

Establishing Buy-in for Schoolwide Interventions in Secondary Schools

Montana CEC Conference

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We All
Need
Support



Hang in there!



Thank you!

- Montana CEC
 - Billi Taylor

2025 MCEC CONFERENCE

"Choose Your Path"
April 2nd & 3rd, 2025
Copper King Hotel
Butte, MT

Thank you!

Montana Educators

- Rhiannon Beery
- Amanda Brown
- Lynsey Heiken
- Lisette Hofer
- Jeremy Locke
- Lisa Passon
- Pam Pettigrew

PowerPoints: Enduring Understandings

- Understanding and addressing staff **mindsets towards prevention and intervention** may prevent missteps in the early stages of implementing MTSS
- There are **specific strategies** that can support the development of **buy-in** for MTSS approaches in secondary school settings
- Having a **plan for establishing buy-in** can help leadership teams systematically prepare their community for the implementation of MTSS

Essential Question

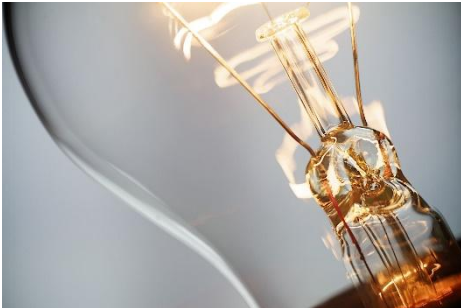
- What are effective strategies for **addressing staff's misconceptions of MTSS** and engaging in practices to address mindsets related to prevention and intervention?
- What are effective **strategies for developing buy-in** for MTSS through stages of implementation?
- How can teams develop **specific approaches** for their school to obtain buy-in from faculty and staff?

MTSS (Mis)Understandings

Chapter 2 Understanding Principles
of Prevention and Support

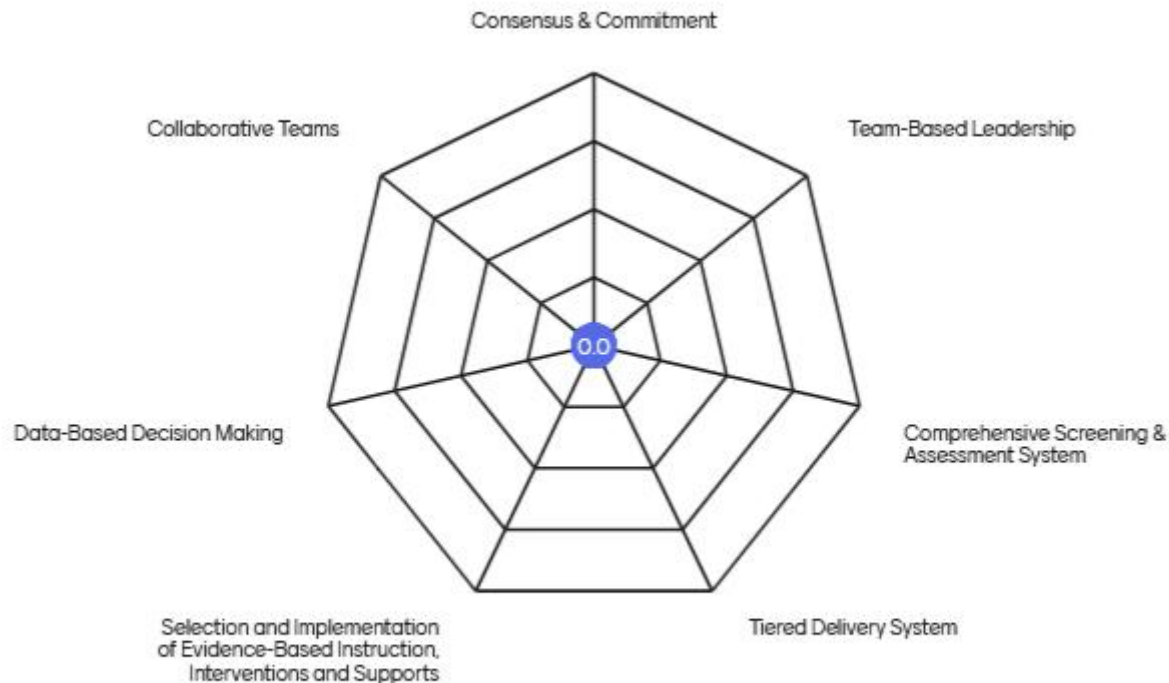
MTSS Big Ideas

- Consensus & Commitment
- Team-Based Leadership
- Comprehensive Screening & Assessment System
- Tiered Delivery System
- Selection and Implementation of Evidence-Based Instruction, Interventions and Supports
- Data-Based Decision Making
- Collaborative Teams



Rate Your Current Implementation

- Go to menti.com – Enter Code: 2409 1024



What Are Your Staff's Concerns Around MTSS?

