The Center for Community Engagement at Arkansas State University

# Positive Behavioral Interventions & Supports

# Facilitator's Guide to PBIS Training

Module 14: PBIS Assessment & Evaluation







## **Arkansas State Personnel Development Grant**

Focus Area: Assessment and Evaluation in PBIS

### **Title of Training:**

### **Module 14: PBIS Assessment & Evaluation**

**Suggested Training Time:** 1-2 Hours

### About this guide:

This guide and others in the series were developed to assist facilitators when presenting PBIS training modules to administrators, schools, districts, teams, and others interested in implementing PBIS.

#### What is included?

- The first part of this guide (pgs. 1-4) includes information to help facilitators prepare to present the training module.
- The main part of this guide includes a picture of each slide from the accompanying PowerPoint, with notes for presenting each slide.
- Throughout the guide are activities and examples that are not included in the accompanying PowerPoint presentation.
  - The activities will appear in a green text box with a green star.
  - Examples will appear in a blue text box with a smiley face.
- At the end of this guide are "homework assignments" (preparing for next steps), discussion questions, and resources for attendees.

## Suggested pre-requisites to this training:

Module 1 (Philosophy and Overview of PBIS) will give more background about PBIS and help schools prepare for all future trainings.

Module 9 (Collecting and Using Data for PBIS Tier I Decision Making) will guide attendees through the process of using discipline and other data to make informed decisions about PBIS action plans.

### **Training Description:**

This training module has been developed to highlight the importance of conducting regular evaluation to ensure fidelity when implementing Tier I and to provide implementers with information on PBIS assessment tools.

### **Training Sections:**

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Section 1 – Introduction to Evaluation and Data Sources (Slides 3 – 7) pgs. 5-12
Section 2 – Assessment Tools (Slides 8-22) pgs. 13-28
Section 3 – Evaluation Planning and Sharing (Slides 23-24) pgs. 29-36
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### **Training Materials/Equipment Needed:**

### PowerPoint for Module 14: PBIS Assessment & Evaluation

- Equipment to project the PowerPoint
  - Laptop computer
  - Multiple ways to access PowerPoint (downloaded on computer, flash drive, etc.)
  - o Projector
  - o Speakers, if needed
  - Microphone(s), if needed
  - o Required connecting cables, extension cords, etc.
  - "Clicker" to advance slides
- Note on showing videos embedded in the PowerPoint presentation:
  - Before beginning your training session, put the PowerPoint in presenter mode and advance to the slides with embedded videos.
  - o It may take a minute for video to load. Be patient.
  - Once video is loaded, a still shot with arrow to start the video will appear on the slide.
  - o Click on arrow to check that the video works with your Wi-Fi.
- Provide links for participants to download the PowerPoint
- Only if necessary, provide a hard copy of the PowerPoint

## **Suggested Materials:**

- Notepads
- Pens or pencils
- Easel and flip chart
- Markers
- Sticky notes

### **Handouts:**

Physical and/or electronic copies of

- The Tiered Fidelity Inventory (TFI)
  - https://www.pbisapps.org/Resources/SWIS%20Publications/SWP BIS%20Tiered%20Fidelity%20Inventory%20(TFI).pdf



## **Activities in this Training:**

- TFI Practice (pg. 22)
  - Distribute copies of the TFI

### **Essential Questions:**

These essential questions will be addressed in this training module:

- Why is it important to use evaluation to monitor progress and ensure fidelity when implementing PBIS?
- How do you use assessments to make decisions about PBIS implementation?

## **Trainer Tips:**

- Be sure to stress that evaluation is an important part of implementing PBIS because we (schools, districts, regions, states) are always striving for improvement in efficiency and effectiveness. Even when things appear to be going well, it is important to look at the data.
- Administrators change, staff members change, students change, communities change, and families change. Regular evaluation will help schools sustain PBIS through these changes.

