



POSITIVE EARLY LEARNING EXPERIENCES CENTER

MTSS: Some Thoughts on Successful Implementation

- A) Most Behavior Change Is Ephemeral Without Intentional Planning And Support To Ensure Otherwise
- B) Most Behavior Change Can Be Attributable To Multiple Variables, Not Just The Ones We Choose To Focus On
- C) Most Behavior Change That Is Fully Lasting And Significant Is Initiated, To One Degree Or Another, By The Behavers Themselves

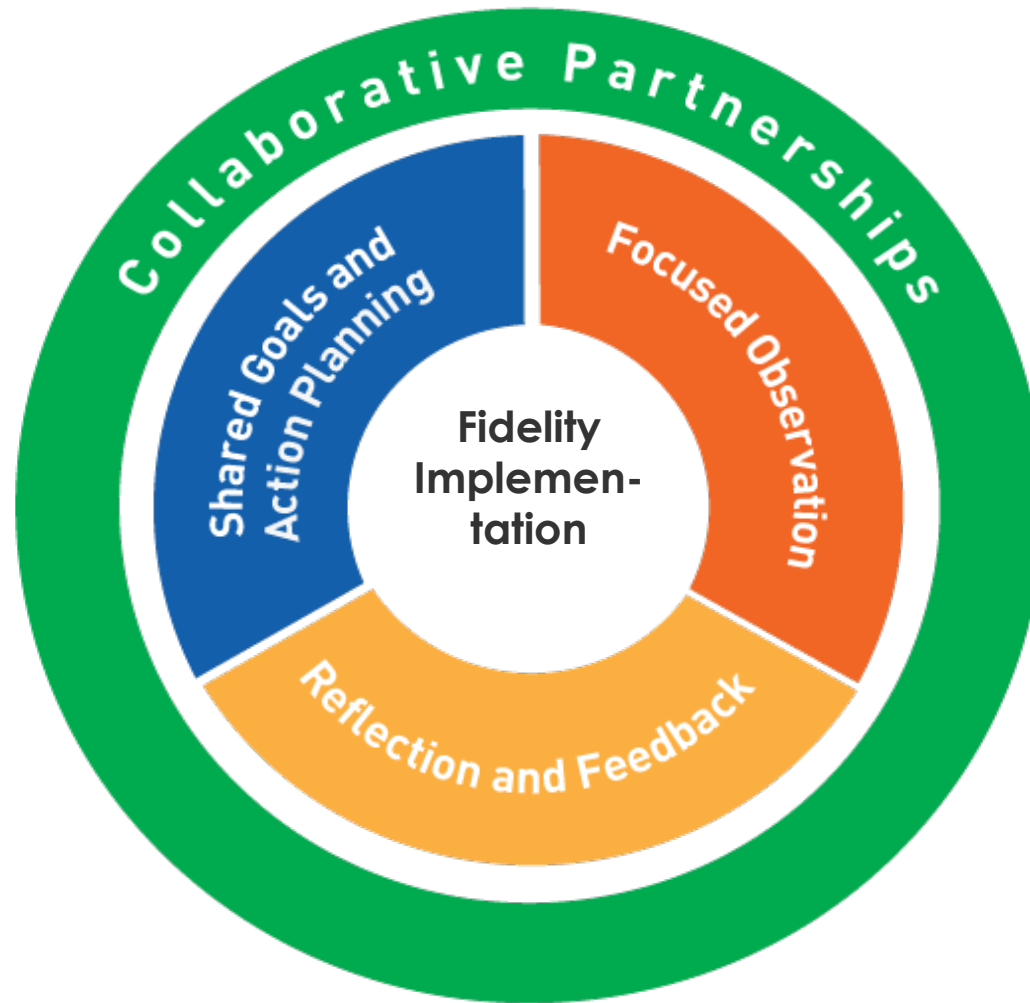
Next We Will Examine Some Implementation Elements that Support These Three Overarching Considerations

Assume That Every Team Needs A Coach, And Always Will



The Coaching Paradigm Must Be Evidence-based, Just Like The Practices. Coaching With The Most And Best Data Is Practice-based Coaching.

Practice-based Coaching Cycle



Without Institutionalization, Turn-over And Time Will Win Out



- MTSS as Calling Card
- Hiring, Promotion Based on Fidelity Implementation
- Board Policy
- State Legislation

Social Capital Investments Are Essential



- MTSS Career Ladder
- Coaching Cadre
- MTSS Support for ALL School Personnel

Constant Self-examination Of Why And Why Not Is Uncomfortable But Also Essential (WHO IS WORTHY/WHOSE OPINION COUNTS)

Does The Breadth And Complexity Of The MTSS Elements Match The Problem?

Behavior Change Is Complex And Not Necessarily Related To Variables We Choose

Examples



Typical Drivers

Initial Training On
MTSS Principals

Hidden Drivers

Perceived
Compatibility With
Existing Values And
Systems

Less Identified

Social Standing of Leaders



Initial Plans Crafted

Breadth of Plan Input

Coaching Initiated

Coach-Coachee Alliance Developed

Data Systems Utilized
for Decision-Making

Regular Data Review
Degree of Shifts
Permitted

Top Ten (Plus One) Keys to A High-Fidelity, Sustainable and Scalable MTSS



- 1) Realistic Time Frame To Impact Child Behavior Change About 5 Years
- 2) Local Adaptations Are Essential (No Xeroxing!)
- 3) Intervention Elements Of MTSS Must Align With The Problem(s) One Is Trying To Solve
- 4) Invest In Buy-in And Early Adopters
- 5) Align Personnel, Hiring, Career Ladder, Salary And Benefits With High Fidelity Implementation

Top Ten (Plus One) Keys to A High-Fidelity, Sustainable and Scalable MTSS



- 6) Use Practice-based Coaching And Grow Coaching Capacity Before You Grow Implementation Sites
- 7) Create Data Systems That Relevant Parties Care About
- 8) Train And Coach Around Data Decision-making
- 9) Publicly Highlight Your Best Examples
- 10) At Every Level, Collect Fidelity Data And Use It 3 x Year

Top Ten (Plus One) Keys to A High-Fidelity Sustainable and Scalable MTSS



11) Continuously Check The Social Validity Of The Intervention Elements

- Users Find Them:
 - ✓ Doable (They Feel Competent)
 - ✓ Efficient
 - ✓ Compatible With Other Demands
 - ✓ To Yield Good Effects

Ten Common Mistakes In Implementing MTSS



- 1) Sorting Of Children Into Imaginary, Homogeneous Tiers
- 2) Forgetting Parents, Peers And Paraprofessionals As Intervention Agents
- 3) Simultaneously Starting MTSS Along With Other Major Initiatives
- 4) Not Asking “What Should We Stop Doing?”
- 5) Selecting Initial Sites As A Corrective Practice

Ten Common Mistakes In Implementing MTSS



- 6) Perpetuating Inequities In Service Access By Not Taking The MTSS Opportunity To Correct Same
- 7) Not Understanding That The Tiers Of Support Are Interdependent
- 8) Not Planning Scale-up And Sustainability From Day 1
- 9) Not Having A Leadership Succession Plan
- 10) Getting Distracted By The Next Shining Object

In Conclusion



“...We should examine most closely
the things we hold most dear...”

- Rene Descarte

