implements the district's adopted curricula and state's adopted academic standards with rigor & cultural relevance							✓			
e. Ensures appropriate use of high quality formative and interim assessments aligned with adopted standards and curricula										

- **Florida Principal Leadership Standards**

- <https://www.flrules.org/gateway/RuleNo.asp?title=EDUCATOR%20STANDARDS.%20PREPARATION%20AND%20PERFORMANCE&ID=6A-5.080>

- **Benchmarks of Quality**

- http://flpbs.fmhi.usf.edu/pdfs/5_20_2011/Benchmarks%20Scoring%20Form_RevFinal.pdf

Discussion

1. What new information have you learned today and how will it help you with implementing PBS in your current role?
1. What additional information or resources might you need to further promote PBS implementation in your current role?

Thank You



Upcoming Online Chat

Florida Standards and Social Skills

- Thursday, September 4, 2014
- 3:15 – 4:15 pm EST
- 2:15 – 3:15 pm CST

<http://usf.adobeconnect.com/openta/>

Contact Information and Resources

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OSEP TA Center on PBIS

- Website: www.pbis.org



Association on PBS

- Website: www.apbs.org