# **Training Section One**

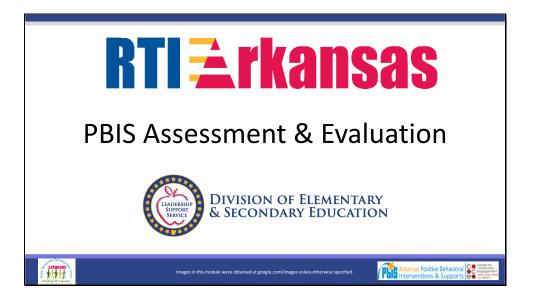
# **Introduction to Evaluation and Data Sources**

**Slides 3 - 7** 

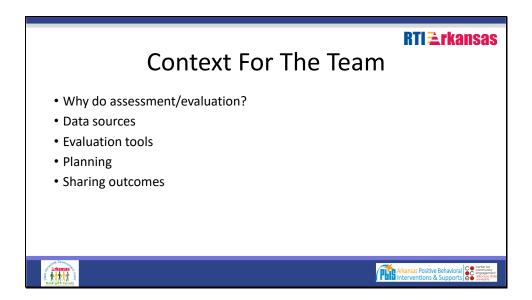
## Goals

Participants will understand

- Why evaluation is important
- What we evaluate in PBIS
- Which data are used in evaluating PBIS



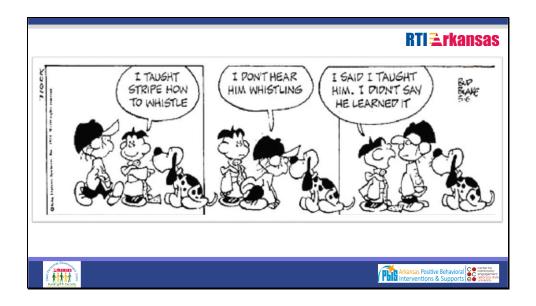
# Slide #1 [ PBIS Assessment & Evaluation ]



# Slide #2 [ Context For The Team ]

### **Trainer Notes:**

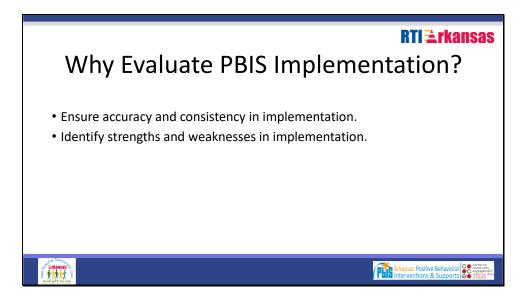
 In this training, we will discuss the need for, and uses of, evaluation and assessment and learn about some tools to use for assessment and evaluation. Also, we will talk about the importance of planning evaluation and sharing results.



Slide #3
[ What Can Happen If You Don't Use Assessment ]

### **Trainer Notes:**

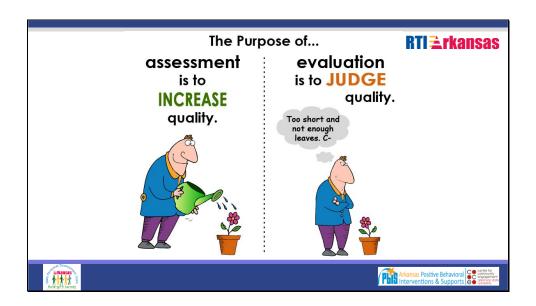
This comic strip shows what can happen if you don't use assessment. We
can teach something, but that doesn't mean the student learned! By using
assessment and evaluation, you can use the information gained to make
decisions about current actions and strategies, and make a plan for going
forward.



# Slide #4 [ Why Evaluate PBIS Implementation? ]

### **Trainer Notes:**

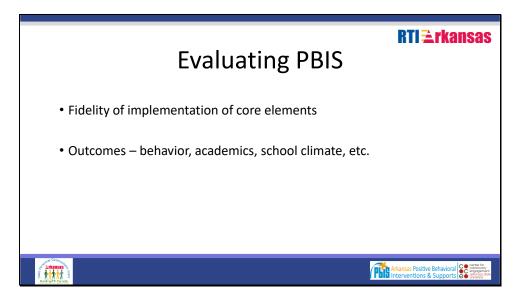
• How will you know if you are implementing PBIS systems and practices consistently and accurately? Evaluate the "glows" and "grows" (find your strengths and your areas in need of more work).



Slide #5
[ The Purpose of Assessment and Evaluation ]

### **Trainer Notes:**

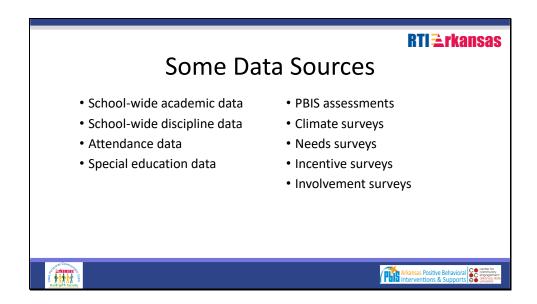
 Assessment and evaluation are often used interchangeably, but generally, assessments are used formatively and evaluations are used in a summative way. So, you could say that an evaluation is a summative assessment. The tools we will look at later in this presentation can be used in both ways.



