



# Pennsylvania Positive Behavior Support

## Commitment to Fidelity Implementation Agreement

***The following are commitments required of Early Care and Education (ECE) programs and Schools using Pennsylvania Positive Behavior Support (PA PBS) Network resources to improve fidelity of implementation of Program-Wide or School-Wide Positive Behavior Interventions and Support (PW/SW PBIS).***

### **Commitments required of ECE Program or School District**

1. Establish a Leadership Team (Program or District Leadership Team) with a designated coordinator to ensure fidelity of the Program or School-wide Positive Behavior Support implementation. The leadership team agrees to utilize the Implementer's Blueprint to establish Program/District-wide and Building level systems, practices, and data analysis to support the implementation. Although the Implementers' Blueprint talks explicitly about schools, the principles and areas of focus apply across all ages and should also be useful for early learning programs. The Leadership Team is a cross-agency team, including parents, caregivers and students, who plan, analyze, review, and monitor PW/SW-PBIS activities.
2. Agree to provide a Program or District level coach to coordinate PW/SW-PBIS activities.
  - On average, a Program/District Coach would need to spend 1-2 days a month at each building.
  - Amount of time needed per building may vary based on size of building and stage of implementation. As the building team gains skills and experience, coaching time needed may decrease.
3. Agree that the functions of the Program/District Coach are to:
  - a. Assist the Leadership Team's planning for and support of implementation of PW/SW-PBIS with fidelity.
  - b. In partnership with the PAPBS Facilitator, support training and technical assistance for Building Coaches and Core Leadership Team members at the universal (Program or School-wide), secondary (targeted), and tertiary (intensive) levels with approved State & National PW/SW-PBIS training materials.
  - c. Assist with collection and interpretation of data
  - d. Assist in developing the Core Leadership Team's understanding and use of community services and resources.
  - e. Participate in required Network meetings (e.g., Coaches' meetings and/or conference calls), trainings, and conferences.
  - f. Work with PA PBS Network Evaluation Workgroup to provide data and reports required by the PA PBS Network and the PBIS State Leadership Team.
- g. Participate in required PW/SW-PBIS Program administrative overview and discussions with Facilitator to review project requirements and expectations with the following personnel: the Program Director (or designee), relevant building supervisor (or designee), and agency/non-agency partners.
4. Schools must complete a School-wide PBS Blueprint, designating improved climate/positive behavior support outcomes as one of the top three goals in each participating building. This requirement does not currently apply to ECE programs as there is not a Program-wide PBIS Blueprint at this time but programs are encouraged to use the SW Blueprint for additional guidance.

Allegheny County Department of Human Services  
Community Care Behavioral Health  
Devereux Center for Effective Schools  
Disability Rights Network of Pennsylvania  
Education Law Center  
Juvenile Court Judges' Commission  
Mental Health Association of Pennsylvania

Pennsylvania Community Providers Association  
Pennsylvania Department of Education  
Bureau of Special Education  
Division of Student Services and Safe Schools  
Pennsylvania Training and Technical Assistance Network (PaTTAN)  
Pennsylvania Department of Health  
Bureau of Drug and Alcohol Programs  
Pennsylvania Department of Labor and Industry  
Office of Vocational Rehabilitation

Pennsylvania Department of Public Welfare  
Office of Mental Health and Substance Abuse Services  
Pennsylvania Governor's Commission on Children and Families  
Pennsylvania Intermediate Unit (PAIU)  
Special Education Directors  
Pennsylvania Network for Student Assistance Services  
Philadelphia Public Citizens for Children and Youth  
Youth and Family Training Institute

