

Gardner Public Schools MTSS Overview



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Gardner Schools



Student enrollment: 2300

5 Schools:

Elementary PK-1

Elementary 2-4

Middle School 5-7

High School 8-12

Alternative School 9-12



Gardner Demographics



Select Populations

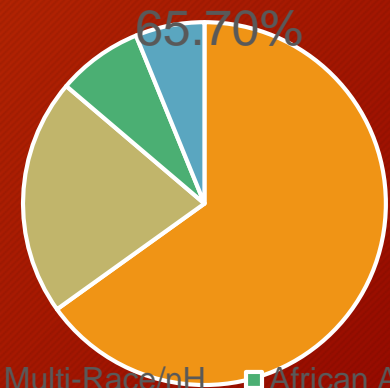
- SWD: 22%
- High Needs: 62%
- Economically Disadvantaged: 55%
- ELL: 6%



■ SWD ■ High Needs ■ ED ■ ELL ■

Race/Ethnicity

- White-65.7%
- Hispanic-22.2%
- Multi-race/non Hispanic-7.2%
- African American-2.6%
- Asian-2.1%



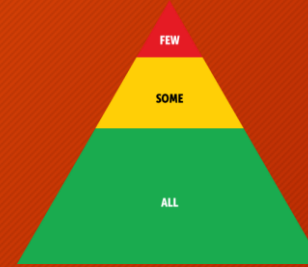
■ Hispanic ■ Multi-Race/nH ■ African American ■ Asi



Road to SWPBIS Implementation



- 2014-2017 participated in DESE sponsored 3 year PBIS academy (3/5 schools elementary & middle participated).
 - Multiple turn overs in leadership over the 3 years.
 - PBIS practices faded
 - Participating staff were voluntary/after school
 - Success of PBIS was dependent on principal/admin support which varied across schools.
- Spring of 2019 - suspected that PBIS implementation fidelity was poor.
 - May Institute assessed PBIS implementation fidelity
 - On the surface PBIS assessments for Tier 1 appeared to be in good shape based on assessment scores.





Road to SWPBIS Implementation (cont.)



Gardner Public Schools

- By 2019 ODR's at the elementary level became unmanageable.
 - Existing PBIS teams were no longer functioning from a data based problem solving model.
 - Staff expected to respond/address problem behavior worked in silo's/not connected to any system including PBIS.
- Central Office
 - prioritized elementary schools for immediate revision/support.
 - Selected participants for MTSS SEL MH Academy
 - Revisited relationship with consultants to support our vision
- 1st MTSS team established at Elementary level (prek-1) Winter 2019/2020
- 2nd MTSS team established at Elementary level (2-4) Spring 2020



SOCIAL EMOTIONAL LEARNING
& MENTAL HEALTH ACADEMY





Implementation Conditions for Success



District Leadership Involvement

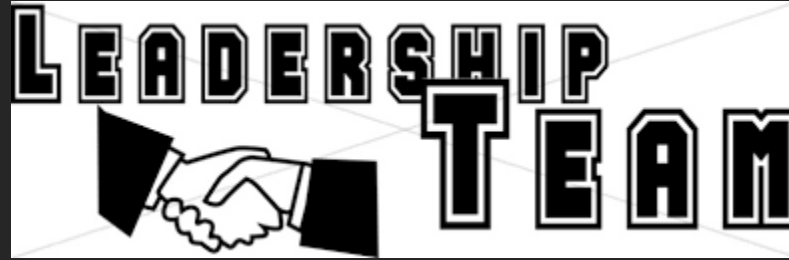
- ✓ Superintendent commitment
- ✓ PPS role
- ✓ District Coordinator/Coach Hire/Role
- ✓ Building based support staff (not sharing roles)
- ✓ MTSS SEL Mental Health Academy (DESE) District Team
 - ✓ Conscious selection of representation



Other Systems of Success

- ✓ Grants to support work (approved 2)
- ✓ Consultation from May Institute
- ✓ District Team Growth/Commitment
- ✓ Phased in each buildings' participation
- ✓ Disaggregation of ODR data for data-based decision making
- ✓ Implementation of PBIS at the classroom level (data-based observation/feedback)
- ✓ MTSS SEL Manual

MTSS District



District Leadership Team is Comprised of Administrators and staff from each building

- Create a common Vision/Philosophy of how teams work together
- Build a Comprehensive, Collaborative SEL/Mental Health Framework for the District
 - Procedures and Protocols
 - Student supports/intervention and building practices
 - Accountability to School and District
- Mobilize Roles and Responsibilities to align to the framework
 - Core members
 - Connection to other frameworks/initiatives
- Led to District created MTSS SEL District Manual and Consistent Expectations for building teams across the district



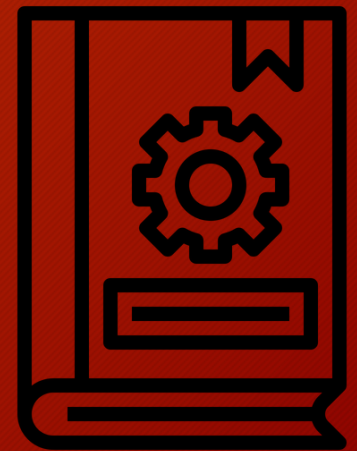
MTSS MANUAL



This manual is the District's initial response to build a sustainable system of practice and the manual is intended to evolve as a living document as the District continues to build our multi-tiered system of support. This manual is the first phase (version 1) to building a solid multi-tiered system of support for Social Emotional Learning, Positive Behaviors, and Mental Health. Over time this system is intended to integrate with academics.



Review of Manual



Barriers



- Lack of knowledge of MTSS
 - Tier 1: shift from firefighter to prevention
 - system response versus individual
- Consistency of weekly tiered meetings
 - attendance
 - coverage
- Starting and stopping
- Relying on volunteers
- Systems/teams/roles were not working together



Continuing Successful District/Building Implementation



- District leadership team's participation in academy continues
- Use/On going revision of District created operations manual
- Phased in tiered teams implementation (starting with tier 1)
- Staff presentations for all buildings forthcoming
- Periodic data based updates through Administrative Council Meetings (Glows and Grows)
 - Current initiative - using the system to review attendance data and practices district wide.
- Forthcoming: District MTSS SEL Team with data based decision making





Next up: Framingham Public Schools



Gardner Public Schools