



PBIS 2022-2024

District Implementation Plan

Team Members

- **District Support:** Heidi Aranda, Carrie Burdon, Omar Sotelo, Michelle Merrick, Julie Schivanonda, and Kinasha Brown
- **District Trainers:** Andrea Martinez (Student Relations), Michael Blunt (MTSS), Marco Pizano (MTSS), Kristi Chiasson (PD PDAT), Lisa Carotenuto (PD PDAT), Jaime Bernier (Health/PE PDAT), BJ Madison (SEL PDAT)
- **Synergy Team:** Kim Elias and Chris Anderson
- **Edupoint Representative:** Shana
- **Legal Counsel:** Micheal Arienoff
- **Pilot Schools:** Sahuaro, Pistor, Doolen, Booth Fickett, Warren and Bonillas

PBIS Goals utilizing a three-pronged implementation

Goals:

1. All School Sites in TUSD utilize PBIS Practices
2. PBIS practices are monitored regularly to provide appropriate support for Implementation
3. Discipline Incidents Decrease with the use of district wide PBIS practices
 - Part 1: School Needs Inventory district wide
 - Part 2: Training
 - Part 3: Implementation and Monitoring

Part 1: School Needs Survey

- The Schools Needs Survey will be completed by each school site to determine what professional development will be needed to support school sites in productive implementation of PBIS.
- The School Needs Survey is a digital link and takes about 15 minutes for a staff member to fill out.
- All district Trainers have been trained on its use and how to work with sites to have it completed.
- Timeline: January 2023 – April 2023
- PD time: ILA introduction for Principals January 9th, Thursday PD Days and support during Wednesday PDs for schools that select that option.
- Consultant for the School Needs Survey is Dr. Grivois. He will also provide office hours for Principals if they need to consult on the survey.

Part 2: Training- Phase 1

- Fall of 2022: 7 District personnel were trained by KOI to be PBIS Tier 1,2, and 3 trainers
- Spring of 2023: District trainers will ensure that all school sites complete their school needs inventory
- Spring of 2023: School Needs assessments will be analyzed with the support of Dr. Grivois and PD will developed based on district wide needs.
- Spring of 2023: District Trainers will develop a 35-minute Introduction of the PBIS plan for administrators, and a 90-minute PD for certified staff, all PD will include the MTSS Behavior Management point components
- Spring 2023: All Pilot schools will be trained on the Behavior Management Point system and PBIS Tier practices
- New Student Relations employees will be trained as trainers for a total of 10 district wide trainers

Part 2: Training- Phase 2

- PD is implemented district wide beginning in June of 2023
- PD for PBIS will continue from June 2023 to October 2023
- PD time: ILA for Administrators, Thursday PD Days and support during Wednesday PDs for schools that select that option. Each Trainer is assigned 8 schools to ensure PD is provided and supports for implementation.
- Three Tiers of PD will be offered including Behavior Management Point Systems training
 - Tier 1: Strong Tier 1 Foundations of PBIS
 - Tier 2: Some Knowledge of Tier 1 PBIS practice
 - Tier 3: New to PBIS

Part 3: Implementation and Monitoring-

Phase 1- Fall 2022

- Synergy teams meets with Student Relations, Edupoint and the MTSS Team to develop the Behavior Management System in Synergy.
- 6 school Principals volunteered to pilot the system in the Spring- Sahuaro, Pistor, Doolen, Booth Fickett, Warren and Bonillas
- Schools held initial meetings with student relations and the synergy team and identified their pilot group of students and who is their site PBIS Champions.
- Chris Anderson meets with pilot site Champions and set up their individual site in the Synergy system and pilot sites are provided with the demo training site for the behavior management point system
- District Trainers are trained in the Behavior Management point system and PD is scheduled for January 2023 at Pilot sites

Part 3: Implementation and Monitoring-

Phase 1- Spring 2023

- January: Pilot Sites participate in Tier 1 PBIS PD and training with the Behavior Management System
- January- May: Pilot sites implement Tier PBIS and document in the behavior management points system
- February - April: Student Relations works with Synergy, MTSS and Edupoint to develop PBIS reports

Part 3: Implementation and Monitoring-

Phase 2- Summer and Fall 2023

- **Summer 2023: Principals will be trained on PBIS practices based on their level of need based on the School Needs Assessment and the Behavior Management Point Systems**
- **Summer 2023: Trainers will be assigned to their 8 school sites**
- **Fall 2023- 1st Quarter: All 80 schools (not including the 6 pilot schools) will receive PD based their level of need based on the School Needs Assessment and the Behavior Management Point Systems**
- **By the end of the first quarter all TUSD certified staff will be trained on PBIS practices and the Behavior Management Point Systems**
- **By Fall 2023 2nd quarter all TUSD schools will be implementing PBIS Practices and utilizing the Behavior Management Point System in Synergy**

Part 3: Implementation and Monitoring-

Phase 3- Spring 2024

- District Trainers meet monthly with their 8 school sites to support implementation.
- The office of student relations generates Bi-Monthly PBIS reports that are shared with Senior Leadership and EDI Directors
- Student Relations with the support of the Synergy Team, generates Discipline and PBIS correlation Reports
- District Trainers develop Tier 2 and Tier 3 PBIS Implementation PD for the summer and Fall of 2024.

In Summary

- **Beginning in Fall 2022 District Trainers, Consultants, Synergy Systems and district wide Champions will be identified and begin collaborating. Foundations will be created to support consistent and aligned PBIS practices district wide that are monitored and adjusted regularly for student success.**
- **In the Spring of 2023 Pilot Schools will be utilizing PBIS practices and monitoring the practices using Behavior Management Points in Synergy, PBIS reports will be created, PD will be created, and the School wide needs assessment will be done district wide.**
- **In the Summer of 2023 Principals will receive Tiered PD for PBIS**
- **Fall 2024 All Certified Staff will receive Tiered PBIS training**
- **Spring 2024 Tier 1 PBIS Practices will be monitored and supported**

Team Effort!

- Questions and Input welcome!