




PBISAz
Positive Behavioral Interventions and Supports

Communicating with Stakeholders

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Who are your stakeholders?

- Teachers
- School counselor, psychologist, speech therapist
- Custodians, aides, office staff, cafeteria staff
- Students
- Parents
- District
- Community

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- Remember the skeptical teacher

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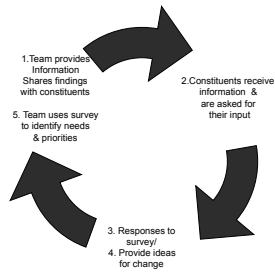
What's the Point

- Stakeholders need to know what's happening
- and have some input to support change

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Feedback Loop

- 2-Way Communication
- Feedback Loop



Inform Stakeholders

Inform stakeholders by providing them with information describing PBIS and what you are doing

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The Information Game

- Over 2,000,000 words or numbers go to an employee in 3 months
- Typical communication of change vision over period of 3 months – about 13,000 words
- The change vision engages <1% of the staff's attention

*John Kotter, Leading Change

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Key Elements in the Effective Communication of PBIS

- Keep it simple
- Repeat, repeat, repeat - Multiple Forums
- Give and Take (Feedback Loop)
 - Leadership by Example
 - Explanation of Seeming Inconsistencies
 - Ideas and participation by staff; information to them

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Keep it Simple

Introduction:

- What are we doing?
- Why PBIS?
- What outcomes can you expect?
 - Show the national video
 - Identify key components of PBIS

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Keep it Simple

Ongoing:

- What are we doing?
 - Report progress on each step
 - Report next steps

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Repeat in Multiple Forums

- Faculty meetings – regular agenda item
- Other staff meetings
- Posters – change them frequently
- Newsletter/Newspaper
- Assembly
- PTA
- Parent Training

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Give and Take

GIVE: Summary of information collected from constituents and learned at workshops

Graphs - Office Referrals

Next steps

TAKE: Input

Help with implementation

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Examples of Input

- Completing surveys
- Completing AzSET
- What behaviors should be handled in the office (development of flow chart)?
- Choosing the expectations
- Teaching students the expectations
 - Students and faculty can help with this
- Include someone with specific expertise on subcommittee where their expertise is needed (e.g., summarizing survey results)

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Why Survey

- Provides vehicle for involvement
- With office referral data, focuses attention on areas of most concern
- Identifies priorities
- With office referral data, provides baseline for comparison once PBIS implemented
- Help develop flow chart of which behaviors handled in the office and which in the area in which they occur.

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What to Ask

- Current status of discipline
 - What are the areas of the school perceived as most problematic for discipline.
 - Are there rules and are they consistently applied?

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What to Ask

- Do staff know which infractions get sent to the office and which should be addressed where it occurs?
- Are there consistent consequences for problem behaviors
- Do staff/students feel safe
- What are parent concerns

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What to Ask

- Is your current system for acknowledging expected student behaviors working?
- Other questions that will provide information for completion of AzSET.

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Act on the information

- In conjunction with office referral data, identify areas most in need of structural or monitoring changes and identify possible solutions
- Assess need for training and provide it
- Evaluate current system of expectations, rules, and reinforcement to pinpoint priorities.

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Provide Feedback

- Summarize and present survey results
- Act on areas of concern or
- Provide information about how addressed in the future
- Develop flow chart and present to staff
- Resurvey after implementation of PBIS

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Team Time

- Questions you want to ask:
 - With whom will you communicate?
 - What will you communicate?
 - Do constituents know about the initiative?
 - What are you calling it?
 - National video
 - What do you want to share from this training?
 - When do you want to share it?
 - How will you communicate?
- Review surveys
 - What questions do you want to ask?
 - Who do you want to ask?

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Next Steps

- Introduce PBIS to all stakeholders
- Review team members and add as needed
- Decide whether you will complete surveys. Develop them and send them out.
- Review office referral form and align for data collection
- Collect data for quarterly report

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Next Steps

- Begin process of identifying what behaviors should be sent to the office and what addressed in classroom
- Identify data reporting system you will use (SWIS, AzSAFE, other).
- Complete AzSET and begin Action Plan
- Begin work on problem behavior flow chart

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