D3 — Integrating & Aligning PBIS with Other Initiatives

Presenters:
Dr. Jeffrey Sprague, University of Oregon; DJ Pittenger & Lindsey Thompkins, San Luis Obispo County Office of Education; Chief Deputy Probation Officer Marguerite M. Harris, San Luis Obispo County Probation Department; Brenda Scheuermann, Texas State University

- Topic: Juvenile Justice
- Keywords: Alternative Settings, Systems Alignment
## Virtual Forum Expectations

<table>
<thead>
<tr>
<th>Expectation</th>
<th>Overall Event</th>
<th>Chat Tab</th>
<th>Polls Tab (+Q&amp;A)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Be Responsible</strong></td>
<td>✦ Use a shared action plan for your team</td>
<td>✦ Post positive on-topic comments</td>
<td>✦ Add questions before and/or during session</td>
</tr>
<tr>
<td></td>
<td>✦ Complete session evaluations</td>
<td>✦ Questions for the presenters go in the Polls tab ⇒</td>
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<tr>
<td><strong>Be Respectful</strong></td>
<td>✦ Limit distractions</td>
<td>✦ Use inclusive language</td>
<td>✦ Use sincere phrasing</td>
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<td></td>
<td>✦ Follow up on your assigned action items</td>
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<td>✦ Complete additional polls when prompted</td>
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<tr>
<td><strong>Be Safe</strong></td>
<td>✦ Take movement breaks</td>
<td>✦ Engage in productive dialogue</td>
<td>✦ Ask solution-oriented questions</td>
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<td>✦ Be aware of your stress level</td>
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<tr>
<td><strong>For Presenters</strong></td>
<td>✦ Ensure Files Tab has current materials and related weblinks</td>
<td>✦ Monitor and remove inappropriate comments</td>
<td>✦ Identify common Qs to address in final 15 minutes</td>
</tr>
</tbody>
</table>
Tips for Participants

Finding Your Registered Sessions in Pathable

Your Personalized Schedule (My Agenda)

Locate the Agenda Menu, Select “My Agenda” from the drop-down, and you will see the sessions for which you are registered. A green check mark in the upper right corner indicates you are registered.
Tips for Participants

Navigating the Session Page

1. **Session Details** (Title, Presenters, Date & Time, Description, Keywords)
2. Join Session
3. Interact through Chat, Polls, & Uploaded Files

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**Image:**

1. **Orientation for Tech Assistants and Content Facilitators (OPTIONAL for Presenters)**
   - Jennifer Norton
     - Midwest PBIS Network
     - Project Coordinator
   - Brian Meyer
     - Midwest PBIS Network (IL)
     - Co-Director

   **Date & Time:**
   - 2:00 PM - 4:00 PM CDT on Friday, September 18

   **Description:**
   This session is an orientation for tech assistants and content facilitators on the Pathable Portal. This Orientation is OPTIONAL for Presenters. This Orientation will be

2. **Join Meeting**
   - **Speaker Only:** Join the live meeting now

3. **Chat:**
   - "yes!"
   - Diane LaMaster
     - I had to open zoom to hear
**Tips for Participants**

**Chat, Polls, and Q&A**

1. **Use Chat** for engaging with other participants around the session topic.

   *Presenters may use chat differently in specific sessions.*

   Follow overall Forum expectations for responsible, respectful, and safe chatting.

2. **Find the Q&A under Polls.** Questions for presenters go there.

3. Some sessions have other **Polls or more Specific Questions.** Complete those when prompted.

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*Virtual PBIS Leadership Forum | #PBISForum  October 26-28, 2021*
**Tips for Participants**

**Be careful of accidentally navigating away**

*While participating in a live Session…Be Present!*

- If you navigate away from the live Session you will need to press the “Join Meeting” button to get back in.
- What does **navigating away** look like? Here are some examples:
  1. Clicking on any area of the navigation menu
  2. Clicking on a Person’s name
Tips for Participants

Support is Available

If at any time you need support as a participant, use the Help Desk:
Learning Objectives

1. Describe the rationale for integrating and aligning multiple prevention approaches in a multi-tiered support system
2. List criteria for selecting interventions to improve school climate and social-emotional competence
3. Hear about our journey in San Luis Obispo and realize you can do it too
4. See the Alignment Plan in Action
5. Acknowledge that it is a process that requires sustained effort
Why integrate and align programs or interventions?