- Go to menti.com – Enter Code: 2409 1024

What would you say are your staff's concerns around MTSS?

All responses to your question will be shown here

Each response can be up to 200 characters long

Turn on voting to let participants vote for their favorites

Review Research: MTSS Barriers and Facilitators, P. 2-4

Barriers



Professional Learning Disconnect

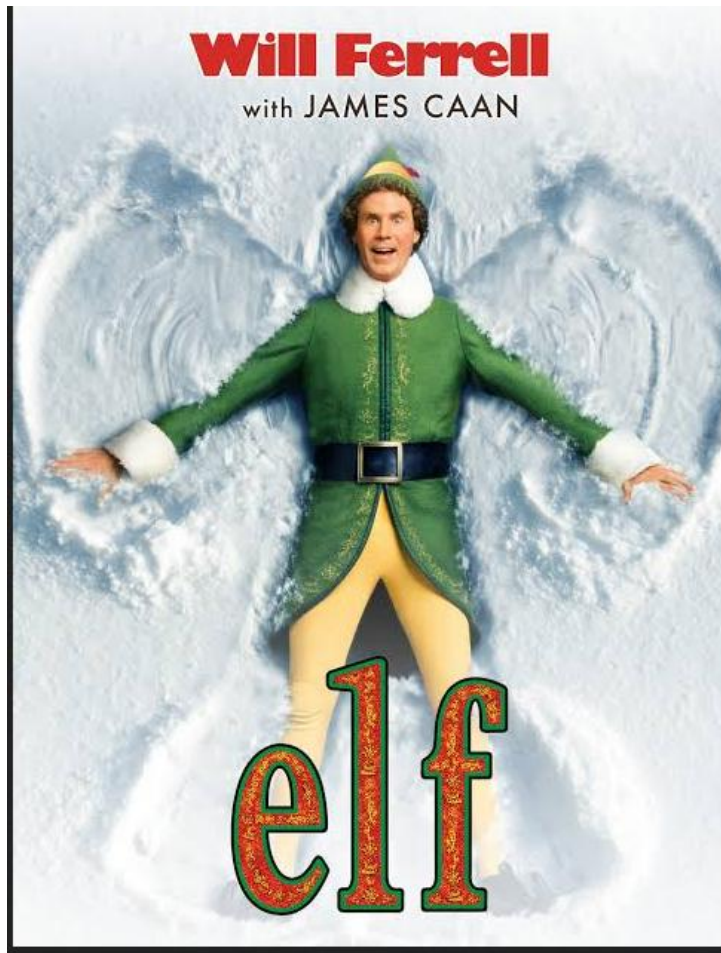


Accountability Disconnect

Facilitators

- Professional Learning Best Practices
- Using Data
- Staff Buy-In
- Systems Connection
- Student Impact
- Connecting with Other Schools

Misunderstandings and Buddy the Elf



Watch together..

- Good intentions!
- Lots of misunderstandings!

https://youtu.be/-Zhy_5aD7ks?si=cQWz7x1X4XQbM4oa&t=55

Review Push Back and Behavior, P. 5-6

- PBIS Myths-Facts July2016.pdf



Myths & Facts

PBIS Myth	PBIS Fact
"PBIS is a program."	<ul style="list-style-type: none">• PBIS is not a packaged program with a set script, it is a framework for building behavioral resources, increasing pro-social behavior and enhancing school climate• PBIS is a prevention-oriented process that supports the needs of a school by assisting school personnel in adopting and organizing evidence-based behavioral interventions into an integrated continuum that enhances academic and social behavior outcomes for ALL students.• There are 10 critical components that comprise the PBIS process. These components are individualized by each school to meet the school's specific needs and culture. The components are customized to 'fit' each school and are easily adapted to meet the ever changing needs of a school.

