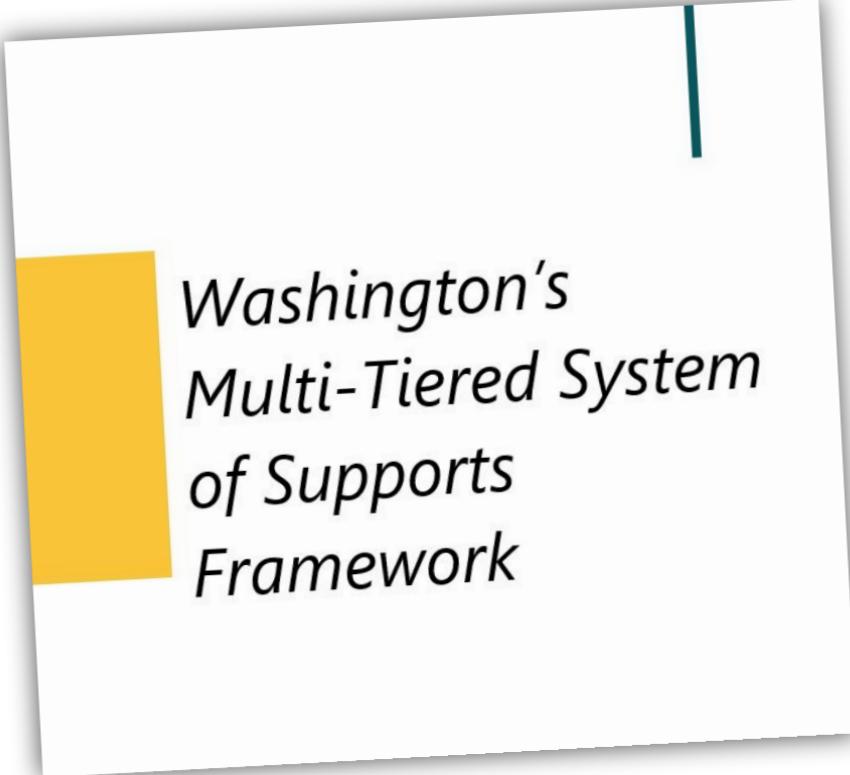


# What You Look For Is What You Find



Capital Region  
**ESD 113**



*Washington's  
Multi-Tiered System  
of Supports  
Framework*

“It’s not how we organize  
our kids; it’s how we  
organize ourselves.”

Dr. George Sugai

# Capital Region ESD 113



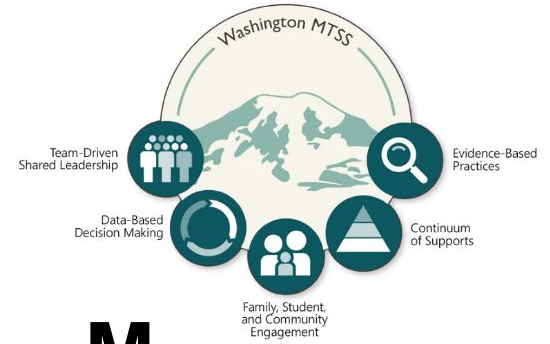
## **Tammy Woodard**

Professional Learning Coach, MTSS  
Regional Implementation Coordinator

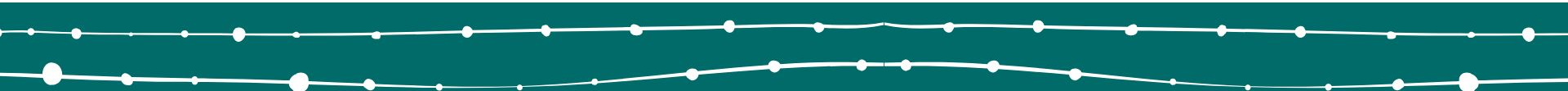
[twoodard@esd113.org](mailto:twoodard@esd113.org)