# Slide #6 [ Evaluating PBIS ]

### **Trainer Notes:**

When we evaluate PBIS, we are asking two overarching questions: 1) how
well are we implementing the core elements of PBIS, and 2) are we getting
the outcomes that we want to get? We then use this information to develop
action plans to address areas of need and to find ways to make systems and
practices more efficient. Evaluation can also help schools prepare for
implementing Tiers II and III.



# Slide #7 [ Some Data Sources ]

#### **Trainer Notes:**

• Data sources serve different purposes in evaluation. School-wide academic and discipline data show big picture, important outcomes. This may include office referrals, suspensions, standardized testing, grades, etc. You can also look at groups within the school, such as students with disabilities, male students, Hispanic students, ESL learners, etc. to show disproportionality data (for example, what percent of students receiving special education are receiving discipline referrals, suspensions, and expulsions?). PBIS assessments help teams implement the core elements of PBIS and continuously improve the effectiveness and efficiency of implementation of those elements. For example, the PBIS Self-Assessment Survey can show staff perspective on how well PBIS is being implemented in the school. Other surveys can be given to look at specific topics, such as those listed above.

# **Training Section Two**

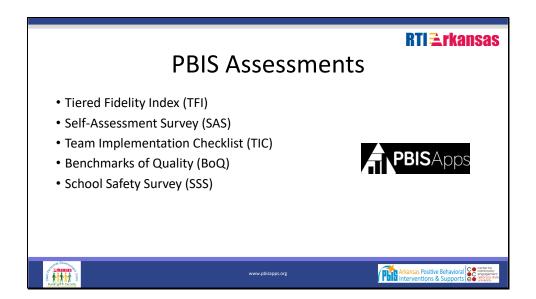
# **Assessment Tools**

**Slides 8 - 22** 

## Goals

# Participants will understand

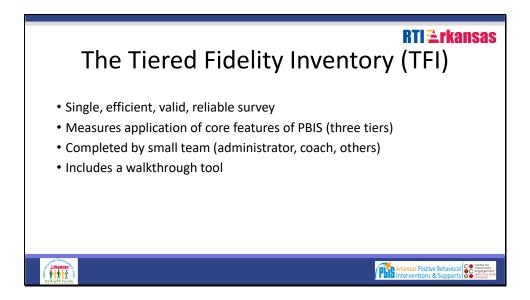
- What assessments are available from PBIS Apps
- How PBIS assessments are used
- How and when to use other assessments



# Slide #8 [ PBIS Assessments ]

#### **Trainer Notes:**

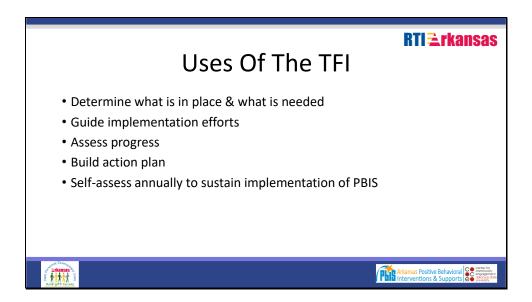
• PBIS assessments are specifically for assessing how well PBIS is being implemented from different perspectives. The TFI can be used as a formative assessment as well as an annual evaluation. It is designed to assess all three tiers. The SAS is recommended as a yearly assessment of how well staff feel PBIS is being implemented. This helps to inform the team of various areas of need, such as communication and professional development. The TIC is a good tool for teams to use often when first implementing PBIS. It will help them identify Tier I components that need to be addressed. The BoQ is a tool for teams to assess implementation of Tier I and what impact it is having. The SSS assesses safety from the perspective of various staff and students. All of these tools and others are online and free at www.pbisapps.org.