Great Resource ([link](#))




Imp



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Ten Common Misses in PBIS Implementation

[Ashli D. Tyre, EdD](#) , and [Laura L. Feuerborn, PhD](#) [View all authors and affiliations](#)

[Volume 30, Issue 1](#) | <https://doi.org/10.1177/1074295621996874>

- Awareness Training
- Needs assessment
- Review data
- Share
- Act
- Repeat

Strategies for Buy-In

Chapter 3: Stages of Implementation

Chapter 4: Effective Systems

Buying a car



- List out the steps you take when you buy a car...

Steps



Consider Needs



Research



Sample



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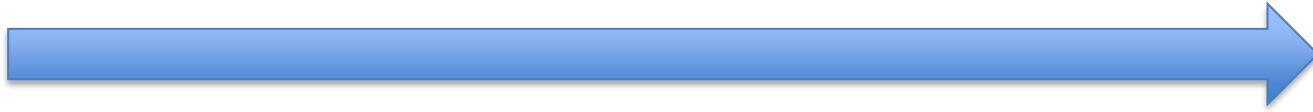
What Barriers Do You Face?



- Not familiar/trained
- Not my job
- Doing too much now
- Told but not asked
- Agree/disagree/other

***Core practices will improve problems staff
are already trying to address***

Differentiating Content



Improvement Area					
Workflow		Procedures		Organization	

Systems Improvement Role			
Implementor	Influencer	Decision Maker	Expert

Improvement Timeline					
Today	Tomorrow	Next week	Next Month	Next semester	Next year and beyond

Teach one
expectation
to my students

Ask grade level/colleague
to teach expectation
an expectation

Share results, draft teaching
matrix with staff and students

Current Level of Buy-In

*Based on your assessment, what areas
do you need to address for buy-in?*
Share your ideas ([link](#))



Step 1 in Sales – Qualify the Customer

Your last experience?



Image from <https://flic.kr/p/7YKQEH>

- Buy-in implies selling
- Believe in your product/approach
- Questions to ask
 - Can they benefit?
 - Can they commit?

Implementation Phases

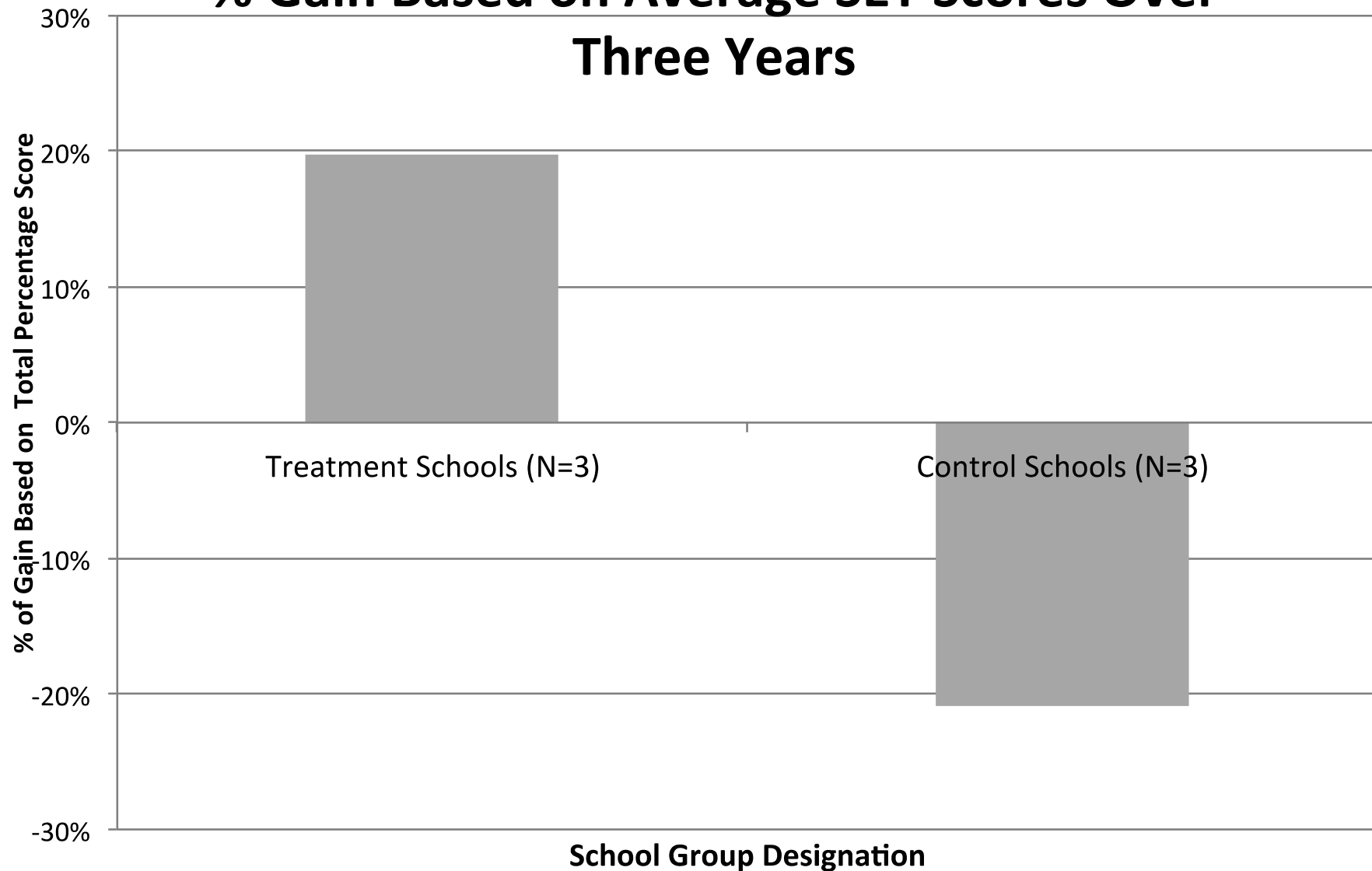
Exploration and adoption – *buy in, urgency, awareness*

