**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.**

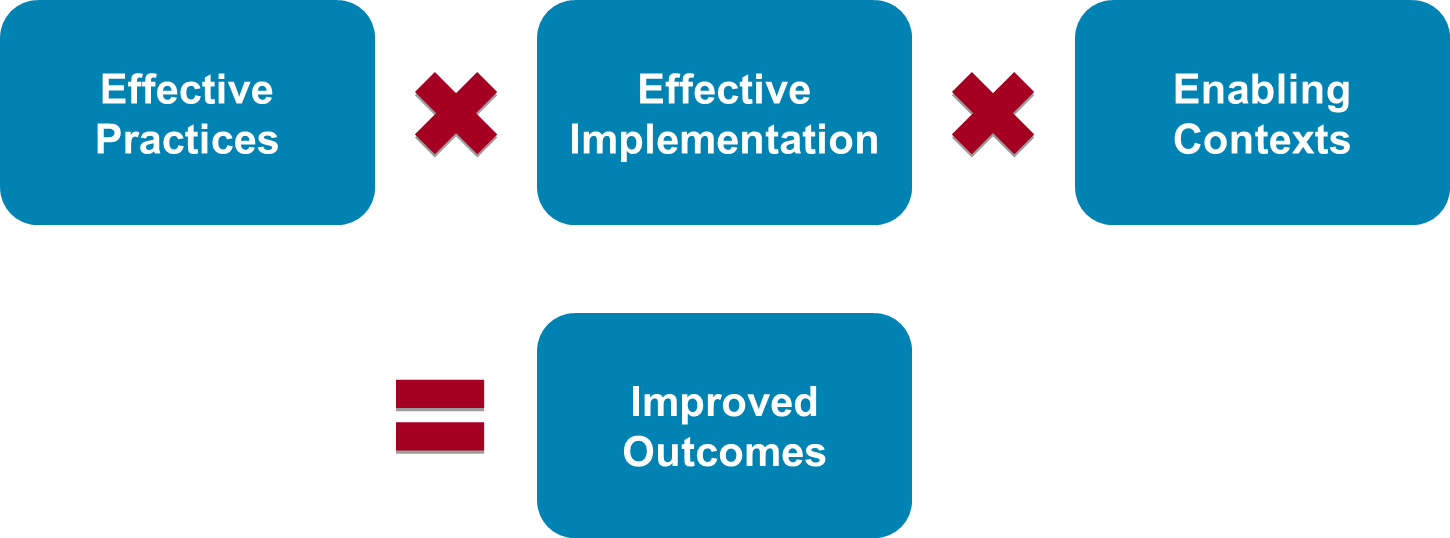
1. **What stage is your school in regard to PBIS implementation? What is the evidence?**

**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>