



*A Multi-Tiered  
System of Supports*

**PBIS:MTSS Implementation & Systems Coaching Crosswalk**

<b>Components (FLPBIS Project)</b>	<b>District Leadership Team</b>	<b>District Coordinator/ District Coaching Support</b>	<b>School-Based Leadership Team</b>	<b>Families &amp;Community Stakeholders</b>
<p><b>1. Interpersonal Communication Skills</b></p> <p>a. Collaboration</p> <p>b. Effective Communication</p>	<ul style="list-style-type: none"> <li>Establish &amp; maintain a positive, collaborative relationship</li> <li>Assist in establishing a vision for PBIS implementation &amp; supports across the district</li> <li>Help maintain focus</li> <li>Assist in delivering a consistent message regarding PBIS over time</li> <li>Assist in establishing &amp; maintaining positive, collaborative relationships with SBLTs</li> <li>Encourage collaboration with community support systems (i.e., families, mental health, juvenile justice, medical, etc.).</li> <li>Use stakeholder perception data to inform effective communication</li> </ul>	<ul style="list-style-type: none"> <li>Promote DLT vision for PBIS across the district</li> <li>Assist SBLTs in maintaining focus &amp; delivering a consistent message regarding PBIS</li> <li>Model active listening &amp; effective interpersonal communication skills</li> <li>Assist in building DLT &amp; SBLT capacity for engaging in effective communication</li> <li>Engage in regular &amp; timely communication responsive to SLBT needs</li> <li>Use stakeholder perception data to inform effective communication</li> </ul>	<ul style="list-style-type: none"> <li>Promote district PBIS vision at the school-level</li> <li>Engage in regular, timely &amp; reciprocal communication with SBLT, staff, &amp; stakeholders to share district PBIS vision (i.e., policy, procedures, etc.)</li> <li>Model and support active listening &amp; effective communication with staff &amp; stakeholders</li> <li>Ensure multiple communication opportunities &amp; activities responsive to stakeholder needs</li> <li>Use stakeholder perception data to inform effective communication</li> </ul>	<ul style="list-style-type: none"> <li>Engage in collaborative communication across multiple community support systems regarding PBIS implementation (i.e., school, family, mental health, juvenile justice, medical, etc.)</li> <li>Participate in multiple communication opportunities &amp; activities responsive to community needs</li> <li>Ensure PBIS activities &amp; accomplishments are shared across the community</li> <li>Provide stakeholder perception data to inform effective communication</li> </ul>

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<b>2. Data-based Problem-Solving Skills</b>	<ul style="list-style-type: none"> <li>• Model &amp; support the use of structured problem-solving to address barriers &amp; determine resources for PBIS implementation</li> <li>• Authorize MIS as an active DLT participant</li> <li>• Ensure district- &amp; school-level access to an effective, efficient data system</li> <li>• Model using data to link activities &amp; enhance system support practices</li> <li>• Ensure the use of data for monitoring student outcomes</li> <li>• Emphasize using data to make decisions to improve the selection, adoption, &amp; durability of practices</li> <li>• Ensure and use outcome &amp; implementation fidelity data at the district-level to guide decisions</li> </ul>	<ul style="list-style-type: none"> <li>• Model/teach the use of structured problem-solving with SBLTs</li> <li>• Ensure access &amp; use of an effective data system at the school-level</li> <li>• Assist SBLTs with identifying data sources to address barriers to PBIS implementation &amp; achieve identified goals/outcomes</li> <li>• Ensure the use of data within the problem solving process to guide the selection, adoption, &amp; durability of practices via action planning</li> <li>• Support on-going data collection, review &amp; analysis to address continuous change &amp; best use of resources</li> <li>• Support SBLT in developing strategic plans informed by data.</li> </ul>	<ul style="list-style-type: none"> <li>• Engage structured problem-solving to support PBIS implementation fidelity</li> <li>• Regularly access the data system (input &amp; retrieval)</li> <li>• Use data within the problem-solving process to guide action planning &amp; strategy selection to achieve PBIS goals/outcomes.</li> <li>• Ensure on-going data collection, review &amp; analysis to: <ul style="list-style-type: none"> <li>○ Enhance student outcomes across tiers</li> <li>○ Address continuous changes &amp; best use of resources</li> </ul> </li> <li>• Use data to determine family &amp; community needs &amp; resources for ongoing meaningful collaboration</li> </ul>	<ul style="list-style-type: none"> <li>• Engage in problem solving with the community to determine community needs &amp; resources for ongoing meaningful collaboration</li> <li>• Share school-based &amp; community data about PBIS implementation with stakeholders to foster communication</li> <li>• Provide family &amp; community data to inform effective problem-solving efforts</li> </ul>

