



PBIS POST

Wisconsin PBIS Network

January 2011

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[Wisconsin PBIS Network Launched Website](#)

The Wisconsin PBIS Network has launched the [state-wide website](#). The website features PBIS tools and information for Educators, Coaches, Administrators, and Parents and Families. The purpose of the website is to provide information for districts, schools, teams, parents, and families about PBIS throughout the state. It is also a place that schools and districts can share tools, examples, and successes from their own PBIS implementation with other schools and districts.



If your school or district is looking for information about getting started with PBIS, the best place to start is <http://www.wisconsinPBISnetwork.org/getting-started.html>. If you have already started PBIS, there are tools and resources available to you here <http://www.wisconsinPBISnetwork.org/pbis-in-action.html>. The website includes a state-wide event calendar that lists upcoming trainings. The event calendar can be found at <http://www.wisconsinPBISnetwork.org/events-calendar.html>. To have an event listed on the calendar please contact the network at schindelc@wisconsinPBISnetwork.org for an Event Request Form.

If you have any information or resources that you are willing to share with other schools that they might find useful, please contact Cari Schindel at schindelc@wisconsinPBISnetwork.org.

The website will be changing and growing through feedback from people like you! If you would like to see something on the website that isn't there already, please contact Cari Schindel at schindelc@wisconsinPBISnetwork.org. We welcome your feedback!

[Importance of Readiness for PBIS Implementation](#)

Readiness is a term that is used quite frequently when referring to training and implementation of Positive Behavioral Interventions and Supports (PBIS). When you hear readiness, we are specifically referring to, among other things:

- School and district administrators attend an administrative overview to learn about PBIS, including the expected outcomes and necessary commitments.
- School behavior has been identified as a top school and district goal for school improvement.

- Staff has been informed of PBIS and has a voice in the school's decision to get trained in and implement PBIS.
- A PBIS leadership team has been formed (generally 6-8 members) and has broad representation.
- A 3-5 year funding source has been identified for training and staffing allocations including external coach(es), internal coach(es), administrative time, and team time.

Schools in Wisconsin and across the nation that have established strong commitment and readiness prior to training have shown sustainability at a rate of more than three times that of schools and districts without that readiness. These schools also reach fidelity of implementation at a faster rate than schools without readiness in place prior to training.

Data from Florida's PBIS project has shown that schools implementing PBIS with fidelity, as measured by tools developed by the national PBIS Center and available through www.pbssurveys.org, report approximately a 40% reduction in office discipline referrals, in-school suspensions, and out-of-school suspensions when compared to other PBIS schools who are not implementing with fidelity.

The goal of the PBIS Network is to set districts and schools up for success in their PBIS implementation; readiness has been shown to be an important component for successful implementation. To assist with your district's readiness, the Wisconsin PBIS Network has regional coordinators across the state working with districts and CESAs to schedule administrative overviews and assist with establishing readiness prior to training. Contact information for your regional coordinator can be found by clicking this link: <http://www.wisconsinPBISnetwork.org/regional-coordinators.html>. Please contact your regional coordinator to begin the readiness process prior to registering for training, as this will ensure sufficient time to have all the pieces in place for strong training and implementation.

The Wisconsin PBIS Network has also developed documents for assisting district and school leadership teams in understanding the expected commitments of PBIS and establishing readiness. These documents can be downloaded from: <http://www.wisconsinPBISnetwork.org/educators/getting-started/readiness.html>.



What are Coaches and Why do we Need Them

Another necessary component for successful PBIS implementation is the presence of PBIS coaches; both within the PBIS school (internal coach) and outside of the PBIS school (external coach). Joyce and Showers (2002) found that actual application of material learned at training was only 5% when participants attended a presentation/lecture and the material was demonstrated and practiced. However, when coaching was added, as well as administrative support and data feedback, application rose to 95%!

An Internal Coach works within the building that they are coaching. Generally an Internal Coach is a school psychologist, social worker, counselor, special education teacher, administrator, or grade level teacher that works within the school building on a daily basis. The National

Technical Assistance Center for PBIS recommends that Internal Coaches be relieved of other duties for one period per day or .15 FTE.