# Slide #9 [ The Tiered Fidelity Inventory (TFI) ]

#### **Trainer Notes:**

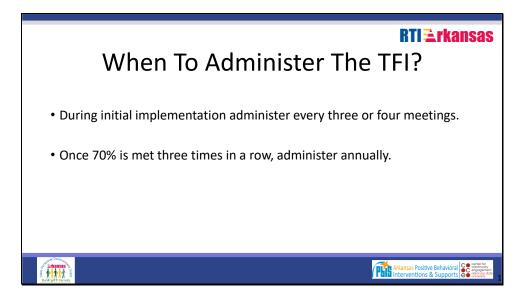
• We will go into a little more depth with the TFI, as it can be used by the team for most of their assessment and evaluation needs. Teams can still use the TIC or BoQ, but the TFI can also be used for their purposes. The TFI can evaluate all three tiers of PBIS. This provides a single, efficient, valid, and reliable survey to guide PBIS implementation. It measures the extent to which school personnel apply core features of PBIS. It is completed by a small team that includes an administrator, coach, and others, with input from team. The TFI walkthrough tool is for assessing visual displays and student and staff understanding of PBIS.



# Slide #10 [ Uses Of The TFI ]

## **Trainer Notes:**

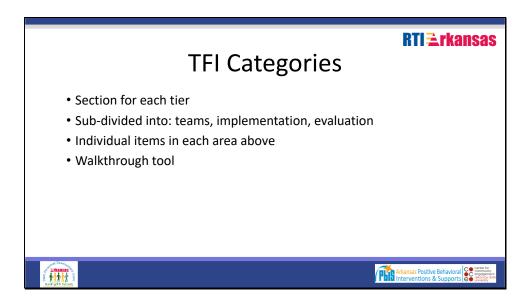
 Use <u>formative assessment</u> to determine PBIS practices currently in place and those needed prior to launching implementation. Use <u>progress</u> <u>monitoring</u> to assess your PBIS practices to guide implementation efforts and monitor progress. Build an action plan to focus implementation efforts. Use an <u>annual self-assessment</u> to facilitate sustained implementation of PBIS.



# Slide #11 [ When To Administer The TFI? ]

### **Trainer Notes:**

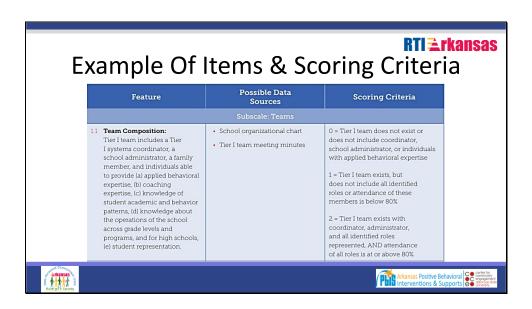
• During initial implementation, complete the TFI every three or four meetings until you reach 70% fidelity three times in a row. Once that is met, you can complete the TFI annually.



# Slide #12 [ TFI Categories ]

### **Trainer Notes:**

• The TFI can assess implementation for all three tiers. Each tier has items in three categories: (1) teams, (2) implementation, and (3) evaluation. There is also a walkthrough tool to get an understanding of how PBIS is visually represented around the school and to get feedback from staff and students on their understanding of PBIS.



# Slide #13 [ Example Of Items & Scoring Criteria ]

#### **Trainer Notes:**

These are items from the "Teams" category of the Tier I section of the TFI.
 The item is described, and the criteria show how to score this item based on what is in place. The middle column shows possible sources for collecting data that will verify the score.



# Slide #14 [ Action Planning With The TFI ]

#### **Trainer Notes:**

 Once you have assessment/evaluation data, use those data to develop plans for improvement. Identify an area or two that scored lower than desired on the assessment. Identify individual items that you want to address in those areas. Develop action steps to address the items, along with a timeline and individuals responsible for each step.

Subscale	Item	Current Score	Action(s)	Person(s) Responsible	Timeline
us	1.1 Team Composition				
Teams	1.2 Team Operating Procedures				
			1		
	1.3 Behavioral Expectations				
	1.4 Teaching Expectations				
	1.5 Problem Behavior Definitions				
<u></u>	1.6 Discipline Policies				
Implementation	1.7 Professional Development				
	1.8 Classroom Procedures				
<u> </u>	1.9 Feedback and Acknowledgment				
	1.10 Faculty Involvement				
	1.11 Student/Family/Community Involvement				
					-
Evaluation	1.12 Discipline Data				
	1.13 Data-based Decision Making				
yalu	1.14 Fidelity Data				
	1.15 Annual Evaluation				

# Slide #15 [ TFI Action Planning Worksheet For Tier I ]

## **Trainer Notes:**

• This is the TFI action planning worksheet for Tier I of the TFI.

