AGENDA

9:00
Welcome and Introductions

9:45
Overview of the Academy and MTSS

10:30
Overview of MTSS

11:15
Break

11:30
Elements of a Strong Team
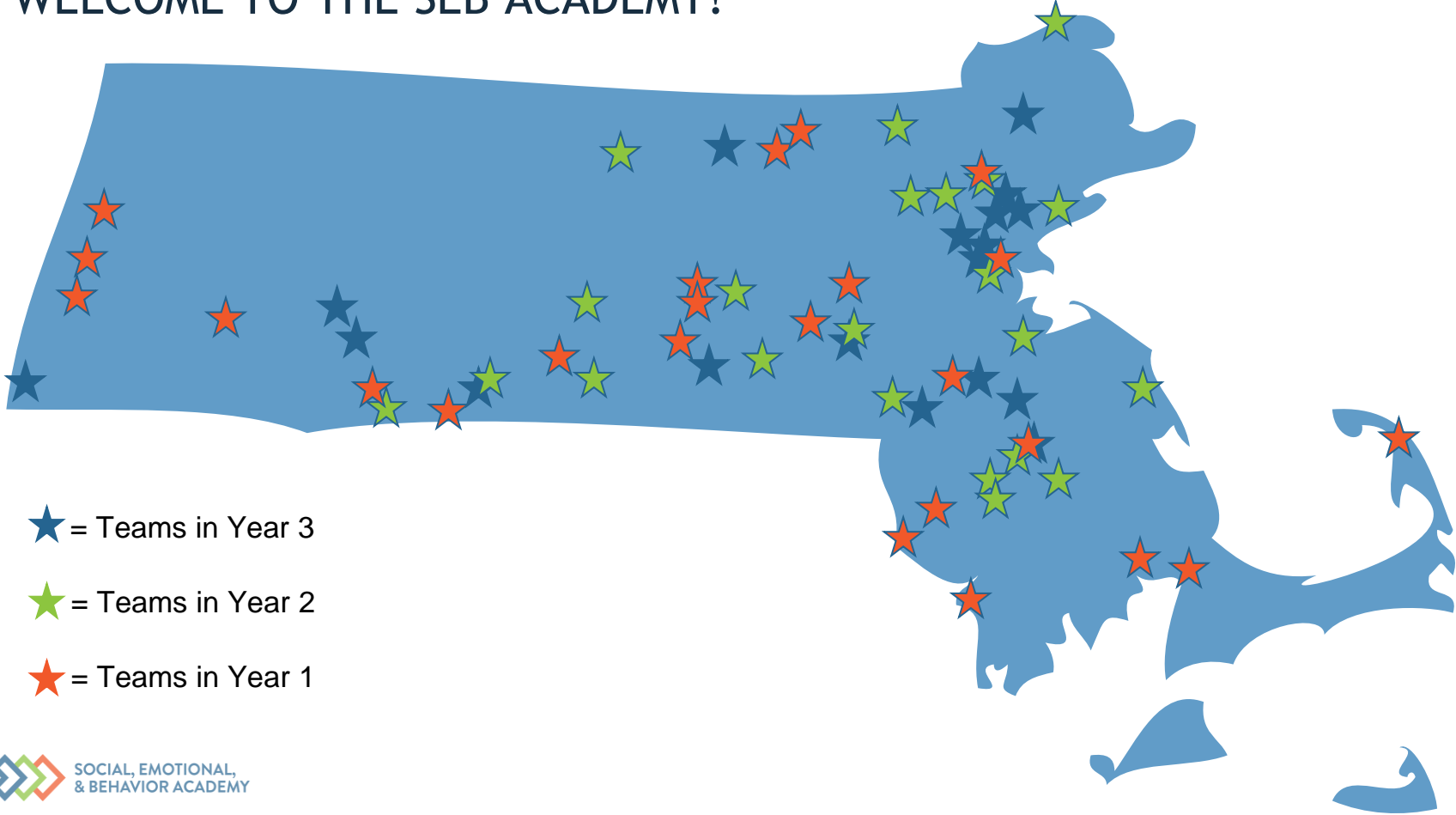
12:30
Lunch

1:30
Coach-lead Breakouts

SOCIAL, EMOTIONAL,
& BEHAVIOR ACADEMY

WELCOME TO THE SEB ACADEMY!