Program installation – *team, roles, resources, goals, data*

Initial implementation – *piloting*, *examples, sharing*

Full operation – *changing staff roles (some/all)*

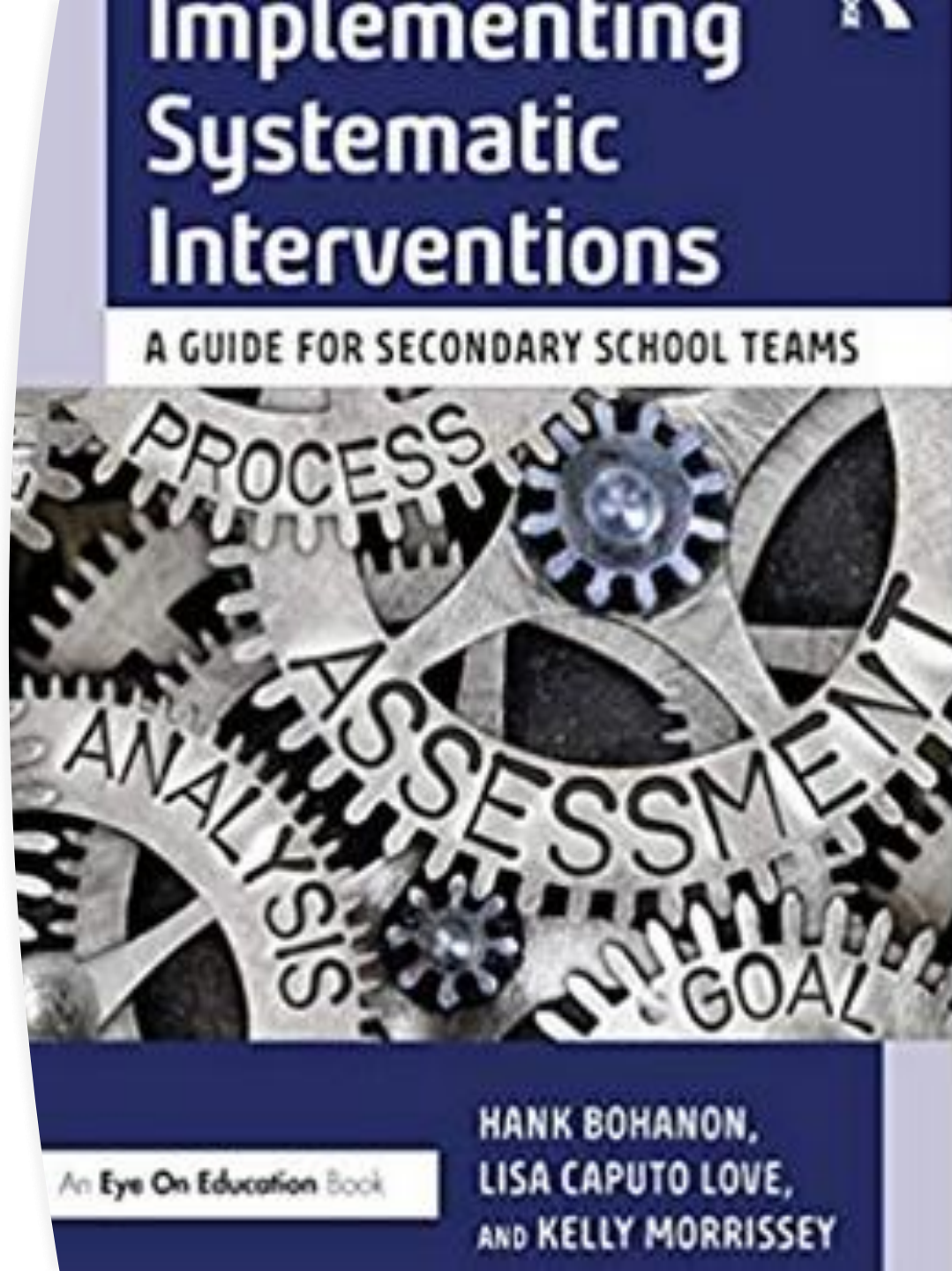
% Gain Based on Average SET Scores Over Three Years



