Positive Behavior Intervention and Support (PBIS) Implementation
San Leandro Unified School District

District Capacity

Frist Year of Implementation: Structural

- Establishing an accurate data system around discipline
  - Consistent offense and disposition codes
  - Definitions for offense and disposition codes
  - Clearly defined procedures for what to enter into the system and how
  - Process for collecting low level behavior data
  - System of disaggregating data, creating reports and distributing reports to school sites each month
    - Core PBIS: time, location, offense, grade, students, staff, race/ethnicity
    - Recidivism
    - Student lists by offense and disposition
    - Risk ratios for race/ethnicity and SWDs
    - Recidivism risk ratios for race/ethnicity and SWDs
  - District-wide tracking of referrals and suspensions (rates and risk ratios)
  - Monitoring of disproportionality indicators to prevent a "disproportionate" designation
- Discipline Handbook
  - Code of Conduct
  - Prevention Strategies
  - Intervention Strategies
    - Matrix of Interventions and Responses
    - Low Level vs. Office Referred Behavior
    - Description of Interventions by Tiers (I,II,III)
  - Policies and Codes
    - Suspension
    - Removal
    - SWDs
  - *Rights and Responsibilities
- Establishing a district structure for monitoring implementation and building capacity at school sites
  - Coordinator identified
  - Monthly team meetings for PBIS leads/coaches/coordinators at the school sites (8-9 times per year)
  - Training on the administration and utilization of the SET
  - Defined process for accessing Tier II and Tier III services and supports

- Establishing district commitments around PBIS
    - Board policy
    - Status updates on implementation and outcomes are reported to the board at least twice per year
    - PBIS and school climate hold a standing agenda item for cabinet meetings
    - PBIS and school climate indicators included in principal evaluations
    - Funding is allocated to Tier II and Tier III interventions (when school establish a solid Tier I as determined by the SET)

<u>School Site Capacity</u>

Frist Year of Implementation: Structural

- Establishing a PBIS team structure at each school site
- Establishing a PBIS lead/coach/coordinator at each site
- PBIS coaching for school sites (typically 6x/year per school site)
    - Establishing expectations that are behaviorally specific and culturally responsive
    - Establishing a strategy for teaching expectations
    - Establishing a strategy for teaching social skills
    - Establishing a visibility strategy for the expectations
    - Establishing a calendar for teaching both expectations and social skills
    - Developing a strategy for teaching classroom level preventative strategies
    - Establishing a reinforcement system
    - Teach PBIS teams how to not only analyze discipline data, but develop action plans in response to the data
    - Developing a site Discipline Handbook
        - Commitments and Responsibilities
        - Description of preventative strategies
        - Description of interventions strategies
        - Differentiation between minor and major behaviors and how these behaviors are to be addressed
        - Matrix of responses to student behavior
- Utilization of the Team Implementation Checklist (TIC) as a progress monitoring tool for the implementation of PBIS
- Administration of the SET in April of each year to establish baseline data for implementation and fidelity and to monitor fidelity over time.

<u>Data Solution</u>

- Discipline data reports for each school site delivered monthly. These reports allow PBIS teams to utilized discipline data to make decisions about PBIS strategies and identify students in need of targeted interventions.
- Discipline data reports for the district delivered monthly. These reports allow the district to track disproportionality indicators monthly and gain a general sense about the behavior trends across the district.

Fees

Disproportionality Consultation (2 days): $3,000

District Capacity for PBIS (9 days): $13,500

School Site Technical Assistance for PBIS for 12 schools (24 days): $36,000

Monthly Data Solution (PBIS): $16,800

TOTAL COST: $69,300

Collaborative Learning Solutions, LLC	San Leandro Unified School District
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Jon Eyler	Mike McLaughlin, Ed.D., Superintendent
Date: _____	Date: _____