- **Challenge:**
  - We attempt to install more “programs” or “initiatives” or “practices” than can be implemented well.
    - This is one of the biggest threats to **high fidelity implementation**
    - This is one of the biggest threats to **sustaining an intervention**
  - How do we align and integrate for cost-efficiency and effectiveness?
Why integrate programs?

Most programs by themselves have modest effects because different risk factors may lead to same problem behavior(s)

- Academic and behavioral challenges
- Relationships
  - Teacher-student
  - Student-student

- The youth population is heterogeneous
  - Cultural and economic factors
  - Risk factors
  - Developmental trajectories
Why Integrate programs?

- No magic—one program doesn’t “do it all”
- “One-size-fits-all” approaches don’t address every valued outcome or risk factor
- Integration allows for tailoring to a specific area of need
  - Discipline data
  - Student and adult surveys
- Many evidence-based programs “dovetail” naturally
Strategies for Integrating and Aligning

• Decide what programs are to be installed
• Learn about the evidence-base for your selected programs
  – Efficacy/effectiveness
  – User satisfaction/use (aka social validity)
• What is the logic or theory behind each program?
• Establish concrete achievable goals and timelines
• Look for areas of alignment in new programs that will support what exists
The Alignment Process

Step I: Assessment of Current Programs

- Coordinate and lead alignment process with an executive level team.
- Define the valued outcome(s) to be achieved.
- Develop an inventory of the related programs that are currently implemented across the district.
- Identify the core system features for programs targeted for alignment.
- Analyze and make decisions for alignment of programs.
- Design the plan for effective alignment including implementation, evaluation and professional development.
The Alignment Process

Step II: Adopt a formal process for adding new programs

• For any new programs being considered, determine their “fit”, including evidence-base among other programs.

• If team determines new practice/program is to be adopted, team determines how the new practice/program can be aligned within the existing framework for related programs.
“Garage Sale Principle”

- Begin with a “clean garage”
- Pull out all of the programs and protocols you have currently
- Look for common and unique features
- Decide what’s really needed and feasible
- Put back in the integrated approach!
Our Facilities

San Luis Obispo County Juvenile Services Center
Detention and Camp Facility
Our Facilities

Intensive Therapeutic Classroom
Chris Jespersen (CJ)

Loma Vista Community School
Where We Started (2013)

• Very little coordination between custody and education staff
• Minimal coordination between alternative education and special education administration or staff
• Different administration & supervisors
• “That’s the way it’s always been”
2013...A New School
Assistant Superintendent

- Recognized the need for system
- Recognized the need for research-based programs
- “Elementary school was the last time these youth had success”
- 2013-14 Exploration
  - Northwest PBIS Conference 2014
New Leadership
(Education & Custody)

• April 2016 ~ Chief Deputy Probation Officer Marguerite M. Harris

• July 2016 ~ Team visit to Placer County Juvenile Facility

• September 2016 ~ Facility-wide Training with Dr. Jeff Sprague
School Expectations

Vision Plan Components

- What do we expect the student to do?
  - Meet the essential outcomes.
  - Tell why it is important.
  - Give positive and negative examples.
  - Provide opportunities for additional practice and fluency building.
- Prevent problems from occurring.
  - Avoid using the same tasks.
  - Give positive feedback for expected behaviors.
  - Reduce adverse problem behavior sources.
  - Remove behavioral consequences.
- Measure for success.
We Organized Our Garage!!
Facility-wide PBIS
September 2016
Team Presentation at the CA PBIS Conference in Sacramento
The Implementation Plan Continues

- Hired a Board Certified Behavior Analyst (B.C.B.A.) as our Coordinator, Lindsey Thompkins
- Integration of ALL programs begins
2021
Beyond Title 15 and Welfare & Institution Code

Why are we here?
Where are we now?
Established a social culture

- Common language
- Common experience
- Common vision/values
Culture is facility-wide