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<b>3. Team-Based Problem-Solving Facilitation</b>	<ul style="list-style-type: none"> <li>Establish a cohesive, integrated, &amp; representative group of individuals to lead district-level systems change &amp; PBIS implementation</li> <li>Engage in structured problem solving</li> <li>Support decisions through consensus</li> <li>Adhere to a predetermined agenda</li> <li>Engage in a collaborative, strategic, action planning to ensure PBIS fidelity of implementation, including the development of action items/activities to be completed by due dates</li> <li>Ensure community stakeholder participation</li> </ul>	<ul style="list-style-type: none"> <li>Help establish &amp; sustain knowledgeable &amp; fluent capacity at the school-level for problem-solving</li> <li>Build/support school environments where team-based problem solving skills are expected, taught, &amp; reinforced</li> <li>Ensure teaming structures are in place at the district &amp; school-levels to support ongoing leadership development, implementation, &amp; evaluation</li> <li>Ensure/support family &amp; community stakeholder participation on SBLTs</li> </ul>	<ul style="list-style-type: none"> <li>Develop &amp; maintain a cohesive, integrated, &amp; representative group of individuals to lead school-based systems change &amp; PBIS implementation</li> <li>Engage in structured problem solving</li> <li>Support decision-making through consensus</li> <li>Adhere to a predetermined agenda</li> <li>Engage in collaborative action planning to ensure PBIS implementation, including the development of action items/activities to be completed by due dates</li> <li>Ensure family &amp; community stakeholder participation</li> </ul>	<ul style="list-style-type: none"> <li>Participate, as applicable, in planning &amp; problem-solving around PBIS implementation</li> <li>Build/support family &amp; community capacity to participate as active members on district &amp; school-based problem-solving teams</li> </ul>

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<p><b>4. Content Knowledge Dissemination</b></p>	<ul style="list-style-type: none"> <li>• Establish a clear understanding of procedural fluency for PBIS implementation</li> <li>• Develop/support district-level expertise for:               <ul style="list-style-type: none"> <li>○ MTSS</li> <li>○ Systems Change</li> <li>○ PBIS</li> </ul> </li> <li>• Ensure/support PBIS implementation integrity across tiers via:               <ul style="list-style-type: none"> <li>○ Training</li> <li>○ Coaching</li> <li>○ Technical Assistance</li> <li>○ Evaluation</li> </ul> </li> <li>• Develop/support behavioral expertise as foundational for effective PBIS implementation such as:               <ul style="list-style-type: none"> <li>○ Behavior theory/analysis</li> <li>○ Proactive school-wide discipline systems</li> <li>○ Effective classroom management</li> <li>○ Function based behavior</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Help build district &amp; school-level expertise for:               <ul style="list-style-type: none"> <li>○ MTSS</li> <li>○ Systems Change</li> <li>○ PBIS</li> </ul> </li> <li>• Assist in building SBLT capacity for PBIS implementation integrity across tiers via:               <ul style="list-style-type: none"> <li>○ Training</li> <li>○ Coaching</li> <li>○ Technical Assistance</li> <li>○ Evaluation</li> </ul> </li> <li>• Ensure district &amp; school-based staff (interventionists, coaches, trainers) are highly knowledgeable in content, fluency, &amp; experience to support PBIS implementation such as:               <ul style="list-style-type: none"> <li>○ Behavior theory/analysis</li> <li>○ Proactive school-wide discipline systems</li> <li>○ Classroom behavior management</li> <li>○ Function based</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Establish PBIS implementation integrity at the school</li> <li>• Develop &amp; maintain content knowledge, fluency, &amp; experience to support implementation effort for:               <ul style="list-style-type: none"> <li>○ MTSS</li> <li>○ Behavioral theory/analysis</li> <li>○ An integrated &amp; sequenced behavior core curriculum for all students</li> <li>○ Proactive school-wide discipline systems</li> <li>○ Classroom behavior management</li> <li>○ Function based behavior intervention planning &amp; support</li> <li>○ Direct social skills instruction</li> <li>○ Principles of reinforcement</li> <li>○ Modification &amp;/or additional supports in addition to core</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Assist families &amp; community in developing a working understanding of and support for PBIS</li> <li>• Core behavior curriculum</li> <li>• Discipline policies &amp; procedures</li> <li>• Classroom behavior supports</li> <li>• Reinforcement system &amp; activities</li> </ul>

