Primary Considerations and Recommendations for Integrating PBIS & SEL

*Sara Whitcomb - Adapted from Bradshaw et al. (2014)*

1. Commit to Coordinated Implementation of PBIS & SEL
	* Requires administrator involvement
		+ Setting the vision
		+ Allocating resources
		+ Planning for professional development
2. Obtain Staff/Community Buy-In
	* Insure staff understand the key features of each model
	* Have staff share existing examples of PBIS & SEL that they are already implementing in their classes
	* Build agreements in how to move forward
3. Engage Stakeholders to Form a Team
4. Develop a Shared Vision for Integrated Model
	* Engage in a visioning process with staff, students, parents
	* Consider how current SEL or PBIS efforts capture core values/vision of the school
5. Conduct a SWOT Analysis
	* What are the strengths of PBIS and our selected SEL program?
	* What are the weaknesses?
	* Where are there opportunities to integrate strengths and enhancements?
	* What barriers currently exist? What may be barriers to integration?
	* Do we need more information from our stakeholders (e.g. Delaware School Climate Survey)
6. Use Data to Identify and Select Programming
	* Use SWOT data
	* Use extant data to identify important student outcomes to target schoolwide:
		+ Office disciplinary referrals
		+ Nurse visits
		+ Counselor contacts
		+ Social-Emotional Screening
	* Use extant data and requests for assistance to intensify support for some students
7. Create an Integration Action Plan
	* Statement of purpose for integration
	* Create visuals/”cheat sheets” for teachers to easily use common language
	* Develop implementation measures that reflect integrated treatment integrity
	* Explicitly state strategies for maintaining faculty buy-in and orienting new faculty
	* Set up explicit opportunities for faculty to reflect on implementation and effectiveness
	* Create an implementation timeline
8. Develop Job-Embedded PD Opportunities
	* Become a Professional Learning Community dedicated to PBIS & SEL
	* Build in structures for PLC learning
		+ Give implementation updates at each faculty meeting
		+ Use exit tickets at faculty meetings to obtain feedback on implementation
		+ Use a portion of shared grade level planning time to observe grade level data and do classroom problem-solving
		+ Use new teacher orientation structures to insure SEL & PBIS implementation is occurring and to troubleshoot barriers.
9. Launch PBIS & SEL Together
	* Help students and staff to connect the dots!
	* Avoid confusion by giving this initiative one name
	* Create a calendar for implementation of lessons, practice, and activities
10. Develop an On-Going Technical Assistance Plan
	* Identify the role that internal coach can take to support implementation of PBIS & SEL
	* Identify needs for external consultation
	* Plan should include content, timeline, and format of assistance
	* District/statewide vision for integrated PBIS & SEL should also be considered in TA planning.
11. Use data to evaluate programming
	* Use implementation fidelity data
	* Use extant data, climate data
	* Develop a problem-solving protocol to drive intervention planning and evaluation