

How to Get Your Team Back on Track!

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Objectives

- Why teams drift away from implementation
- When it can occur
- What you can do



Why Would Drifting Occur

- Turnover
- Implementation process stalled
- Your own behavior changes
- Lack of resources
- Individual champion
- Lack of structure
- Change of priority
- Change in administration



PBIS Team Handbook Char and Ryan

Turnover

"Most of our PBIS team that went through the training are no longer working at our school"



Tips

- Plan for turnover
- Keep accurate records, sharing tasks, establishing routine of training cycle (new and existing staff).
- Participating in another academy (but no required)
- Make sure you have a complete team with assigned roles
- As a team complete the TFI and action plan
- Compile data
- Get busy!

Implementation Process Stalled

- This occurs when in the early stages a deeper level of practice and change was never achieved
- Sometimes faculty/staff behavior changes
 - Faculty think they no longer need to teach expectations because they have already done it so much
 - The result is teaching decreases and missing new staff and students
- When your behavior drifts away from the practice you can not maintain what you have accomplished.....negative behaviors may increase (look at your data).

Lack of Resources

- Always going to be an issue
- Grant writing
- County Special Education Director
- Low-cost/no cost
- Be creative
- Community Partners



Individual Champion



Lack of Structure

- Lack of self monitoring can cause a team to miss important milestones and opportunities to self correct
- General considerations to address these barriers include awareness and knowledge of sustainability and of the factors that impede implementation and fidelity.

Change in Priority



Change in Administration



Change can be a major big deal!

- Include the new principal
- Complete the TFI so he/she can hear more about PBIS and the structures currently in place
- Share your data with the principal so they can see behavior trends of the building.
 - Types of behavior
 - Location of behavior incidences
 - Time of behavior
- Encourage him or her to explore WVPBIS.org and PBIS.org to look at videos, read more about PBIS research and see the list of schools implementing in WV

When Drifting Occurs

- The practice is done less frequently and with less consistency to the original standard
- Leads to watered-down version of the practice
- No longer being implemented with fidelity
- When fidelity declines the associated benefits of PBIS may also decline

Outcomes



Examples of Drifting

- Letting go of acknowledgment and feedback system
- Discontinuing the regular teaching of expectations
- Inconsistent discipline practices



Red Flags

- Administration not participating in meetings or the project
- Administration not responding to the coach
- Team meetings not happening
- Team is not using the TFI or updating the action plan
- Data is not being submitted
- Targeted areas or goals are not improving or being met
 - Office discipline referrals are not decreasing
 - Attendance is not improving
 - Tardies are not decreasing

Coaching During the Drift

- Strong Coaching System
 - Directly relates to fidelity and sustainability
 - Capacity to quickly redirect PBIS Leadership Team when fidelity is declining
 - Increase your support when the need arises to boost sustainability



Coaching During the Drift

- Hands-on
- Continue using data
- Self assessment of implementation
- Reassigning roles and responsibilities
- Tiered Fidelity Inventory
- Evaluate, report & problem solve
- Communicate progress, changes and outcomes
- Celebrate

Effective Coaching

- Know the needs of the team
- Confirm that the team is ready to be coached
- Set realistic expectations with the team
- Observe the team
- Develop an improvement plan

Ideas for Getting Back on Track

- Don't forget why
- Regroup (TFI)
- Revisit action plan
- Recommit/Booster
- Survey Staff
- Plan for turnover
- Informal evaluation
- Courageous conversation



Don't Forget Why

- Why did you choose this project?
- What changes you want to see?
- Coming to a consensus
- Share data



Regroup/Revisit Action Plan

- Start fresh or where you left off
- Go back over TFI or rescore TFI
- Action plan based off new scores or edit what was not working
- Get to work



Recommit/Booster

- Recommit to the process and work
- 3-5 years to implementation
- If what you have been doing is not working try something else
- Staff retreats
- Celebration days
- PBIS.org great ideas for boosters

Survey Staff

- Use school-wide events to survey staff and students
- Give a ticket for completed surveys
- Follow-up with information collected
- Make changes from the feedback



Turnover/Evaluation

- Planning ahead (portfolio of the project)
- Walk-through or invite a trusted outsider to do a walkthrough
- Informal evaluation on implementation

Liquidplanner.com

Courageous Conversation

- Who's not following through
- Where are the week links
- Ask for help
- Don't be afraid to consider walking away from the project



Avoiding The Drift

- Routine pattern for
 - Assessing progress
 - Monitoring sustained practice with fidelity
 - Responding to shifts
 - Assessing Buy-in



The logo for WV PBIS, featuring a stylized green and yellow diamond shape above the text "WV PBIS" in blue.

Contact Me

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