★ = Teams in Year 3

★ = Teams in Year 2

★ = Teams in Year 1

SOCIAL, EMOTIONAL,
& BEHAVIOR ACADEMY

COLLABORATIVE LEADERSHIP

MEET OUR TEAM

Project Management

Shai Fuxman
Academy Director

Tori Todd
Director of Learning Opportunities

Keri Lemoine
Products/Website Coordinator

SOCIAL, EMOTIONAL, & BEHAVIOR ACADEMY

OUR SEB ACADEMY COACHING AND TRAINING TEAM

Bonnie Lipton
SEL/Mental Health

Lauren Gilman
SEL/Mental Health

Shai Fuxman
SEL/Mental Health

Christine Downs
PBIS

Marcie Handler
PBIS

Stephanie St. Joseph
PBIS

Erik Maki
PBIS

Michelle Pratt
PBIS

Tori Todd
SEL/Belonging

Jim Vetter
SEL/Mental Health

Sara Niño
SEL/Belonging

SOCIAL, EMOTIONAL, & BEHAVIOR ACADEMY

OUR FACULTY EXPERTS

Akira Gutierrez-Renzulli
Faculty Expert, Trauma-Informed Practices

Kamilah Drummond-Forrester
Faculty Expert, Equity

Tiffany Howard
Faculty Expert, Mental Health

Richard Fournier
Faculty Expert, SEL

SOCIAL, EMOTIONAL,
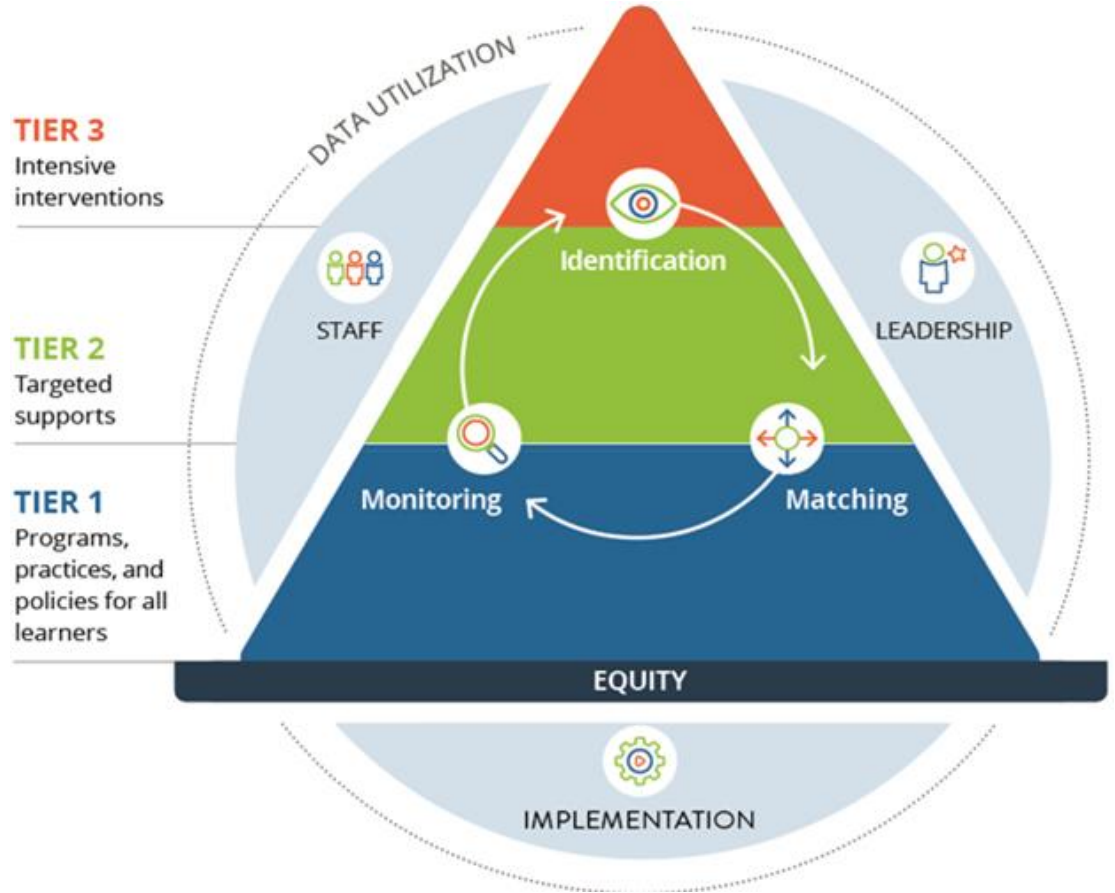& BEHAVIOR ACADEMY

Introductory Activity

5, 3, 1

As a table, come to a consensus on…

- **5** things that you all have in common

- **3** words to describe your group

- **1** team name for your table

Overview Of The Academy & MTSS

SOCIAL, EMOTIONAL, & BEHAVIOR ACADEMY

Overview of The Academy

A BRIEF HISTORY OF THE ACADEMY

The Social, Emotional, and Behavior (SEB) Academy was created by the Department of Elementary and Secondary Education (DESE). It envisions an integrated social, emotional, and behavioral support program.