- Housing units
- Individual programs
- School
- Institutional Programs
- Education Staff
- Custody Staff
- Court
- Agency Partners
<table>
<thead>
<tr>
<th>UNITS</th>
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<tr>
<td>SAFE</td>
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<tr>
<td>• Appropriate dress</td>
</tr>
<tr>
<td>• Ask permission before moving by raising your hand &amp; being called on</td>
</tr>
<tr>
<td>• Resolve conflicts constructively</td>
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<tr>
<td>• Keep your hands and feet to yourself</td>
</tr>
<tr>
<td>RESPONSIBLE</td>
</tr>
<tr>
<td>• Return all checked-out items</td>
</tr>
<tr>
<td>• Keep track of all of your items</td>
</tr>
<tr>
<td>• Participate in activities</td>
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<tr>
<td>• Prioritize your time (use it wisely)</td>
</tr>
<tr>
<td>CONSIDERATE</td>
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<tr>
<td>• Follow staff directions</td>
</tr>
<tr>
<td>• Appropriate language and conversations</td>
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<tr>
<td>• Inside voices</td>
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San Luis Obispo County Juvenile Hall
✔ Know the expectations
✔ Teach Them
Reward Them

San Luis Obispo County Juvenile Hall

- Safe
- Responsible
- Considerate

CLEAR  CHECK STUDENT

SCAN TO REWARD
### STAFF

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<tr>
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<td>Wear equipment properly</td>
<td>Maintain clean and orderly workplace</td>
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<tr>
<td>Pre-plan and anticipate</td>
<td>Be professional</td>
<td>Provide clear, timely, and detailed feedback</td>
</tr>
<tr>
<td>Be alert</td>
<td>Collaborate with facility partners</td>
<td>Model positive behavior</td>
</tr>
<tr>
<td>Ask for help when needed</td>
<td>Be consistent</td>
<td>Take care of your co-workers</td>
</tr>
<tr>
<td>Be firm, fair, and consistent</td>
<td>Have reasonable expectations</td>
<td>Respect diversity</td>
</tr>
<tr>
<td></td>
<td>Communicate</td>
<td>Use 4:1 ratio</td>
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<tr>
<td></td>
<td>Model positive behavior</td>
<td>Focus on behavior</td>
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San Luis Obispo County Juvenile Hall
Staff being recognized ____________________________

By who? ________________________________

What specifically did you see/hear? ________________

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Key elements in a secure setting

Changing the mindset of staff, starts with our attitudes and language.
Continuum of procedures for:
  • encouraging expected behavior
  • discouraging misbehavior….
Resulting in procedures for:
  • on-going monitoring and evaluation
  • data-based decision making
  • sustaining implementation fidelity
  • a consistent set of rules for youth behavior
  • Clear expectations and procedures for teaching consistent routines, especially for problem areas
  • Alter physical arrangements associated with problem areas
Safety & Security are always at the forefront.
Formalizing the Alignment Process

- Improves fidelity of program implementation
- Eliminates redundancy
- Streamlines efficient implementation practices to improve the youth’s performance

The alignment process builds on implementation science. Focusing on:

- the evidence of the initiative, program, or practice
- The implementation process
- Organized around the core values of MTSS

(Fixsen, Naoom, Blasé, Friedman, & Wallace, 2005)
1. Team based leadership and coordination
2. Evaluation of implementation fidelity
3. Continuum of evidence-based practices
4. Continuous data-based progress monitoring and decision-making
5. Comprehensive universal screening
6. On-going professional development including coaching with local content expertise
Our Teams

- Chief Deputy Probation Officer, Probation Department
- Assistant Superintendent, County Office of Education
- Student Programs and Services Leadership Team
- Juvenile Hall Leadership Team
- Case Management
- MTSS Leadership Team
- PBIS Leadership Team
- Academic Leadership Team
Step 1: Coordinate and lead the alignment process with an executive level team.

