SOCIAL, EMOTIONAL,
& BEHAVIOR ACADEMY

June 2025
Year 1 Team Lead Meeting

Created from content from the National Technical Assistance Center on Positive Behavioral Interventions and Supports

U.S. Department of Education, Office of Special Education Programs and Office of Elementary and Secondary Education

with support from NEPBIS Network, May Institute, Broad Reach Consulting, & EDC

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Please sign in with our attendance form

June Year 1 Team Lead Cohort Meeting

Presenter: Tori Todd, Shai Fuxman, & Emily Baton

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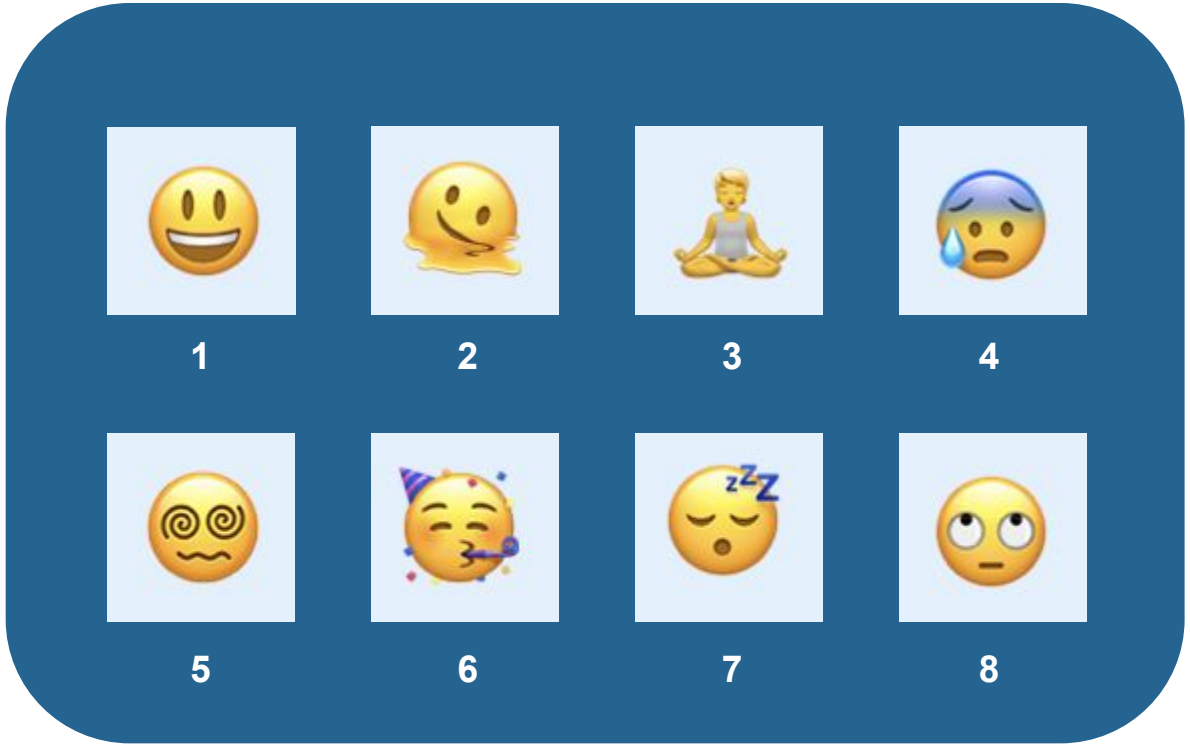
Agenda

1. **Opening Connector**
2. **Glow and Grow Reflection**
3. **Leadership Reflection**
4. **Looking Ahead to Next Year**
5. **Closing**

Opening Connector

Which emoji best represents how you are feeling today?

Which emoji best represents the overall feeling at your school/district at this point in the year?



