Supporting high-needs schools: Understanding pathways to fidelity
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Presentation Outline
What is a High Needs School?
State Model supporting PBIS implementation
Critical Features of Support and Outcomes

What is a high-needs school?
Definition
More than 30% of the enrolled students live below the poverty line (ESSA, 2015)
Schools with 75% or more of the enrolled students eligible for free or reduced lunch (NCES, 2019)

State level Implementation Support
Massachusetts PBIS Academy
Massachusetts Department of Elementary & Secondary Education (DESE) requested a state-wide PBIS training model.
MA DESE promotes the PBIS Academy across schools that are high-need and low performing.
Model provides school & district level training and coaching in PBIS Tier 1 and 2 provided in regional cohorts.

PBIS Academy Tier 1: Critical Features
Year 1
• 6 days Team training
• SWIS training
• Content Highlights: Development of SWPBIS plan, Classroom practices, Understanding Function of Behavior, Family Engagement
Year 2
• 3 days Team training
• SWIS training
• Content Highlights: Integration & alignment, Classroom practices & systems, Family Engagement
Year 3
• 2 days Team training
• SWIS training
• Content Highlights: PBIS & Sustainability, Roundtable discussions, Poster presentations

Equity, Family involvement, and Data-based decision making woven throughout training content
PBIS Academy Tier 1: Critical Features

Year 1
- 3 days Coaches training
- 1 day on-site TA

Year 2
- 3 days Coaches training
- 1 day on-site TA

Year 3
- 2 days Coaches training
- 1 day on-site TA

Advanced skill building especially on Data-based decision making, Equity, Understanding Function of Behavior

PBIS Academy Tier 1: Critical Features

District Leadership Capacity
- Completed 1x per year

Tiered Fidelity Inventory (TFI)
- Completed 1x per year

Team Implementation Checklist (TIC)
- Completed 2-3x per year

School Outcome Data
- In school suspension
- Out of school suspension

Social Validity Data

PBIS Academy Evaluation:

What impact does the PBIS Academy have on school level implementation fidelity?

What areas of implementation are currently effective? What areas may need some enhancement?
Social Validity Data: Training Evals

1. I increased my knowledge of PBIS through this training.
2. I am more comfortable in my role as a PBIS advocate.
3. The content was relevant and applicable to my role.
4. The training sessions were well-organized and engaging.
5. The training provided useful tools for implementing PBIS.
6. I would recommend this training to others.
7. The training helped me understand the importance of PBIS.
8. I am more confident in my ability to implement PBIS.
9. The training was time-efficient.

Adjustments to Support Fidelity

- Modifications made to training content for teams and coaches in response to fidelity data:
  - Discipline procedures
  - Data-based decision making
  - Family engagement

- Revised and formalized action planning review process highlighting key items on the TFI