PBIS ACADEMY

SEL & MENTAL HEALTH ACADEMY

SENSE OF BELONGING NETWORK

SOCIAL, EMOTIONAL, AND BEHAVIORAL ACADEMY
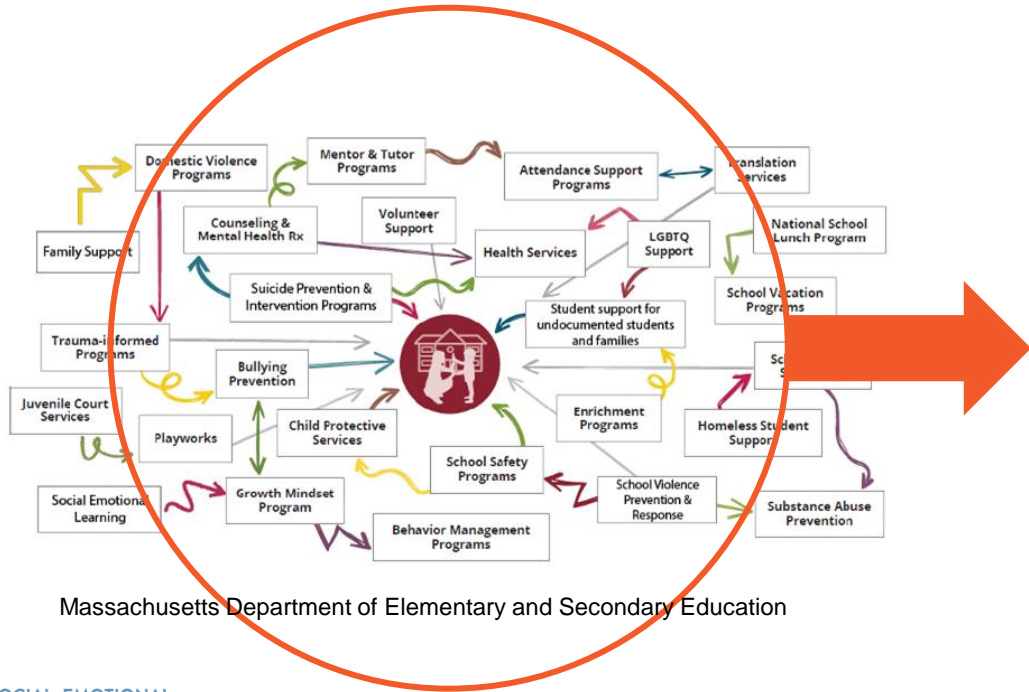
SOCIAL, EMOTIONAL, & BEHAVIOR ACADEMY

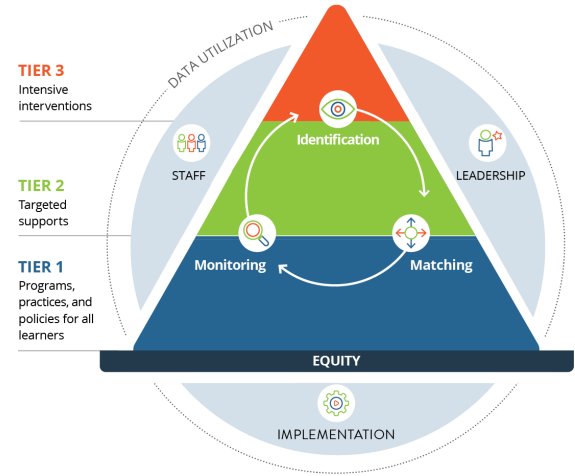# SOCIAL, EMOTIONAL, AND BEHAVIOR ACADEMY
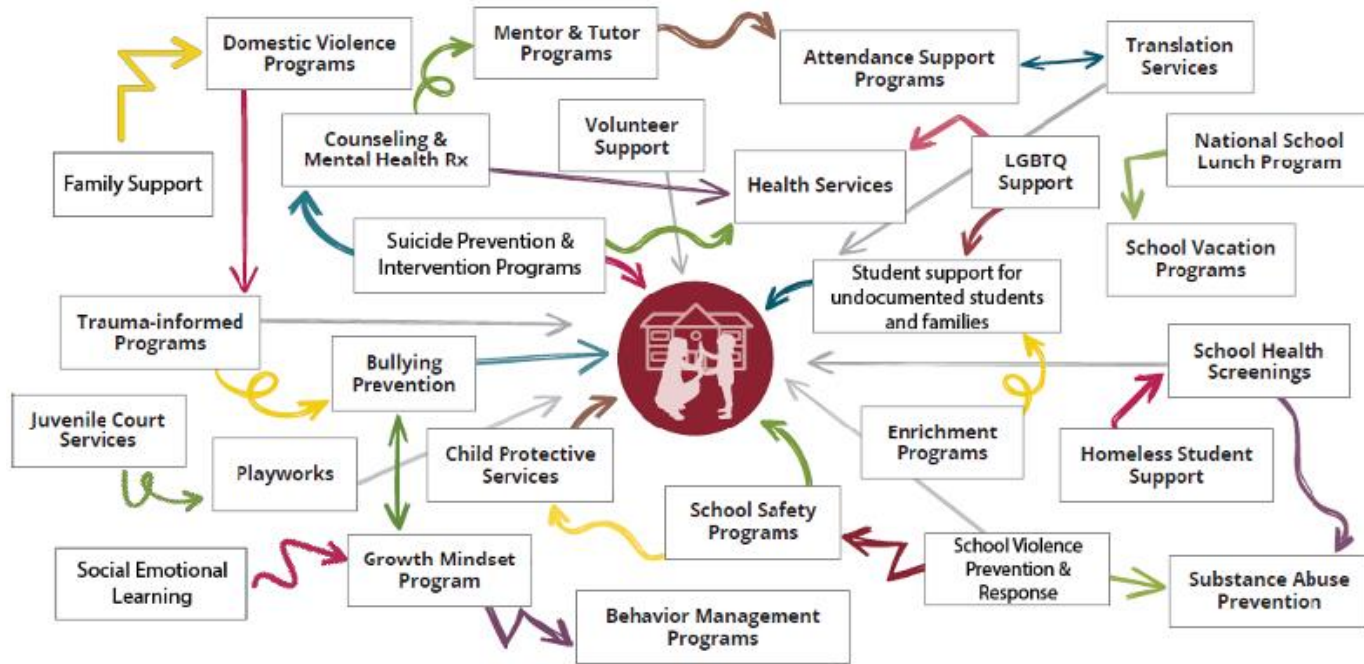
SOCIAL, EMOTIONAL, AND BEHAVIOR ACADEMY

