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