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**ROSE**



**What was something  
that went well  
(roses) this year?**

**BUD**



**What is something  
you are looking  
forward to (bud)  
next year?**

**THORN**



**What was a  
challenge/barrier  
(thorn) this  
year?**

# Session Agenda:

→ Introductions

→ Mindful Moment

→ ***Learning Objective:***

***Are you a talent scout or deficit detective?***

→ Developmental Relationship Framework & Family Engagement

→ ***Learning Objective:***

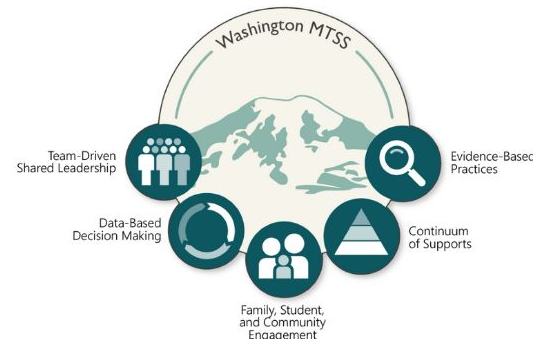
***What barriers can we anticipate?***

→ Science of Hope

→ ***Learning Objective:***

***What is your hope scale?***

→ Closing

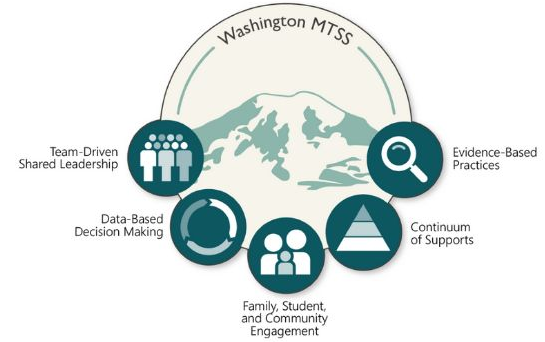


# The Danger of a Single Story



**TOO OFTEN WE LOOK FOR  
FAILURE AND AIM TO FIX IT,  
WHEREAS WE NEED TO LOOK  
FOR SUCCESS AND SCALE IT.**

**-John Hattie**







**DEVELOPMENTAL  
RELATIONSHIPS**

**The Framework**

Developmental relationships are the roots of thriving and resilience for young people, regardless of their background or circumstances. Through these relationships, young people discover who they are, cultivate abilities to shape their own lives, and learn how to engage with and contribute to the world around them. Just as trees rely on a system of roots to support and nourish them, young people need to experience developmental relationships in their families, schools, programs, and communities. However, too many young people miss these opportunities due to bias, prejudice, and systemic exclusion based on their race, ethnicity, income, gender, sexual orientation, abilities, or other differences. Ensuring that every young person experiences the developmental relationships they need is a vital challenge for the 21st century.

The Developmental Relationships Framework was developed by Search Institute, Minneapolis, MN. #604807638. [www.searchinstitute.org](http://www.searchinstitute.org)

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**EXPRESS CARE**  
*Show me that I matter to you.*

<b>Be dependable</b> <i>Be someone I can trust</i>	<b>Be warm</b> <i>Show me you enjoy being with me</i>
<b>Listen</b> <i>Really pay attention when we are together</i>	<b>Encourage</b> <i>Praise me for my efforts and achievements</i>
<b>Believe in me</b> <i>Make me feel known and valued</i>	



**CHALLENGE GROWTH**  
*Push me to keep getting better.*

<b>Expect my best</b> <i>Expect me to live up to my potential</i>	<b>Hold me accountable</b> <i>Insist I take responsibility for my actions</i>
<b>Stretch</b> <i>Push me to go further</i>	<b>Reflect on failures</b> <i>Help me learn from mistakes and setbacks</i>



**PROVIDE SUPPORT**  
*Help me complete tasks and achieve goals.*

<b>Navigate</b> <i>Guide me through hard situations and systems</i>	<b>Advocate</b> <i>Stand up for me when I need it</i>
<b>Empower</b> <i>Build my confidence to take charge of my life</i>	<b>Set boundaries</b> <i>Put limits in place that keep me on track</i>