Massachusetts Department of Elementary and Secondary Education

An integrated and aligned multi-tiered system of supports for SEL, mental health, belonging, and behavior.

SOCIAL, EMOTIONAL, AND BEHAVIOR ACADEMY

Targeted Coaching

Learning Opportunities

TARGETED COACHING

Analyze

Using tools and processes such as self-assessments, focus groups, and inventories, teams **analyze** and **audit** current state of the MTSS

Identify

Teams **identify** strengths and areas for growth in current system and **prioritize** clear and manageable areas of focus

ACT

Teams **act** on their action plan, focused on priority areas needed to support student wellbeing and create positive school climate

Plan

Teams use identified priorities to set short- and long-term goals, and develop strategic action **plan**

SOCIAL, EMOTIONAL, & BEHAVIOR ACADEMY

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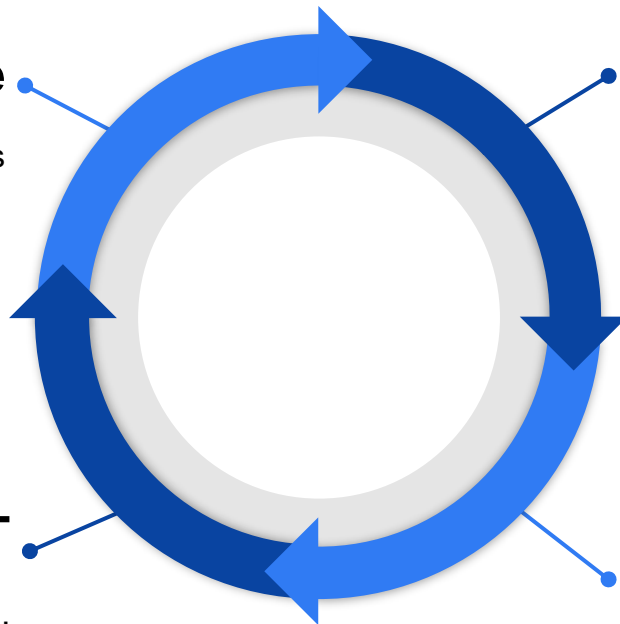
PBIS Scope and Sequence

Year 1 - Building Year

Main Topics: Building an Equitable Tier 1 Foundation of Systems and Practices

- Webinars and Peer Practices
- 3 Team Training Days - In Person
- 5 Group Coaching Meetings - Zoom
- Individualized Technical Assistance as desired

Year 2 - Elaboration Year

Main Topics: Classrooms, Data Informed Decision Making, Equity

- 3 Team Training Days - In Person
- 5 Group Coaching Meetings - Zoom
- Individualized Technical Assistance
- Webinars and Peer Sharing Calls as desired

Year 3 - Sustaining Year

Main Topics: Sustainability, Integration and Alignment, Data Disaggregation/Equity, Advanced Classroom

- 2 Team Training Days - In Person
- 6 Group Coaching Meetings - Zoom
- Individualized Technical Assistance
- Webinars and Peer Sharing Calls as desired

SOCIAL, EMOTIONAL, & BEHAVIOR ACADEMY

LEARNING OPPORTUNITIES

All team members have the option to attend learning opportunities throughout the year.

A calendar with all our available learning opportunities can be found on the academy website.

+ VIRTUAL WEBINARS
Interactive webinars on pertinent topics, facilitated by coaches and faculty

+ VIRTUAL PEER SHARING CALLS
Virtual group calls, held in 3-part series, to share experiences and strategies across the Academy

+ IN-PERSON CONVENINGS
Today is our first! A second convening for all participants will be held in May.

