

# 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