Glow and Grow Reflection

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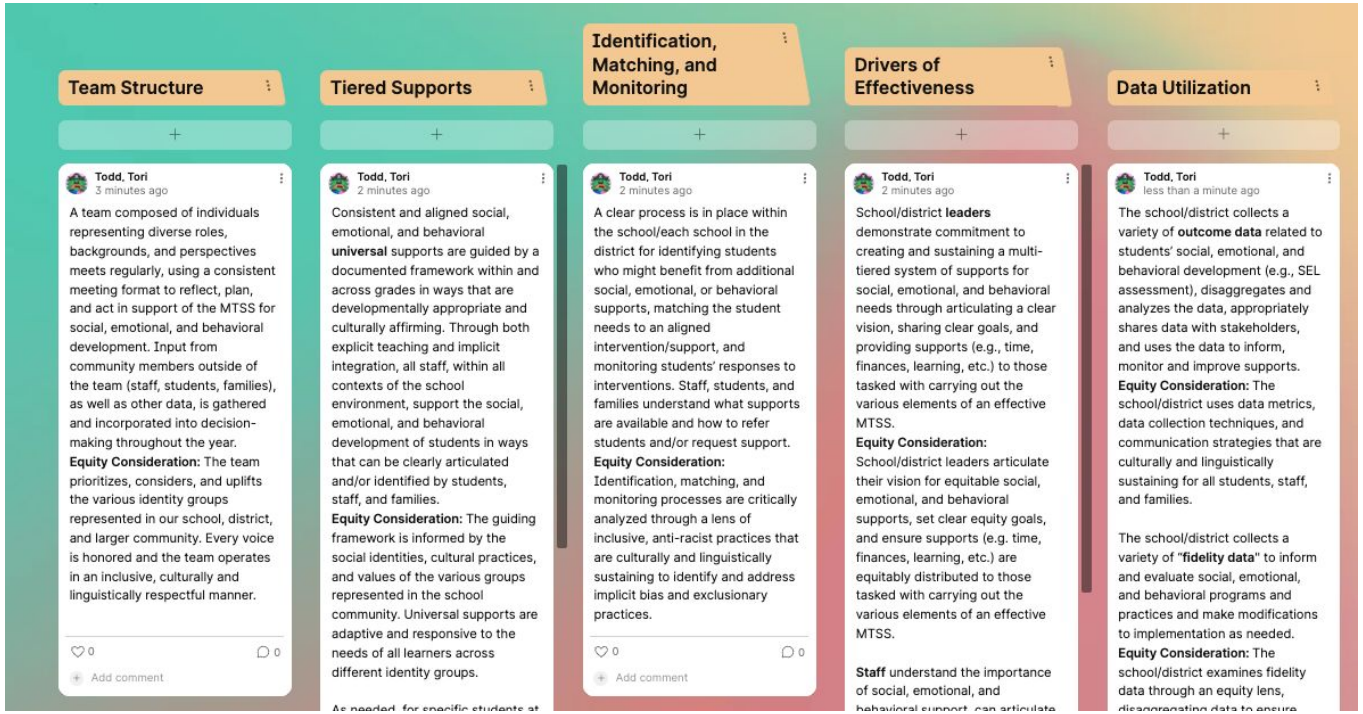
Glow and Grow Reflection

For each of the categories in our needs assessment, reflect on your “Glows” – bright spots of success – and the “Grows” – areas where you still hope to make progress.



Leadership Reflection

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Qualities of a Team Leader

- Committed to creating an integrated MTSS for SEL, mental health, behavior, and student belonging
  - Attends learning opportunities and coaching meetings with SEB Academy Coaches
  - Is a "champion" for social-emotional learning, mental health, school-based belonging, and/or school-wide PBIS
- Communicative
- Linked to building/district leadership, to SEB Academy coaches, and educators/staff
- Knowledgeable about school operating systems, policies, procedures
- Comfortable with using and sharing data
- Increase your knowledge about MTSS structures and systems

Reflect:

Which of these qualities is a strength of yours?

Which is an area of growth?

Breakout Discussion

- In what ways have you been successful as a leader this year?
- What has felt challenging about being a leader this year?
- What do you hope to prioritize as a leader next year?

Looking Ahead to Next Year

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SETTING CONCRETE GOALS

Considering the reflective padlet and conversation…

What is one concrete goal for your team next year?

What is one concrete goal for yourself next year?