+ ON-SITE PD
Opportunities for teams to hold PD for their staff, choosing from our library of options

SOCIAL, EMOTIONAL,
& BEHAVIOR ACADEMY

TEAM FOCUS AREAS

+ Social-Emotional Learning & Mental Health

+ Positive Behavioral Interventions and Supports (PBIS)

+ Belonging

SOCIAL, EMOTIONAL, & BEHAVIOR ACADEMY

SOCIAL-EMOTIONAL LEARNING AND MENTAL HEALTH

© CASEL 2017

- **Personalized goals**

- **Custom timeline (with suggested milestones)**

- **1:1 coaching**

- **Access to all learning experiences**

- **SEL/MH expert coach**

- **Access to faculty experts**

- **Access to PBIS and Belonging coaches and learning experiences as needed and/or desired**

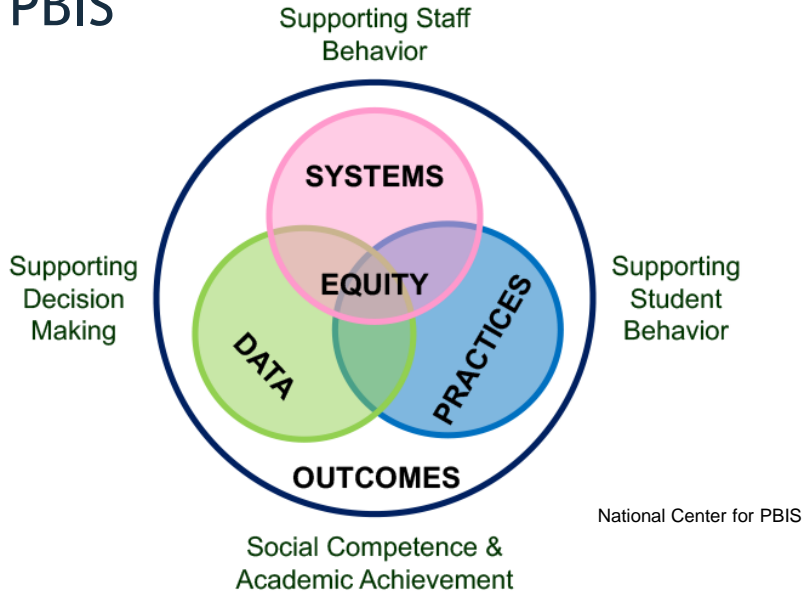Teams work to establish a strong MTSS for SEL and MH by:

- Identifying existing programs, practices, policies, and addressing needs/gaps
- Using data to identify inequitably impacted populations
- Creating common language, practices, and policies for building wide initiatives

… and more.

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PBIS

National Center for PBIS

Teams work to establish a strong MTSS for behavior by:

- Examining existing initiatives, policies, systems, and processes
- Promoting building-wide consistency by creating shared expectations with explicit teaching
- Creating feedback/response systems for expected behaviors, unexpected behaviors, and newly taught skills
- Using data to identify and address problems and inequities

- **Personalized goals**

- **Set path/timeline based on the PBIS scope and sequence model**

- **Cohort coaching**

- **Individualized technical assistance**

- **Access to all learning experiences**

- **PBIS expert trainer**

- **Access to faculty experts**

- **Access to SEL/MH and Belonging coaches and learning experiences as needed/desired**

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BELONGING

TIES Center

Teams establish a strong MTSS for belonging by:

- Engaging diverse groups of community members to co-design and co-plan
- Establishing strong positive culture amongst adults and students
- Using varied data sources to identify areas of need

… and more

- **Personalized goals**
- **Custom timeline (with suggested milestones)**
- **1:1 coaching**
- **Access to all learning experiences**
- **Belonging expert coach**
- **Access to faculty experts**
- **Access to SEL/MH and PBIS coaches and learning experiences as needed and/or desired**

SEB ACADEMY WEBSITE

Questions?

Overview of MTSS

GRAFFITI WALK: WHAT DO WE ALREADY KNOW?

+ What are a few words that come to mind when you think of these topics:
MTSS, PBIS, SEL, and Belonging?

+ What examples of Tier 1, Tier 2, and/or Tier 3 supports can you share from your school/district?

+ What successes have you had with implementing MTSS in the past?

+ What feels challenging about implementing MTSS for SEB?

Directions:

- Use the post-it notes on your table to respond to these questions. You can use as many post-its and share as many responses as you want.

- Bring your post-its to the posters on the walls to add your thoughts.

- Bring a pen with you to +1 or comment on others' thoughts.

SOCIAL, EMOTIONAL,
& BEHAVIOR ACADEMY

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MULTI-TIERED SYSTEM OF SUPPORTS

"The practice of providing high-quality instruction and interventions matched to student need, monitoring progress frequently to make decisions about changes in instruction or goals and applying child response data to important educational decisions."