The executive level team should have the authority to create organization change. They should have responsibility and authority for making decisions regarding:

- Budget
- Policy
- Professional development
- Data management processes

Executive team members should be knowledgeable of the logic model and have a clear understanding of each of the initiatives.
Step 1: PBIS Leadership Team Members

- Chief Deputy Probation Officer Juvenile Hall, Coastal Valley Academy Superintendent
- Director of Alternative Education Juvenile Hall, Coastal Valley Academy Principal
- Supervising Deputy Probation Officers, Juvenile Hall
- Behavior Intervention Services Manager
Step 2: Define the valued outcome(s) to be achieved

- It is important to determine and define the valued outcomes to be accomplished.
- Initiatives you are aligning should have common outcomes.
Step 2: Valued Outcomes

- Critical thinkers, collaborators and communicators
- Socially and emotionally healthy citizens
- Transition-oriented youth
- Graduation
- Reduced Recidivism
- Improved relationships between staff and youth
Step 3: Develop an inventory of the related initiatives currently being implemented.

Grants, initiatives, practices, etc.

- What is the research?
- Who is in charge?
- What are the expected outcomes?
Step 3: Inventory Initiatives

- Facility-wide PBIS
- Dialectical Behavior Therapy Steps-A
- Establish Maintain and Restore Relationships Framework
- Academic Standards
- Career Technical Education
- Behavior Shaping Programs
- Restorative Practices
Step 4: Identify the core system features for initiatives targeted for alignment.

- Team based leadership and coordination
- Evaluation of fidelity
- Continuum of evidence-based practices
- Continuous data-based progress monitoring
- Comprehensive screening
- Professional Development
- Coaching with local content experts
Step 4: Core Systems

Section II

1. Teams
2. Fidelity Measures
3. Core Practices
4. Outcome
5. Comprehensive Screening
6. Professional Development
Step 5: Analyze and make decisions for alignment of initiatives

- What are the commonalities and differences?
- Identify and resolve conflicts and/or duplicity.
- What’s acceptable?
- What needs to be changed?
- What can be aligned?
- How do we ensure fidelity and determine outcomes?
Step 6: Design the plan for effective alignment including implementation, evaluation, and professional development.
Evaluating and Adding Addition Initiatives

• Identify gaps
• Determine “fit”
• Time and resources (on-going)
• How will they align with the existing frameworks

*Leadership *Coordination * Professional Development

* Coaching *Fidelity *Effectiveness *Evaluation
San Luis Obispo County Court School
San Luis Obispo, California

School-Wide PBIS (SWPBIS) Tiered Fidelity Inventory
San Luis Obispo County Court School
3/13/2019 - 5/18/2021

<table>
<thead>
<tr>
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<th>Tier 1</th>
<th>Tier 2</th>
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Chris Jespersen Intensive Therapeutic Learning Classroom
San Luis Obispo, California

School-Wide PBIS (SWPBIS) Tiered Fidelity Inventory
Chris Jespersen Intensive Therapeutic Learning Classroom
10/9/2020 - 2/26/2021

<table>
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<tr>
<th>Date Completed</th>
<th>Tier 1</th>
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<td>54%</td>
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San Luis Obispo - Loma Vista
San Luis Obispo, California

School-Wide PBIS (SWPBIS) Tiered Fidelity Inventory
San Luis Obispo - Loma Vista
10/23/2018 - 5/18/2021

<table>
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County-wide stakeholder meetings

- Probation
- Education
- Non-profits
- Court
- Attorneys (D.A. and Defense)
- Law Enforcement
- Juvenile Justice Commission
- Department of Social Services
Contact Info

• Dr. Jeffrey Sprague, University of Oregon
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• DJ Pittenger, San Luis Obispo County Office of Education,
  Juvenile Justice Commissioner
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• Lindsey Tompkins, San Luis Obispo County Office of Education
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• Chief Deputy Probation Officer Marguerite M. Harris,
  San Luis Obispo County Probation Department
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• Brenda Scheuermann, Texas State University
  brenda@txstate.edu
Please Complete this Session’s Evaluation

Session #D3 - Integrating and Aligning PBIS with Other Initiatives

1. In the Event Platform/App:
   • In “Files” tab,
   • In “Evaluations” in the navigation menu
   • In “Chat”

OR

2. QR Code

AFTER YOU SUBMIT EACH SESSION EVALUATION, CLICK THE LINK TO ENTER THE GIFT CARD RAFFLE

Evaluations are anonymous! We send reminder emails to all participants.