NEXT YEAR'S SUPPORTS

- **1:1 Coaching**
  virtual meetings with your coach to support your team's work

- **Webinars**
  virtual 90-minute trainings to support your MTSS, open to anyone in your district

- **Peer Sharing Calls**
  virtual 60-minute consultancy calls

- **Virtual PBIS Coaching Calls**
  PBIS-focused group coaching calls

Closing and Next Steps

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REFLECTION & CLOSING

What is one thing you are looking forward to doing this summer

to give yourself the energy to lead next year?

SAVE THE DATES: NEXT YEAR'S EVENTS

In-Person Convening

- **Tuesday, September 30 –** half day convening

Webinars

- **Surveys and Screeners**

  Tuesday, October 7

Peer Sharing Calls

- **SEL** – Thursday, October 9
- **Belonging** – Thursday, October 23
- **Mental Health** – Thursday, November 6

PBIS Group Coaching Sessions

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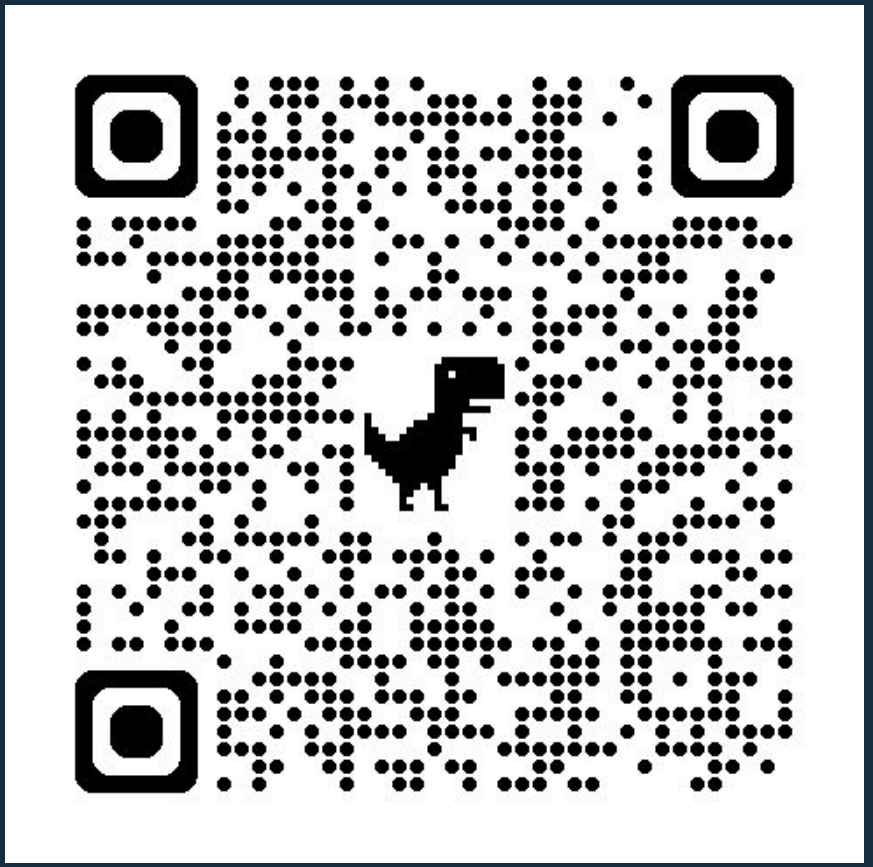
EVALUATION



Thank You

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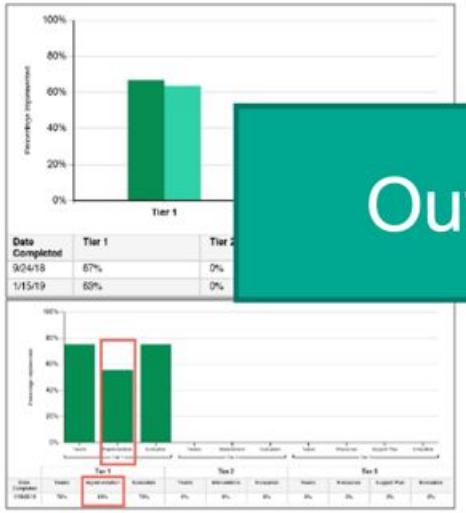
REVIEW: Annual Evaluation Report

CENTER ON PBIS Positive Behavioral Interventions & Supports

TIER ONE IMPLEMENTATION

We have reached total 67% fidelity of implementation in Tier 1. Teams and evaluation features are strong. Implementation features are lower than we want them to be.