Action Plan (Based on what source?)	What needs to be done	Who will do what	When completed
1. Train all staff to work collaboratively and respectfully with families. (Family Survey questions 9, 10, 13)	Create a monthly newsletter to keep parents informed of PBIS/RTI data/events. Include volunteer portion for parents to be involved.	Tier I team will create a sub-team dedicated to communicating with staff and parents.	September 2017
2. Assess parents' opinions of how well schools communicate with them. (Family Survey)	Continue using Survey Monkey Parent Survey in 1 <sup>st</sup> and 3 <sup>rd</sup> quarters.	Tier I sub-committee will review results of surveys.	Fall and spring 2017/2018
3. Share school-wide expectations, t-chart, school matrix, strategies for acknowledging, and the acknowledgement system. (Family Survey questions 4 & 15)	Expand current brochure given out at beginning of the year to include more info on PBIS/RTI and the benefits of implementing them.	Tier I sub-committee will make changes to brochure and to displays that will be posted at open house.	Summer 2017 – ready to use at open house night.
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# Slide #16 [ Action Plan Around A Parent Engagement Survey ]

#### **Trainer Notes:**

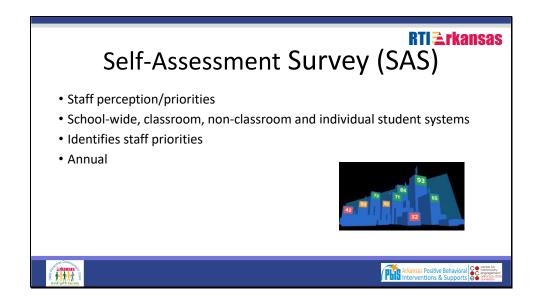
Here is an example of an action plan around a parent engagement survey.
 This spreadsheet is a generic example that can be used to action plan using results from any type of assessment.



## **ACTIVITY**

#### TFI Practice

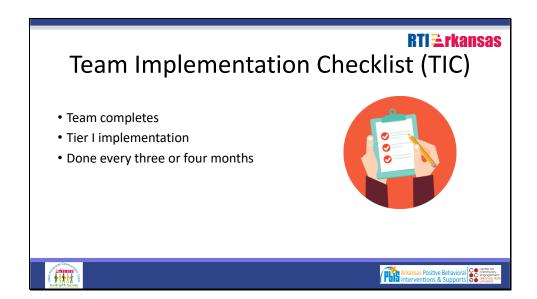
Hand out the <u>TFI</u> to attendees. Have attendees turn to page 6 and complete items 1.1 (Team Composition) and 1.2 (Team Operating Procedures). Then, have attendees turn to page 25 and record the scores for 1.1 and 1.2. Develop an action plan for any incomplete items.



# Slide #17 [ Self-Assessment Survey (SAS) ]

#### **Trainer Notes:**

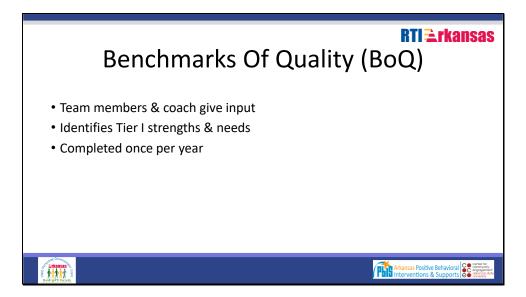
 The SAS is a staff perception of school-wide discipline systems. It assesses school-wide, classroom, non-classroom, and individual student systems and identifies the staff priorities for action planning (what areas do staff feel are not fully in place – prioritized). This is an annual assessment. It is recommended that it is completed by at least 80% of staff.



# Slide #18 [ Team Implementation Checklist (TIC) ]

### **Trainer Notes:**

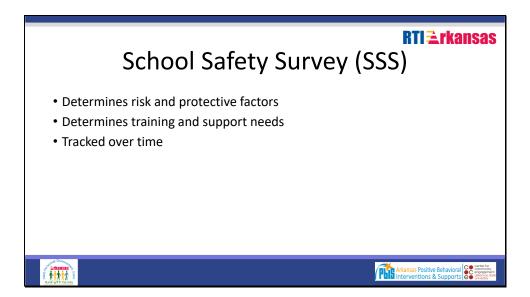
The TIC is a team progress monitoring tool that the team completes
collectively, allowing them to identify what is or isn't in place in Tier I
implementation. It is conducted every three or four months while first
implementing Tier I; other assessments can be used on an annual basis
after this.