**SHARE POWER**  
*Treat me with respect and give me a say.*

<b>Respect me</b> <i>Take me seriously and treat me fairly</i>	<b>Collaborate</b> <i>Work with me to solve problems and reach goals</i>
<b>Include me</b> <i>Involve me in decisions that affect me</i>	<b>Let me lead</b> <i>Create opportunities for me to take action and lead</i>

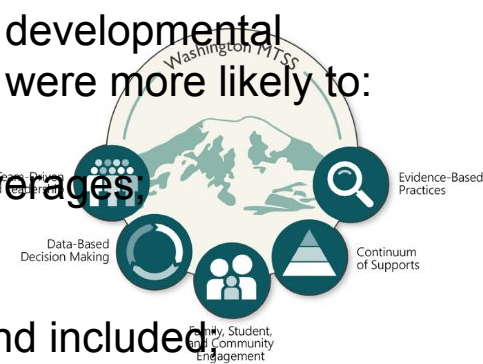


**EXPAND POSSIBILITIES**  
*Connect me with people and places that broaden my world.*

<b>Inspire</b> <i>Inspire me to see possibilities for my future</i>	<b>Connect</b> <i>Introduce me to people who can help me grow</i>
<b>Broaden horizons</b> <i>Expose me to new ideas, experiences, and places</i>	

Students who reported stronger developmental relationships with their teachers were more likely to:

- Have higher grade point averages
- Feel connected to school;
- Are more engaged
- Feel culturally respected and included
- Rate the instruction they receive as high quality.
- Stick w/ challenging tasks
- Enjoy working hard
- Know it's ok to make a mistake
- Respect others feelings
- Be good@ making and keeping friends
- Good @making and keeping plans
- More resilient
- Manage their own emotions
- Take personal responsibility for their actions
- Have a sense of purpose



# Reframing Family Engagement

A shift from focusing all resources on one developmental period and one setting (child care) towards engaging families across multiple transitions and settings.

A shift from focusing on families' deficits, risks, or dysfunction to building on families' strengths and resilience.

A shift from recruiting families to participate in programs to deepening mutual, trusting relationships with families.

A shift from building parenting skills to nurturing relationships within families.

A shift from helping individual families on their own to cultivating relationships among families.

A shift from serving families to empowering families.



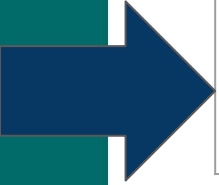
# FMEA

## Digging Deeper Into the Problem: Failure Mode Effect Analysis

1. **Choose and describe a process/plan.**
  - Draw this out in a straight line on the template provided
2. **Identify potential failures.**
  - Identify places where failures of breakdowns might occur in the process.
  - List potential breakdowns in a box under each step of the process
3. **Identify potential change ideas for failures**
  - List the potential change you might consider in the box above each step of the process where a failure was identified
4. **Identify potential measures**
  - Consider how you could collect data to measure the impact of the change