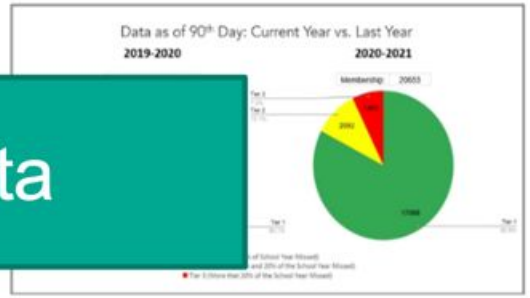
Date Completed	Tier 1	Tier 2
9/24/18	67%	0%
1/15/19	69%	0%

Outcome Data

Fidelity Data

TIER ONE OUTCOMES

In addition, we looked at student attendance data to determine if we are achieving our desired outcomes. Last year we had 16.9% of students absent more than 10% of the school year. This year we had 17.3%. While not a large difference, there are now 7.2% of students absent 20% of the year compared to 4.9% of students last year.



Celebrations:

- We hit the 70% threshold for full implementation in all 3 tiers!
- Each tier had significant increases in implementation this year.
- The leadership team reviewed the subscale data and our team structures are strong at all 3 tiers.

Areas to strengthen:

- Our deeper review showed that we still need to formalize the process for consistent staff responses to student behavior (both acknowledging appropriate behavior and discouraging inappropriate behavior)
- Our communication with families is one-way rather than two-way. We have not yet developed a system for the leadership team to regularly gather input from families.

Action step(s) we plan to take:

- Add a PBIS section to the staff handbook that includes our school-wide acknowledgement procedures, office vs. staff-managed behavior chart, flowchart for responding to behavior, and protocols for reporting student behavior. Provide PD to all staff during school opening days this fall.
- Schedule a family focus group session each quarter for families to provide feedback to the leadership team through guided questions. We will alternate between in-person and online events.

Celebrations
Areas to strengthen
Action Steps

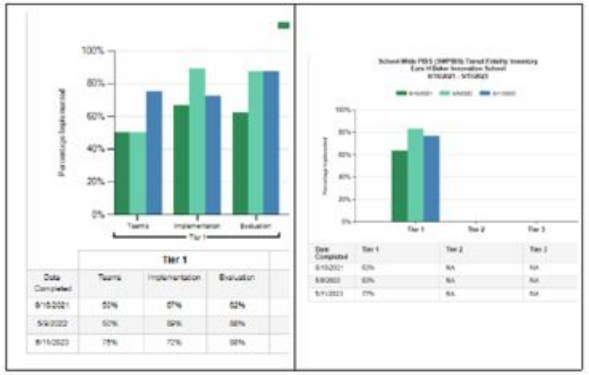
Completed Sample

Annual PBIS Evaluation Report - SAMPLE **2022-2023**

Mass Elementary

Tier One Implementation

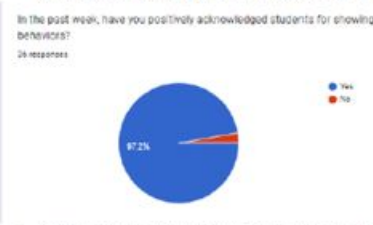
We have reached a total of 77% of Fidelity of Intervention for this current school year. Evaluation was strong and remained the same as the prior year at 88%. We saw an increase of 25% in Teams from the prior year and note that we had an increase in participation from staff members this current school year. We had a dip in implementation to 72% this year from 89% last year as there was a change in PBIS team leadership this year and many new team members. This decrease is lower than we would like it to be and will be a focus for our team next year.



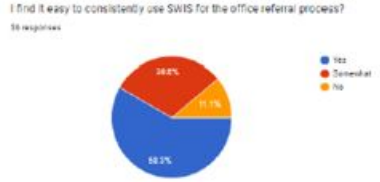
Tier 1			
Date Completed	Teams	Implementation	Evaluation
5/15/2021	50%	89%	88%
5/9/2022	50%	89%	88%
5/11/2023	77%	72%	88%

Tier One Outcomes:

- We had a goal that staff would be more consistent in their use of positively acknowledging the targeted behavior of students. We provided staff with 5 weekly positive pennies with the expectation that they use them throughout the week to increase positive behavior. Through our Dolphin Way Survey, of the staff that responded, 97% of staff had positively acknowledged students during the week prior and 86% of those that had acknowledged used our schoolwide acknowledgement system and when students are randomly polled they often know specifically why they earned the positive penny!!



