

MO SW-PBS Handbook: Foundations of Systems Change Guided Notes

Course Outcomes

By the end of this course, you will...

- Understand the six different implementation phases
- Reflect on the building's and / or district's current implementation phase
- Identify the fundamental components of efficient and effective change planning
- Envision a model of an interconnected system of supports

Course Essential Questions

As you consider your current organizations's readiness to implement a framework for supporting all students through positive and proactive strategies and interventions:

1. How would you describe your current school climate and culture?
2. How might you build a growth mindset in administrators and staff?
3. What social, emotional, behavioral supports do staff, students, and administration need during a time of change?
4. How might alignment of initiatives increase efficiency and effectiveness of resources as you prepare for change?

Lesson 1 Phases of Implementation

Lesson Outcomes

By the end of this lesson, participants will...

- Understand the six different implementation phases
- Reflect on your organization's current implementation phase

Essential Questions: As you work through this lesson, think about:

1. As you continue to learn about Schoolwide Positive Behavior Support, what external resources can help you acquire more information to assess the fit to your organization?

2. How will you increase staff buy-in throughout the early phases of implementation?

Topic in Action: Pause and Reflect

1. In which implementation phase is your organization?

2. What data would support that implementation phase?

3. What action steps would the building and or district team need to take in order to move to the next phase?

4. How might the NIRN hexagon tool help your building and / or district team with adoption of initiatives and / or interventions?

Lesson 2 Handling Resistance to Change

Lesson Outcomes

By the end of this lesson, participants will...

- Identify the fundamental components of efficient and effective change planning.

Topic in Practice Essential Question:

In order to stay solution-focused, what action steps might your team need to create in response to the following concerns when your team is presenting an overview of MO SW-PBS to the staff?

Possible Concerns	Possible Action Steps
Staff members voice a concern that SW-PBS won't work.	
Staff members hesitate to jump on board because they have seen numerous initiatives come and go in the past.	
Staff members feel they will be losing autonomy in their classroom.	
Staff members feel this initiative is being done "to them" instead of "with them".	

Topic in Action Essential Questions:

As a District Leadership Team or Building Leadership Team, discuss the following questions:

1. How will your team balance the information and resources to ensure all stakeholders are informed and supported throughout the change process?

2. How will your team increase stakeholder buy-in to lessen the resistance to change?

3. How will your team respond to individuals who are resistant to change?

Lesson 3 The Cascade Model of Support

Lesson Outcomes

By the end of this lesson, participants will....

- Envision a model of an interconnected system of supports.

Topic in Practice Essential Questions:

Use these questions to help identify your cascade of support:

1. Do you know what the vision of public education is from your department of education?
2. Are you aware of regional support centers in your area where your district leadership team or building leadership team can access support and information?
3. What are your district leadership team's vision and goals?
4. Has your building leadership team connected your work to the goals set forth by your district leadership team?
5. What information, resources, or incentives has your district provided your building leadership team?
6. In turn, what has your building leadership team provided grade- or department-level collaborative teams and/or individual teachers in terms of information, resources, or incentives?

Topic in Action:

See [Handout 5 Cascade Model of Support](#) to create your personalized cascade of support demonstrating the interconnectedness from the state department all the way to individual classrooms.