Change  
Ideas

--	--	--	--	--	--



--	--	--	--	--	--

Goal

Potential  
Failures

--	--	--	--	--	--



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CHOOSE  
HOPE

*Multi-Tiered System of Supports*

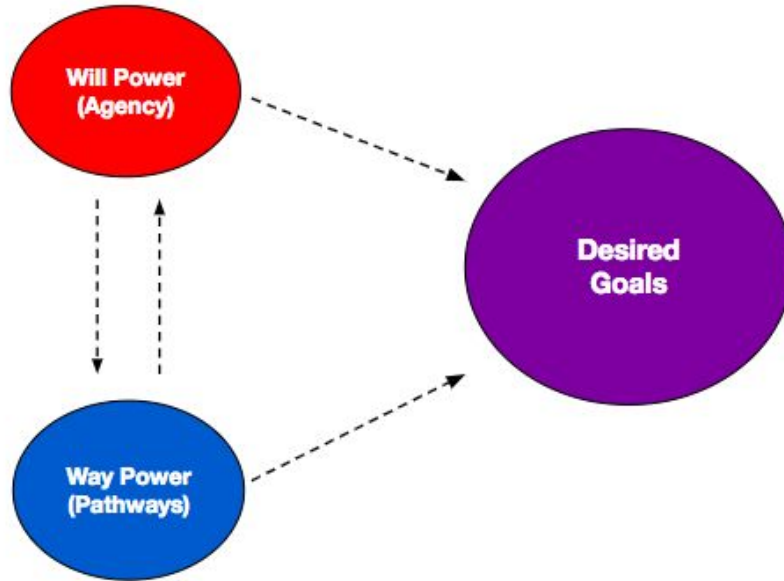


*Multi-Tiered System of Supports*



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## HOPE THEORY



...agency without pathways is a wish!

Strength does not come from **physical capacity**.

It comes from indomitable **will**.

-Mahatma Gandhi

[DevelopGoodHabits.com](http://DevelopGoodHabits.com)

# Optimism



## toxic positivity

being negative  
won't help you

good vibes only

you'll get over it

other people have  
it a lot worse

smile, crying  
won't help

just stay  
positive

## Genuine optimism

it's important to let it out.  
is there anything i can do to  
make this easier for you?

i love you through all your  
emotional states

you are so resilient, and your  
strength will get you through it

you are not alone, and there  
is support to help you

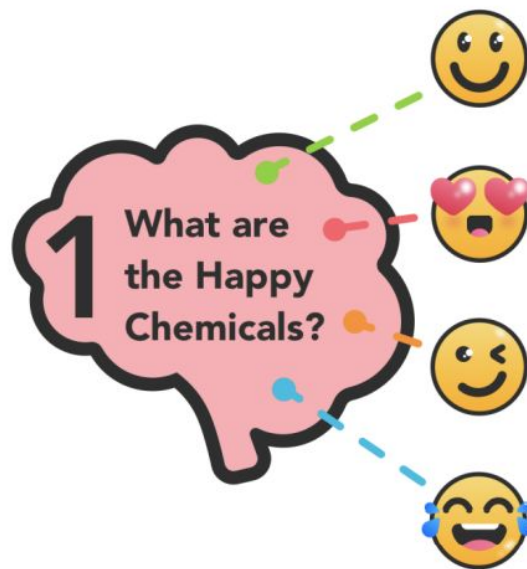
it's okay to cry, we all do. can  
i get you a tissue or a hug?

things are tough right now.  
do you wanna talk about it, or  
do something lighthearted?

@crazyheadcomics

# GET YOUR DAILY HAPPINESS CHEMICALS

The happy brain chemicals that make you feel good



## DOPAMINE

- Enables motivation, learning, and pleasure
- Gives you determination to accomplish goals, desires, and needs

## OXYTOCIN

- Feeling of trust, motivates you to build and sustain relationships
- Known as "Cuddle or Love Hormone", plays a role in bonding

## SEROTONIN

- Feeling significant or important among peers
- Calm form of accepting yourself with the people around you

## ENDORPHINS

- Releases a brief euphoria to mask physical pain
- Response to pain and stress that alleviates anxiety and depression

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## How Deficiency Affects You

- procrastination
- low self-esteem
- lack of motivation
- low energy or fatigue
- inability to focus
- feeling anxious
- feeling hopeless
- mood swings

- feeling lonely
- stressed
- lack of motivation
- low energy or fatigue
- disconnect of relationships
- feeling anxious
- insomnia

- low self-esteem
- overly sensitive
- anxiety/panic attacks
- mood swings
- feeling hopeless
- social phobia
- obsession/compulsion
- insomnia

- anxiety
- depression
- mood swings
- aches and pains
- insomnia
- impulsive behavior