# Slide #19 [ Benchmarks Of Quality (BoQ) ]

### **Trainer Notes:**

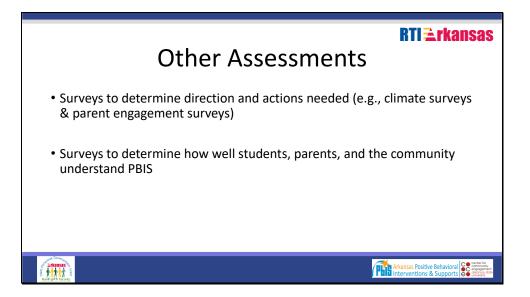
• The BoQ assesses Tier I implementation. Team members and the coach give input to identify strengths and areas of need. It is completed once per year (typically in the spring).



# Slide #20 [ School Safety Survey (SSS) ]

### **Trainer Notes:**

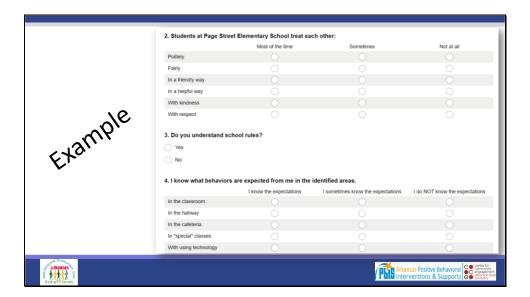
• The SSS determines risk and protective factors for the school and what training/support may be needed in the areas of safety and security to make staff and students feel safe at school. It is tracked over time to see changes.



# Slide #21 [ Other Assessments ]

#### **Trainer Notes:**

Results from the surveys on the previous slides can help direct the team to
other surveys that support the development of action steps. For example, if
question 13 on the SAS (school has formal strategies for informing families
about expected student behaviors at school) was identified as "not in place"
and "high priority", you may consider conducting a parent survey to get
their perspective and then develop an action plan for this item.



Slide #22 [ Example ]

### **Trainer Notes:**

• This is an example of part of a survey for students to understand how they perceive the climate and how much they know about the rules and expectations in their school.

# **Training Section Three**

# **Evaluation Planning and Sharing**

Slides 23 - 24

## Goals

## Participants will understand

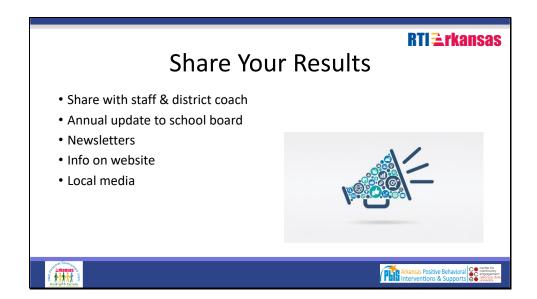
- How to plan evaluation throughout the year
- The importance of sharing evaluation information

Measure/Tool	lan For Eva			Year Two			Year Three		
	Fall Winter Spring		Fall Winter Spring		Fall Winter Spring				
TFI	Sept	- Trince	April/May		- Winter	April/May		- Winter	April/May
SAS	Oct			Oct			Oct		
TIC		Jan							
Parent Survey	Aug			Aug			Aug		
Climate Survey for students	Sept		April			April			April
Teacher survey		Feb			Feb			Feb	

Slide #23
[ Plan For Evaluation (Example) ]

#### **Trainer Notes:**

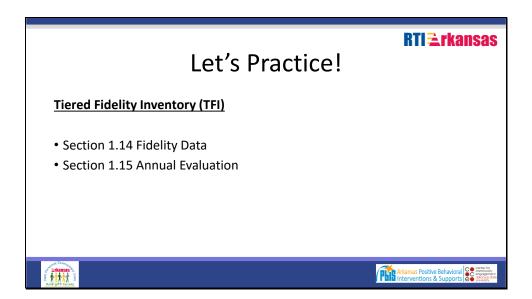
• Some districts may have a schedule for some of the evaluations, especially the TFI, but building teams should have a schedule in place at the beginning of the year. Decide what tools you want to use and when you will administer them. Typically, you should assess staff using the SAS once a year and complete the TFI once a year after the first year of implementation. Other assessments or surveys can be added as needed. The example above shows plans to collect some baseline data and then compare data year to year. This can always be amended, but it's good to have a plan in place.



