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