Internal Coaches are responsible for attending and monitoring PBIS trainings with their team. They also set up team meetings, set goals with the team, assist with coordination of PBIS events within the school, ensure that the team completes fidelity tools such as the Team Implementation Checklist, Benchmarks of Quality, and Self-Assessment Survey on a regular basis, and analyze school data and share it with staff and stakeholders. The Internal Coach promotes shared decision-making but also has the authority to initiate change for their building.

An External Coach does not work on a daily basis within the building that they are coaching. Generally an External Coach is a district level employee that is involved with RtI and PBIS for the entire district. Often this is the district Special Education Director, Pupil Services Director, or Director of Staff Development in larger districts. In smaller districts, the position is often filled by a School Counselor, School Psychologist, or Social Worker that is shared by many/all of the buildings in the district. The National Technical Assistance Center for PBIS recommends that External Coaches be staffed at about .20 FTE for every 4-5 schools.

External Coaches are responsible for being the link between internal coaches, the district, and the Wisconsin PBIS Network (Regional Technical Assistance Coordinators). They coordinate school and district improvement efforts, including Academic and Behavioral Rtl, and provide technical assistance to building level coaches and teams. Often the External Coach also serves as the district's Local Coordinator for the PBIS Surveys website (www.pbssurveys.org) and opens/closes survey windows for their schools as well as assisting them with using results to create action plans for improving PBIS implementation.

More information on Internal and External Coaches, including job descriptions, can be found at <http://www.wisconsinPBISnetwork.org/coaches.html>. The website also includes many useful resources for coaches.

[Save the Date for the External Coaches Forum](#)

The Wisconsin PBIS Network will host training specifically designed to support External Coaches. The training will be on April 6, 2011 in Wisconsin Dells. Watch for more details as they are developed.



[Recap 2010 PBIS Coaches Training and Dates for 2011](#)

Thanks to you, the 2010 PBIS Coaches Training held in August was a huge success! Over 500 people from 190 different school districts in Wisconsin attended the two-day training. We are very appreciative of all of the feedback that we have received regarding the training, and we have used it to make some changes to the location, format, and topics for our 2011 conference.

The Wisconsin PBIS Network Conference for 2011 is scheduled for August 16-17, 2011 at the Kalahari Resorts in Wisconsin Dells. This training will feature national and local PBIS leaders, including Lucille Eber and Susan Barrett, and will focus on skill and knowledge development for PBIS teams, with break-out sessions that will be useful for PBIS team members, administrators, internal coaches, and external coaches.



[PBIS Success Stories](#)

We need your help filling this section of our newsletter! In this section we would like to share stories written by schools implementing PBIS. The stories need not be long – just a short description (with data) of a problem area, what was done about it, and what the outcome was. This can be anything from a reduction in the number of office discipline referrals, to a reduction in suspensions/expulsions, or even an increase in the number of students being acknowledged for good behavior, or an improvement in school climate. Some example success stories that have already been shared with us can be found on the website at

<http://www.wisconsinPBISnetwork.org/coaches/success-stories.html>. Celebrating success should be a staple in PBIS team meetings and we would love to have some stories to share with everyone in our newsletter!

Please submit stories to the Wisconsin PBIS Network at schindelc@wisconsinPBISnetwork.org.

In lieu of the usual school success stories, this section will be used to celebrate statewide PBIS successes. At the end of the 2009-10 school year, Wisconsin had 435 schools trained in PBIS, 319 schools implementing PBIS (completed at least one survey on the PBS Surveys website), and 70 schools that had reached fidelity on one or more tool on the PBS Surveys website.

Now we find ourselves at approximately the middle of the 2010-11 school year with at least 557 schools trained in PBIS, 438 schools implementing PBIS, and 117 implementing PBIS with fidelity.

That's a 28% increase in the number of schools trained, a 37% increase in the number of schools implementing, and a 67% increase in the number of schools implementing PBIS with fidelity! Keep up the great work everyone!