- Another outcome we were targeting this year was the use of the electronic referral system (SWIS) by all staff members. As a team we have moved to staff filling out the electronic referral form. We did poll the staff to determine their confidence level in using the system. 58% of staff that responded to the questionnaire found the system easy to use consistently, 30% somewhat and 11% did not feel it was easy to use consistently. Some staff used the database for collecting classroom data, while others did not.



Celebrations:

- We have moved completely to utilizing the online input of SWIS office referral system. Requiring all staff to input the information from their perspective.
- Staff and students were re-invigorated with the school wide incentive system by adding in a visual display of positive pennies earned.
- Classrooms were provided with the opportunity to vote on the school wide rewards.
- We had large participation in our monthly PBIS meetings and created subgroups to take on portions of the tasks.
- Classrooms participated in creating video modeling of our Dolphin Way expectations that were shown in classrooms after returning from Winter Break as a refresher.
- Although the criteria for feedback and acknowledgement was 90% of staff we were just shy of meeting that goal, which is great because we have many new staff this year!

Areas to strengthen:

- Our Tier 1 Implementation score was 72% some of our target areas to strengthen include:
  - Problem Behavior Definitions:we have a flow chart and definitions, we would like to have additional input from staff and offer more training on proactive strategies.
  - Discipline Policies: Often if an incident is managed at the office referral level there is not the communication with the classroom staff about the follow up with the student. Although the information is documented in the SWIS referral form, the staff need additional training on how to return to the form to find the information from the support team on the follow up.
  - Faculty Involvement: Faculty are provided with the data multiple times throughout the year, and all staff are invited to participate in our monthly PBIS meetings. We would like to have more opportunities to discuss as a staff ways in which to target areas of improvement/proactive strategies to reinforce our Dolphin Way expectations.
  - Student/Family/Community Involvement: Families this year were provided information related to PBIS during open house, although there were not any formal ways for families to communicate/provide input on the systems in place in our building.
  - Creating lessons based on data review and areas of need. We did review data and identify areas of need and created Dolphin Way initial and refresher lessons, we need more targeted lessons based on data reviewed as areas of need.

Action step(s) we plan to take:

- Create a substitute one page sheet to explain PBIS and how to use the reinforcement system
- Create a handbook related to PBIS/EHBi Dolphin Way to share with staff
- Create a formalized way for staff to teach the Dolphin Way expectations using stations and adults models along with peer videos for review
- Engage staff in assisting with clarification of wording/language around office managed vs. staff managed behavior and responses to behavior
- Create a form/survey for families: starting with PTAC families related to PBIS
- Ensure that monthly the data is shared with the staff and areas of concern have related lessons to support the areas of need.

Overview

This school year there was a change in the PBIS team, new coach and new members from all areas of the school staff (paraprofessionals, grade level teachers, special education teachers, related arts teachers and administration). Throughout the year we started to divide the duties into smaller subcommittees and had meaningful conversations about the direction we would like to move in for next school year. We did review our data at the meetings, but stalled in the roll out of new lessons to address specific concerns, although we were able to put into effect some external supports, which have been reported anecdotally as being effective. As a team we feel as though we have a good starting point and have specific plans on how to support school staff in the implementation of the Dolphin Way lessons and to teach new staff about the different systems in place (electronic referral, positive pennies, office vs. classroom managed behavior, how to use the data, etc.). We would like to get more involvement from the school community as a whole in regards to discipline and proactive strategies and have a member of each grade level/area of specialty as part of the committee as well as incorporating information from families.

ACTIVITY: Evaluation Report and Planning

- Complete one bullet for each area
  - Celebrations
  - Areas to Strengthen
  - Action Item
- Identify which data sources you will show case
  - Fidelity
  - Outcomes
- Be prepared to share out

Work Time 10 minutes

Whole Group 10 minutes