- Batsche et al., 2005

TIER 3
Intensive interventions

TIER 2
Targeted supports

TIER 1
Programs, practices, and policies for all learners

DATA UTILIZATION

Identification

STAFF

LEADERSHIP

Monitoring

Matching

EQUITY

IMPLEMENTATION

SOCIAL, EMOTIONAL, & BEHAVIOR ACADEMY

TIER 1

School/ District- Wide Curricula	School Culture & Shared Identity	Schoolwide and Classroom Practices	Universal Screeners

TIER 2

Toolkit of Targeted Interventions

Small Group Support

Additional Classroom-Based Support

School/District-Wide Curricula

School Culture & Shared Identity

Schoolwide and Classroom Practices

Universal Screeners

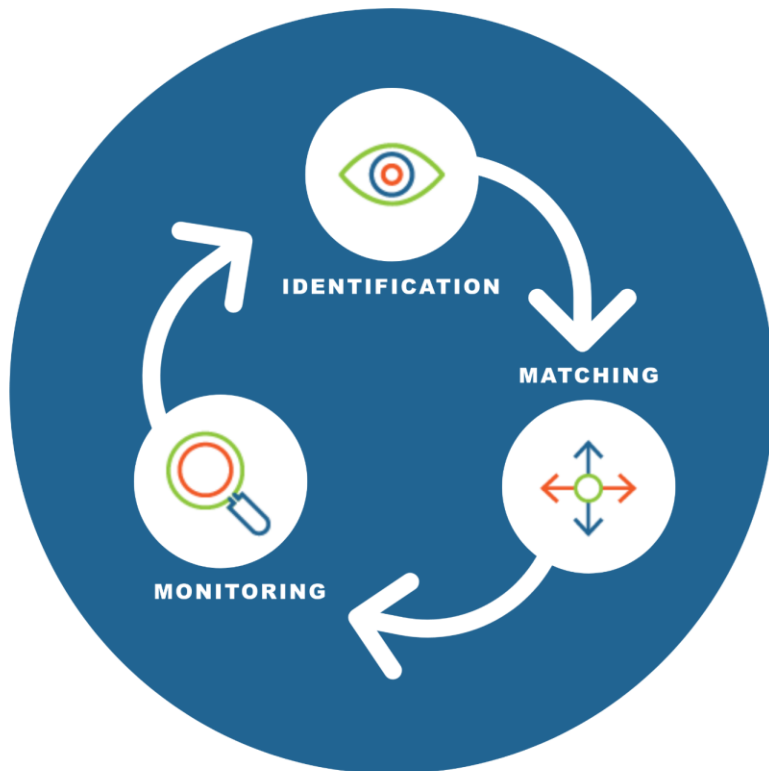# MULTI-TIERED SYSTEM OF SUPPORTS

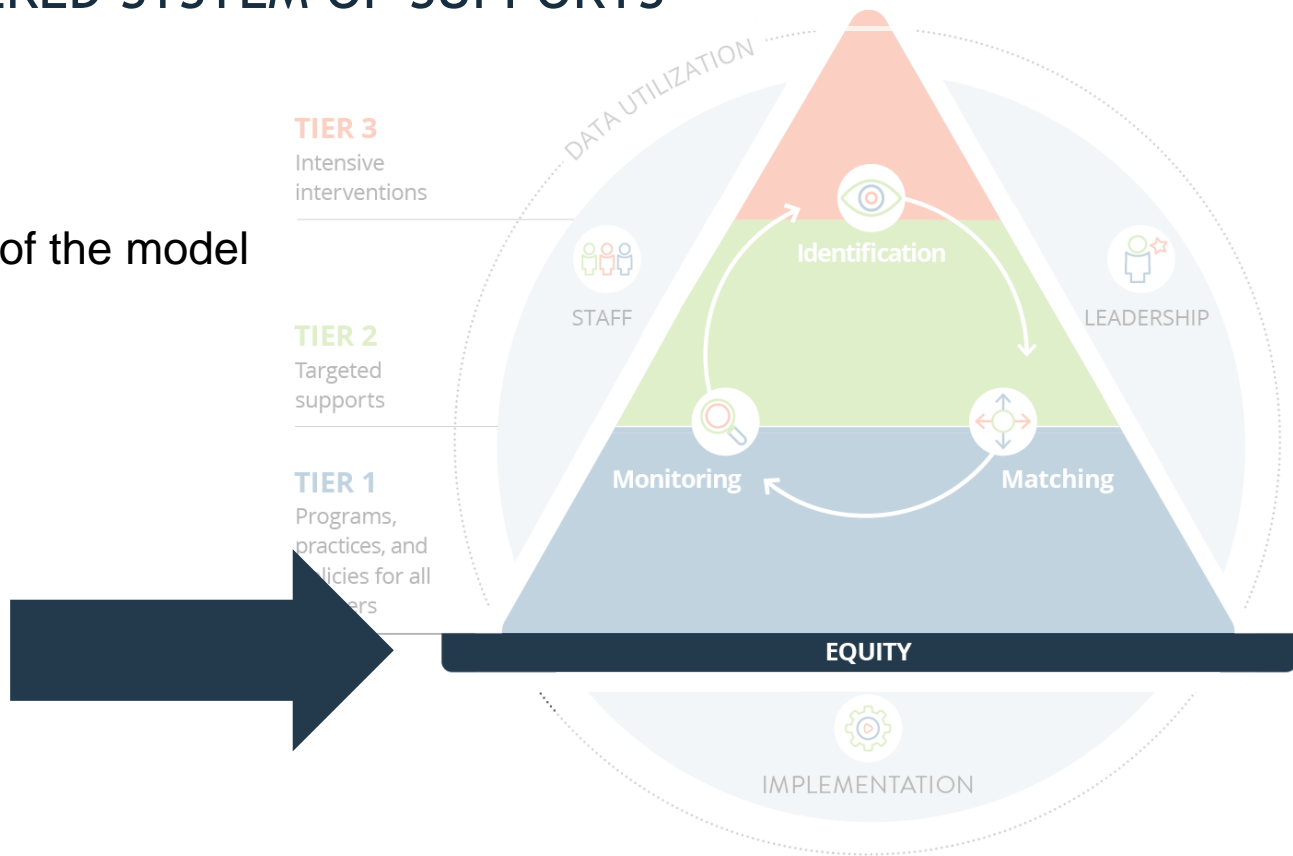STAFF

LEADERSHIP

IMPLEMENTATION

MULTI-TIERED SYSTEM OF SUPPORTS

MULTI-TIERED SYSTEM OF SUPPORTS

Equity is the foundation of the model

An integrated MTSS is the integration of several Multi-Tiered Systems of Support into one coherent strategically combined system meant to address multiple domains in content areas in education.

TABLE CONVERSATIONS

RETURNING TEAMS

- What have you experienced so far in the academy that has been impactful?

- What progress has your school or district made toward increased social, emotional, or behavioral well-being?

- What advice do you have for incoming teams?

NEW TEAMS

- What are you hoping your experience in the academy will lead to?

- What challenges has your school or district been facing?

- What questions do you have for teams who have already experienced one or two years of the academy?

SOCIAL, EMOTIONAL, & BEHAVIOR ACADEMY

DEBRIEF

01 What are you looking forward to?

02 What ideas or reflections are coming up?

03 What questions do you still have?

SOCIAL, EMOTIONAL,
& BEHAVIOR ACADEMY

Time for a Break

Elements of a Strong Team →

SESSION OBJECTIVES

(+) Learn how to integrate equity considerations into building a strong SEB team.

(+) Gather tips and ideas from other SEB teams.

(+) **START** your team building/alignment check process by:
- ◆ Brainstorming how to build/ adjust your team using key guiding questions.
- ◆ Practice using a simple tool to plan for clear and equitable communication and task ownership.

(+) **PLAN** for next steps to continue this work in your district.