(Bohanon & Wu, 2014)

Scan Chapter 2

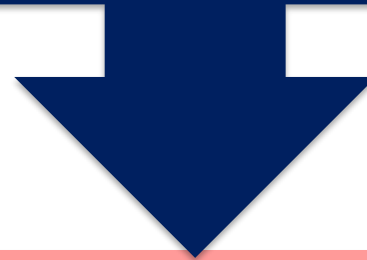
- Scan the “Ponder on Purpose” and “Application” Sections
- How might you use these tools to address the thinking of your staff members?
- Share your ideas ([link](#))



Action Planning

Action Planning

Move into groups based on
MTSS area for improvement



Action planning form – P. 2-4

Consider
framework

Look for the
moving part

You are the
context expert

Plan out next
steps:
Tomorrow,
next week,
next month...

Additional Reading

- [Developing Buy-in for Positive Behavior Support in Secondary Settings](#) (See Example p. 21)
- [Case example of the implementation of schoolwide positive behavior support in a high school setting](#)
- [Case example of MTSS and Implementation Science](#)

Have you tried these? What does/does not work for buy-in?




See the timeline in the handout

Ask Before You Tell



- Less frustration
- More consistency
- Better use of time

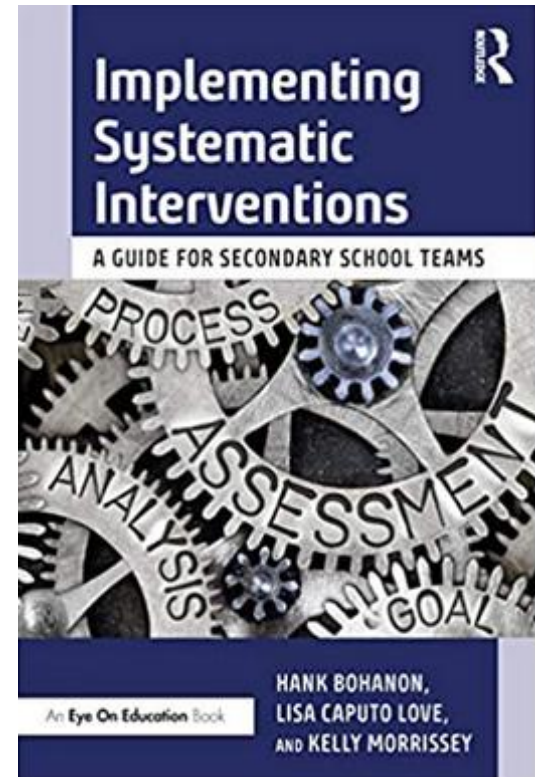
A group of King penguins stands on a rocky beach, looking towards a large elephant seal pup lying on the ground. The seal pup is white with a large, wrinkled head and is lying on its side. The penguins are black and white with yellow-orange necks. The beach is covered in small, light-colored rocks. In the background, the ocean waves are visible.

*Stop
convincing,
try solving
someone's
problem*

For more on MTSS in Secondary Schools ([link](#))



[Amazon Link](#)



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