

How to use the PBIS Assessment of Commitment Tool (PBIS-ACT)

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The PBIS-ACT was developed as a systematic way to measure staff commitment to implement PBIS. It can be completed by all staff in a school (teaching staff and non-teaching staff) on an annual basis and the data can be used by PBIS teams in planning for PBIS implementation. There are eight implementation behaviors assessed on the PBIS-ACT. For each of these items, respondents are asked about their willingness to participate (willingness), the degree to which they value that implementation feature (value), and the degree to which they are currently implementing (current implementation). Each item is scored on a scale of 0 to 10. The total scores for the PBIS-SIM can range from 0-240. Because each item includes a measure of willingness, value, and current implementation, scores for these three subscales can be scored separately (e.g., 0-80 for willingness, 0-80 for value, and 0-80 for current implementation). Two primary scores should be considered when reporting commitment: The total score (0-240) and the willingness score (0-80). These scores can then be interpreted by reporting percentages of commitment. For example, a person who provides a total score of 195 would receive an overall commitment score of 81.25% (195/240). A person who provides a score of 75 on the eight willingness sub-items would receive 93.75% (75/80) for the willingness subscale.

Data from the PBIS-ACT can be reported as a whole-school average by adding together each staff member's scores and dividing by the total number of staff who completed the measure. Although school averages can be reported for the overall scores and for each of the three subscales (willingness, value, and current implementation), staff commitment is most directly captured by the overall score and the willingness subscale. Research suggests that 80% staff commitment is a prerequisite for successful PBIS implementation. Therefore, schools that are planning to implement PBIS are encouraged to secure average scores of 80% overall and/or 80% for the willingness subscale.

Please contact Dr. Kevin Filter (kevin.filter@mnsu.edu) if you have any questions about the PBIS-ACT.