

Opportunity to Develop Classroom Behavior Practice Coaching Capacity in VTPBIS Schools 2019-2020

The VTPBIS State Team is pleased to announce the opportunity for selected individuals to receive training and consultation to become **Classroom Behavior Practice Coaches**. Thanks to funding support from the Vermont Agency of Education, we will be working with [Brandi Simonsen](#) from the University of Connecticut to develop and offer this training and consultation model. The goal of this initiative is to help Vermont PBIS schools and Supervisory Unions/Supervisory Districts develop the capacity to build and sustain evidence-based classroom management supports for teachers.

What is a Classroom Behavior Practice Coach? These individuals support teachers' implementation of evidence-based classroom management practices (e.g., behavior specific praise, opportunities to respond, etc.). This is accomplished by:

- Providing direct training in specific classroom management skills;
- Delivering performance feedback to teachers practicing the skills in the classroom;
- Using a problem-solving consultation model to help teachers address specific problem behaviors; and
- Collecting and analyzing data to monitor the skills being developed.

Why is Classroom Behavior Practice Coaching Important?

In Vermont schools using School-wide Information System (SWIS), office discipline referrals (ODRs) from classrooms have been consistently higher when compared to ODRs from all non-classroom settings combined. Research indicates that, when using evidence-based instruction and interventions with fidelity, there is a decrease in office discipline referrals. Other positive outcomes include enhanced social climate in the classroom and increased student engagement in academic instruction (Simonsen, Myers, DeLuca, 2010; Christenson, Reschly, Appleton, et.al., 2008; Trussell; 2008).

What criteria will be used to select Classroom Behavior Practice Coaches?

Prospective Classroom Behavior Practice Coaches will complete the attached application and send by **November 1st** to Anne Dubie. It is highly recommended that at least two individuals apply as a team to participate in this initiative. The following list of criteria must be met by the school and/or individuals to be considered for selection:

- Individual(s) represents a VTPBIS school that is implementing at the Universal Level with fidelity (70% on recent Tier I TFI or 80% Expectations Taught/80% Average on post-implementation SET)
- The SU/SD and school have established classroom management as a priority for improvement and plan to align this work with other key initiatives
- The school leadership team has a defined process for positively acknowledging staff and promotes a culture of support around performance feedback
- The Administrator and school leadership team endorse the role of the Classroom Behavior Practice Coach and agree to allocate the time needed for training and support

- The school/SU/SD agrees to allocate time for the Classroom Behavior Practice Coach to conduct a half-day training to all staff in the fall of 2020
- The school leadership team agrees to develop systems and processes to sustain this level of support for classroom teachers, including participating in up to two coaching sessions with a VTPBIS coach to support this work
- The Classroom Behavior Practice Coach holds an existing position in the school or SU/SD
- The Classroom Behavior Practice Coach has pre-existing behavior management and data analysis skills
- The Classroom Behavior Practice Coach commits to:
 - Participating in the entire training series;
 - Doing baseline observations and collecting data on classroom management practices;
 - Preparing and presenting a half day training in the fall of 2020;
 - Determining, along with the school leadership team, the coaching model to be used; and
 - Delivering coaching support to classroom teachers

What is the scope and sequence of training and support to become a Classroom Behavior Practice Coach?

1. Individuals will be selected as Classroom Behavior Practice Coaches based on the criteria in the accompanying application.
2. Individuals selected, along with their administrator, will attend an orientation webinar with Brandi Simonsen on **Monday, December 2nd** from **2:00-3:00pm**. This will be an opportunity to learn more about the roles and responsibilities of Behavior Practice Coaches; understand the systems needed to support successful behavioral practices across the tiers; and prepare to complete a Behavior Practice Coach self-assessment.
3. Individuals will attend a one-day training with Brandi Simonsen on **Thursday, January 23rd** (location TBD) that will include training in specific classroom management skills and strategies for effective coaching.
4. Individuals will attend a one-day training with Brandi Simonsen on **Tuesday, May 19th** (location TBD) that will include strategies for systems development, effective coaching and action planning.
5. Individuals will participate in 2-3 webinars this school year to learn specific classroom management skills and review strengths and challenges in providing supports to classroom teachers.
6. PBIS Leadership teams will participate in up to two coaching sessions with a VTPBIS coach to support this work.
7. Individuals will have access to Brandi Simonsen for as-needed e-consultation.