**PBIS Buy-In, Momentum, Sustainability**

**The following can be used to guide discussion!**

1. Buy-In
	* Develop a common understanding
	* Enlist leaders with integrity, authority, resources and willingness to assist
	* Expect, respect and respond to resistance (encourage questions and discussion)
	* Clarify how changes align with other initiatives
	* Emphasize clear and imminent consequences for not changing
	* Emphasize benefits
		+ Conservation of time/effort
		+ Alignment of processes/goals
		+ Greater professional accountability
	* Share visuals (graphs) with faculty on a regular basis
	* The visuals are a powerful tool:
	* To let staff know the extra work they are doing is paying off
	* To show specific areas that may need a more intense focus
2. Momentum
	* Braid with other initiatives under school improvement.
	* Sustain successful strategies by writing into policy.
	* Re-work hiring policies (staff who support PBIS). (McKevitt & Braaksma, 2007)
	* Promote ... **PRIORITY**
	* Ensure **… EFFECTIVENESS**
	* Increase … **EFFICIENCY**
	* Use data for … **CONTINUOUS REGENERATION**
3. Sustainability
	* PBIS is most sustainable with a supportive administrator and strong team
	* School teams can benefit from training in running meetings and using data
	* Focus and agreement on outcomes for PBIS implementation

Examples:

* + Increase in attendance
	+ Improvement in academic performance
	+ Increase in the number of appropriate student behaviors
	+ Students and teachers report a more positive and calm environment
	+ Reduction in the number of behavioral disruptions, referrals, and incident reports
	+ Reasons for making changes are not perceived as compelling enough
	+ Staff feel a lack of ownership in the process
	+ Insufficient modeling from leadership
	+ Staff lack a clear vision of how the changes will impact them personally
	+ Insufficient system of support

**Additional Questions:**

1. **How does the following rule apply to your school staff?**

**80/15/5 Rule – buy-in, momentum and sustainability for any school-wide effort generally requires at least 80% of staff and acknowledges that progress can be maintained with up to 15% of staff who may benignly support the effort and up to 5% of staff that do not support the effort.**

1. **What stage is your school in regard to PBIS implementation? What is the evidence?**

**Stages of Implementation**

* Exploration
* Installation
* Initial Implementation
* Full Implementation

Fixsen, Naoom, Blase, Friedman, & Wallace, 2005

1. **Rate your school by placing a number from 0-2 in each of the boxes in which a 0 means does not exist 1 means needs improvement and 2 means achieved. What is your score? Compare and discuss!**



(The formula for success involves multiplication.  If any component is weak then the intended outcomes will not be achieved, sustained, or used on a socially significant scale.)

<https://kentmcintosh.files.wordpress.com/2011/04/subsist-checklist-1-1.pdf>