<p><b>4. Content Knowledge Dissemination</b></p>	<p>intervention planning &amp; support</p> <ul style="list-style-type: none"> <li>○ Direct social skills instruction</li> <li>○ Principles of reinforcement</li> <li>• Ensure/support specialized behavioral expertise for FBA/BIP development, implementation, &amp; evaluation</li> <li>• Establish organizational leadership, &amp; implementation resources essential for effective PBIS implementation across tiers</li> </ul>	<p>behavior intervention planning &amp; support</p> <ul style="list-style-type: none"> <li>○ Direct social skills instruction</li> <li>○ Principles of reinforcement</li> <li>• Assist in developing specialized behavioral expertise for FBA/BIP development, implementation, &amp; evaluation across the district</li> <li>• Ensure/support school-based expertise &amp; fluency with process &amp; organizational strategies that support &amp; enhance the use of evidence-based behavioral practices</li> </ul>	<p>for students identified as nonresponsive</p> <ul style="list-style-type: none"> <li>○ Specialized, intensive curriculum developed for students nonresponsive to the modified core</li> <li>• Ensure/support specialized behavioral expertise for FBA/BIP development, implementation &amp; evaluation</li> </ul>	
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<p><b>5. Leadership Facilitation &amp; Support</b></p>	<ul style="list-style-type: none"> <li>• Assist/support DLT in developing a mission, purpose, &amp; goals that are embraced by the majority of members &amp; serve as the basis for decision making &amp; action planning</li> <li>• Aide DLT in developing</li> </ul>	<ul style="list-style-type: none"> <li>• Help build personnel &amp; other resources for facilitating, assisting, maintaining, &amp; adapting PBIS implementation efforts for both initial training &amp; on-going implementation support</li> <li>• Help DLT maintain focus</li> </ul>	<ul style="list-style-type: none"> <li>• Build &amp; maintain capacity of SBLT members for effective PBIS implementation</li> <li>• Articulate a clear PBIS vision for staff, families, &amp; community stakeholders</li> <li>• Create &amp; maintain</li> </ul>	<ul style="list-style-type: none"> <li>• Support PBIS implementation across families &amp; community stakeholders</li> </ul>

	<p>a vision for PBIS to guide actions &amp; operations</p> <ul style="list-style-type: none"> <li>• Support DLT with establishing PBIS visibility across the district &amp; community</li> <li>• Guide/support DLT with engaging in informative, effective, efficient, &amp; relevant interactions &amp; activities</li> </ul>	<p>on school-level implementation efforts &amp; student outcomes</p> <ul style="list-style-type: none"> <li>• Support SBLTs' capacity for building &amp; sustaining PBIS efforts at the school level.</li> </ul>	<p>effective stakeholder relationships</p>	
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<p><b>6. Professional Development</b></p> <p>a. Training</p> <p>b. Technical Assistance</p>	<ul style="list-style-type: none"> <li>• Identify &amp; adopt an evidence-based training curriculum &amp; PD practices to support PBIS implementation</li> <li>• Develop a plan for continuous regeneration &amp; updating of coaching &amp; training capacity</li> <li>• Develop/maintain coaching network that establishes &amp; sustains PBIS</li> <li>• Identify &amp; establish coaching roles/responsibilities for internal &amp; external coaching facilitators</li> <li>• Provide resources to</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure district resources &amp; supports to build &amp; maintain behavioral expectations &amp; supports for all students &amp; staff</li> <li>• Ensure district investment &amp; supports for training to build capacity to develop &amp; sustain PBIS practices</li> <li>• Establish and facilitate a coaching network to provide support &amp; regular PD opportunities</li> <li>• Develop &amp; implement PD action plan</li> </ul>	<ul style="list-style-type: none"> <li>• Identify &amp; adopt evidence-based training curriculum &amp; PD practices</li> <li>• Establish PD to build local training and coaching capacity to build &amp; sustain SWPBS practices</li> <li>• Develop &amp; maintain a plan for continuous regeneration &amp; updating of training and coaching capacity</li> <li>• Support/ensure coaching facilitators engage in coaching network supports with regular PD opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Engage in collaborative efforts with community agencies to support students &amp; families &amp; provided necessary resources</li> </ul>

	maintain & support coaching & facilitation expertise through monthly meetings with emerging school teams & at least quarterly meetings with established teams			
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<b>7. Systems Coaching Evaluation</b>	<ul style="list-style-type: none"> <li>Establish &amp; support systematic assessment of strengths &amp; needs, &amp; continuous self-improvement action planning</li> <li>Develop procedures &amp; supports for system level evaluation</li> <li>Develop &amp; disseminate an annual report of PBIS implementation integrity &amp; student outcomes</li> </ul>	<ul style="list-style-type: none"> <li>Ensure specific programmatic &amp; staff development needs &amp; objectives are evaluated regularly across the district</li> <li>Ensure/support regular PBIS evaluations are completed (i.e., PIC, BoQ, Walk-throughs, TFI, BAT, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>Engage in evaluation processes for assessing: <ul style="list-style-type: none"> <li>PBIS implementation efforts (BoQ, PIC)</li> <li>Student behavioral outcomes (ODRs, ISS, OSS, attendance, etc.)</li> </ul> </li> <li>At least quarterly dissemination of evaluation data &amp; acknowledgement of student outcomes &amp; accomplishments</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>