WHY A TEAM?

- Multiple perspectives
- Shared responsibilities
- Credibility
- Visibility
- Shared leadership

SOCIAL, EMOTIONAL,
& BEHAVIOR ACADEMY

WHAT'S IN A TEAM?

+ Made up of individuals representing diverse roles, backgrounds, and perspectives

+ Meets regularly

+ Uses a consistent meeting format to reflect, plan, and act in support of the MTSS for social, emotional, and behavioral development

+ Data, input from community members outside of the team (staff, students, families), informs decision-making throughout the year

SOCIAL, EMOTIONAL, & BEHAVIOR ACADEMY

EQUITY CONSIDERATION

(+) The team prioritizes, considers, and uplifts the various identity groups represented in our school, district, and larger community

(+) Every voice is honored and the team operates in an inclusive, culturally and linguistically respectful manner

Equity domains to consider:
- Race
- Gender
- Religion
- Language
- Social class
- SES background
- Immigration status
- Education levels
- Employment status
- Family structures
- Abilities
- Intersections of any of the above

SOCIAL, EMOTIONAL, & BEHAVIOR ACADEMY

SAMPLE TEAM STRUCTURES

School Team	District Team	Executive Team
5th grade teacher 2nd grade teacher - Assistant principal - Social worker - Special education teacher - PE teacher - School adjustment counselor - Paraeducator	- Chief academic officer 3rd grade teacher 10th grade teacher - Assistant principal - Guidance director - Adjustment counselor - Director of pupil personnel services - Special education administrator	**Core** - Superintendent - Director of SEL - Principals - School Psychologist **Advisory Teams** are made up of all faculty, staff, caregivers, students throughout the district, serving on different subcommittees advising the Core committee.

SOCIAL, EMOTIONAL, & BEHAVIOR ACADEMY

PANEL DISCUSSION: ELEMENTS OF A STRONG TEAM

Jamie Millet Schaeffer

Amber Casavant

Shannon Jovan

GUIDING QUESTIONS TO CREATE OR UPDATE A TEAM

What are we trying to accomplish?

+

Who can help make this happen?

→

Your SEB Academy Dream Team

LEVERAGE ONGOING WORK

Connect your guiding questions to the WORKING SMARTER Framework

+ What relevant teams/ workstreams/ initiatives already exist?

+ Can any overlapping teams be integrated into the SEB team?

