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%

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