**DOPAMINE**

**OXYTOCIN**

**SEROTONIN**

**ENDORPHINS**

## How to Increase Happiness Levels

- meditate
- daily to-do list
- long term goals
- food rich in L-Tyrosine
- exercise regularly
- create something: writing, music, or art

- physical touch
- socializing
- massage
- acupuncture
- listening to music
- exercise
- cold shower
- meditate

- exercise
- cold showers
- sunlight
- massage

- laughter/crying
- creating music/art
- eat dark chocolate
- eat spicy foods
- exercise/stretching
- massage
- meditate

**Scale** (taken from <http://www.ppc.sas.upenn.edu/hopescale.pdf>)

*Directions:* Read each item carefully. Using the scale shown below, please select the number that best describes YOU and put that number in the blank provided.

- 1. = Definitely False
- 2. = Mostly False
- 3. = Somewhat False
- 4. = Slightly False
- 5. = Slightly True
- 6. = Somewhat True
- 7. = Mostly True
- 8. = Definitely True

- \_\_\_ 1. I can think of many ways to get out of a jam.
- \_\_\_ 2. I energetically pursue my goals.
- \_\_\_ 3. I feel tired most of the time.
- \_\_\_ 4. There are lots of ways around any problem.
- \_\_\_ 5. I am easily downed in an argument.
- \_\_\_ 6. I can think of many ways to get the things in life that are important to me.
- \_\_\_ 7. I worry about my health.
- \_\_\_ 8. Even when others get discouraged, I know I can find a way to solve the problem.
- \_\_\_ 9. My past experiences have prepared me well for my future.
- \_\_\_ 10. I've been pretty successful in life.
- \_\_\_ 11. I usually find myself worrying about something.
- \_\_\_ 12. I meet the goals that I set for myself.

**Scoring:**

Items 2, 9, 10, and 12 make up the agency subscale.

Items 1, 4, 6, and 8 make up the pathway subscale.

Researchers can either examine results at the subscale level or combine the two subscales to create a total hope score.

## The Adult Hope Scale

I can think of many ways to get out of a jam.

I energetically pursue my goals.

There are lots of ways around any problem.

I can think of many ways to get the things in life that are most important to me

Even when others get discouraged, I know I can find a way to solve the problem.

My past experiences have prepared me well for my future.

I've been pretty successful in life.

I meet the goals that I set for myself.

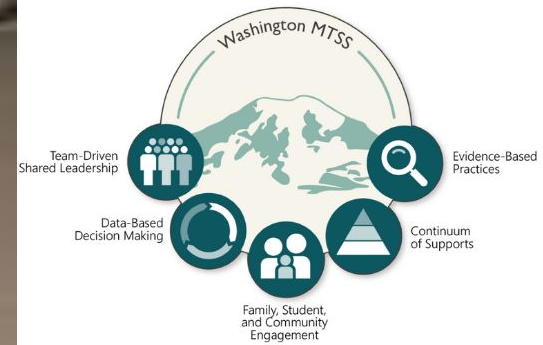
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# Bringing It All Together

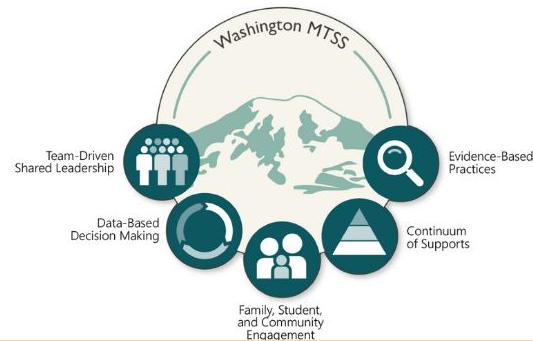


# Turn and Talk

What did you hear that confirmed something you already knew?

What did you hear that conflicts with your prior knowledge?

What questions do you still have?



# Opportunity Thinking

Aha moment

wondering

3:00

change

Immediate  
implementation



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