+ Can you confirm cross-team representation across academic, disabilities, and other student support teams?

| Existing Teams/Working Groups					
TEAM	PURPOSE	EXPECTED OUTCOME	TARGET AUDIENCE	SCHEDULE OR MEETING CADENCE	TEAM MEMBERS
EXAMPLE: School Culture Team	develop and facilitate school wide celebrations and events	school-wide events that increase belonging and promote community	students, staff and families	monthly	Assistant Principal, classroom teachers, counselor, ABA

SOCIAL, EMOTIONAL, & BEHAVIOR ACADEMY

BUILDING YOUR SEB ACADEMY DREAM TEAM

	What are you trying to accomplish?	Who can help make this happen?	How will the team work?
Year 1	Why did you decide you needed this academy?	- Who is needed to make it happen? - Who needs their voice represented? - Who are your internal experts: - Who understands your students' population need best? - Who knows how to make policy shifts happen in your district? - What other kind of expertise do you think you need? - Which stakeholders are missing?	- How will you work with your team to get answers to your questions? - How will you find the time and place for your team to meet? - How will you plan for input of community members/ youth? - What resources do you need to advance the work?
Year 2+	What are the main areas you want to focus on this year?		
Year 2+	What else do you need to accomplish? How will you make this work sustainable?		

NEXT STEPS

+ How will you get your 'Strong Team' questions answered?

+ What tools will you use to communicate clearly and check for equitable input and action across the team?

+ How will you check for alignment with goals, resources, and agreements?

+ What barriers do you anticipate? How will you figure out how to remove them?

Work with your Academy coach to continue developing your Strong Team

SOCIAL, EMOTIONAL, & BEHAVIOR ACADEMY
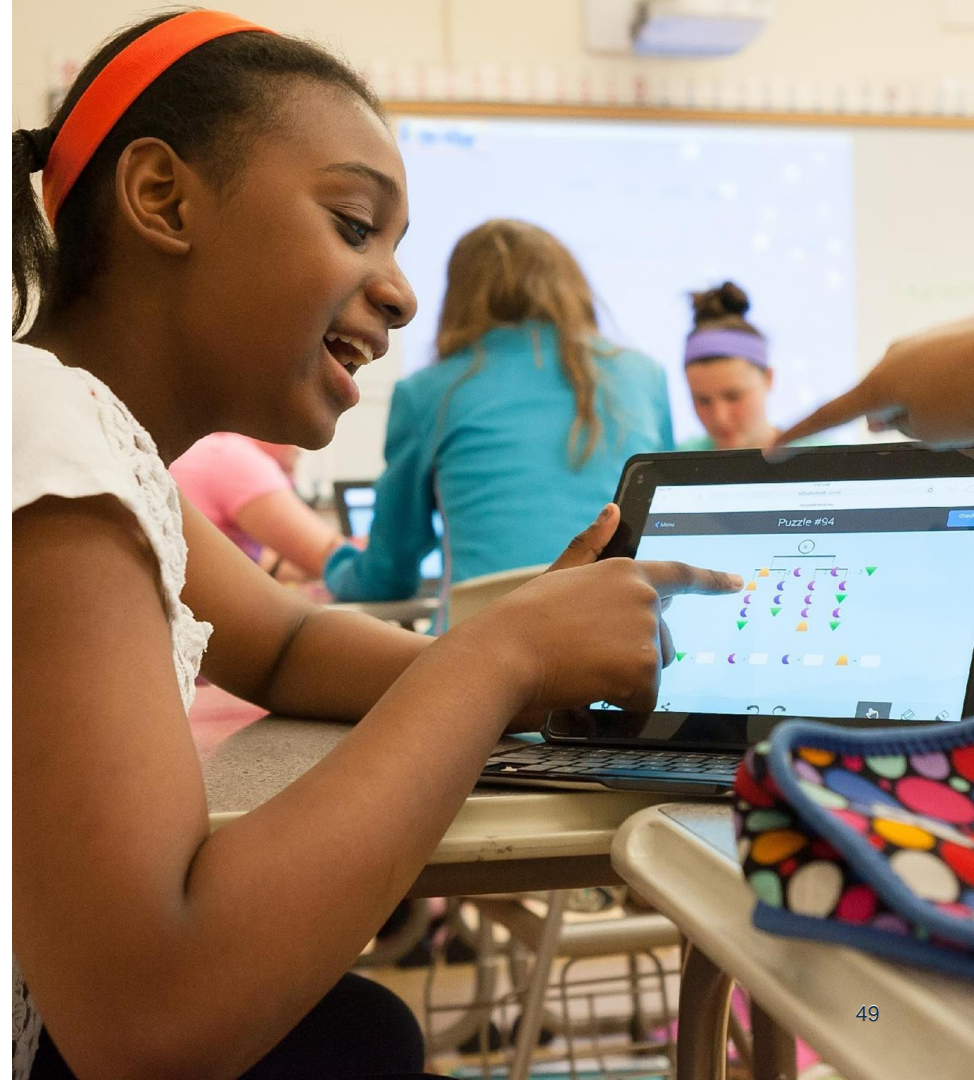
Time for Lunch

TA GROUP
BREAKOUTS

> Thank You