5. Ensure that the participating Buildings(s) has (have) a designated building Coach and Core Leadership Team.
6. Provide necessary time and resources for Teams, Coach(es), and Facilitator to participate in facilitated trainings on PW/SW-PBIS research-based practices and implementation processes, including the timely replication of the trainings for all Building staff. This training requirement shall be met over several years of implementation.
  - a. 3 - 5 days training for Core Leadership Team members on PW/SW-PBIS in the areas of universal (all students) prevention/intervention.
  - b. 3 - 5 days of training for Core Leadership Team members on PW/SW-PBIS in the areas of secondary (some students) prevention/intervention.
  - c. 3 - 5 days training for Core Leadership Team members on PW/SW-PBIS in the areas of tertiary (few students) prevention/intervention.
7. Allocate funds to adequately support PW/SW-PBIS activities.
8. Develop a continuum of opportunities to involve parents/caregivers and students in Program/District and Building level PW/SW-PBIS activities.
9. Ensure availability of PW/SW-PBIS implementation data and publicly available student performance data for purposes of the PA PBS annual programmatic evaluation of the statewide implementation of PW/SW-PBIS.
10. Support implementation of PW/SW-PBIS with fidelity for a minimum of three to five years.

**Building Director/Principal Expectations:**

1. Endorse the PW/SW-PBIS initiative and commit to active involvement in the Leadership Team.
2. Schedule an overview of PW/SW-PBIS for entire staff, including members of the Leadership Team, prior to commitment.
3. Help to garner and maintain the support of at least 80% of staff and administration.
4. Ensure the designation of a leadership team structure appropriate to Universal, Secondary, and Tertiary Tiers. Where there are ESAP or Secondary SAP teams consider using those teams in the PW/SW-PBIS teaming structure. It is highly recommended that you contact your regional SAP coordinator for assistance when making the decision to use your SAP team as part of your PW/SW-PBIS teaming structure.
5. Identify a building coach with an average of 1 day per week per building to support PW/SW-PBIS activities within the building. As with the district coach, the amount of time needed will vary based on the size and needs of the building and the level of fidelity that has been attained.
6. Support the building level Core Leadership Team's oversight of the implementation of PW/SW-PBIS.
7. Focus on and support PW/SW-PBIS as one of the top three building level initiatives for a minimum of three years.
8. Commit funds for PW/SW-PBIS supplies, reinforcers, travel, and release time and coverage for trainings.
9. Ensure all staff complete required data collection.

**Building Level Team (includes Director/Principal) Expectations:**

1. Establish a team-based problem-solving process to provide interventions at the universal, secondary, and tertiary levels. These may be meetings of different teams or different topics addressed by a single team.
    - a. Meet at least one-two times per month to analyze universal data (Tier1).
    - b. Meet bi-weekly, or more frequently, to analyze data on students at-risk (Tier 2).
    - c. Meet as frequently as needed to analyze data on students with intensive support (Tier 3)
  2. Collect, analyze, and submit Fidelity and Annual Profile Data annually and in accordance with implementation progress monitoring. (academic/developmental, discipline, behavior, etc.).
  3. Develop an annual plan for PW/SW-PBIS activities based on collected and analyzed data.
  4. Support implementation of PW/SW-PBIS as a learning community with active parent/caregiver and student support and participation.
  5. Participate in trainings at each Tier and build own capacity to train building staff.
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ASSURANCE DOCUMENTATION

Assurances of the Early Learning Program or School District:

On behalf of the Warren County Early Learning Program/School District, I have read, understood, and committed to supporting the expectations specified in the PW/SW-PBIS Commitment to Fidelity Implementation Agreement.

Superintendent  
Director/Superintendent  
Or Program/District-Level  
Administrator Title/Position

[Signature]  
Signature

1/17/18  
Date

Email Address for Director or Superintendent: stewart.a@wcsdpa.org  
Phone # for Director or Superintendent: 814-723-6900

Full Legal Name of the Lead Education Agency (LEA) or Early Learning (EL) Program (do not use nicknames or shortened versions): Warren County School District

Mailing Address of LEA or EL Program's main administration office: 6820 Market Street  
Russell, PA 16345

Assurances of the Building:

On behalf of Beaty-Warren MS (Building), I have read, understood, and committed to supporting the expectations specified in the PW/SW-PBIS Commitment to Fidelity Implementation Agreement.

Building Supervisor/Principal [Signature]

Date 1-17-2018

Email Address for Building Supervisor/Principal: yeagers@wcsdpa.org  
Phone # for Building Supervisor or Principal: 814-723-5200

Full Legal Name of this School or program building (do not use nick names or shortened versions):  
Beaty-Warren Middle School

Physical Address of this Building: 2 East Third Avenue  
Warren, PA 16365