# Slide #24 [ Share Your Results ]

#### **Trainer Notes:**

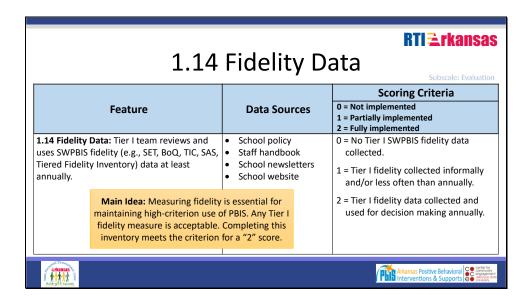
• Show staff the progress on action plans to let them see that their efforts are paying off. The school board is also more likely to be supportive and positive about PBIS when they see what you have accomplished over the year. This is where the district coach can play a role; they can present a snapshot of the district to show where you are making improvements and where you want to keep improving. The school board will see that you are dedicated to improvement and will likely continue to make sure you have the resources and money that you need. Having informed parents is a great thing! If they are on board with PBIS, they will be more likely to encourage their kids and remind their kids of the expectations. The media is often looking for stories that highlight local schools, so reach out to them! Report to the community what you've accomplished and what you have planned.



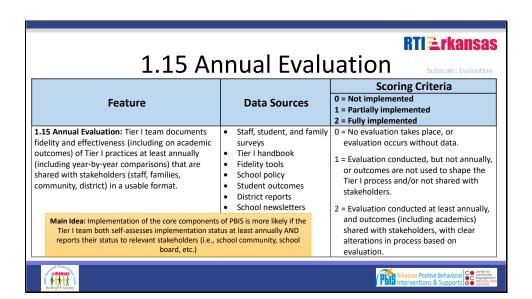
# Slide #25 [ Let's Practice! ]

### **Trainer Notes:**

• The items of the TFI that assess how well a team is doing in the area of evaluation are 1.14 (Fidelity Data) of the TFI and 1.15 (Annual Evaluation) of the TFI. The following slides can guide the team in their implementation of the evaluation portion of PBIS.



# Slide #26 [ 1.14 Fidelity Data ]



# Slide #27 [ 1.15 Annual Evaluation ]



# Summary

- Conduct regular assessments and surveys.
  - Monitor fidelity of implementation.
  - Assess satisfaction and buy-in.
- Do evaluations regularly (at least annually).
  - See the big picture.
  - Report to stakeholders.





# Slide #28 [ Summary ]

## **RTI**≟rkansas

# Resources

- <a href="https://www.pbisapps.org/Applications/Pages/PBIS-Assessment.aspx">https://www.pbisapps.org/Applications/Pages/PBIS-Assessment.aspx</a> PBIS Apps Assessment Overview
- <a href="https://www.pbis.org/resource-type/assessments">https://www.pbis.org/resource-type/assessments</a>
  PBIS Technical Assistance Center info on evaluation tools





# Slide #29 [ Resources ]

### **Discussion Questions:**

- 1. How will you ensure that staff are engaged in, and understand, the importance of the evaluation process?
- 2. How will you use evaluation data to address sustainability of PBIS at your school?
- 3. Do you have long-term plans for evaluation? What goals will you set (these will determine the types of evaluation you will do)?
- 4. Does your team have a master plan for the year that includes...
  - a. Plans and dates for evaluation?
  - b. Plans for communicating assessment info and data to staff?

#### **Resources:**

- Missouri PBIS Website Ongoing Monitoring:
   <a href="http://pbismissouri.org/wp-content/uploads/2018/08/Tier-1-2018">http://pbismissouri.org/wp-content/uploads/2018/08/Tier-1-2018</a> Ch.-7.pdf?x30198
- PBIS Compendium Tier I Resources:
   <a href="http://pbiscompendium.ssd.k12.mo.us/universal-examples">http://pbiscompendium.ssd.k12.mo.us/universal-examples</a>
- CCE Website Assessments:
   http://cce.astate.edu/pbis/pbis-assessments/
- PBIS Apps Assessments:
   https://www.pbisapps.org/Applications/Pages/PBIS-Assessment.aspx

#### **Next Module:**

The suggested next module is Module 15: Tiered Fidelity Inventory (TFI). This module will guide school and district implementers in using the TFI.