



# MA PBIS Academy

2018-2019 EVALUATION ADDENDUM



## ***Introduction***

This report is an addendum to the [2017 - 2018 PBIS Academy Evaluation](#) report. The purpose of this addendum is to provide a summary of information collected evaluating the 2018 - 2019 year of the PBIS Academy. This summary provides information on (a) participating schools and districts; (b) PBIS training, coaching, and technical assistance; (c) fidelity and social validity; and (d) aggregate school-level outcomes. For a full description of the PBIS Academy, please see the full report.

## ***Impact***

During the 2018 - 2019 school year, 97 schools from 38 districts participated in Tier 1 training (including team training, coaches training, and technical assistance) across seven training cohorts; 9 schools participated in the Tier 2 Academy. In total, 561 school personnel participated across 28 training events in Tier 1 and Tier 2.

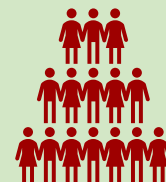
**28 training events**



**7 cohorts**

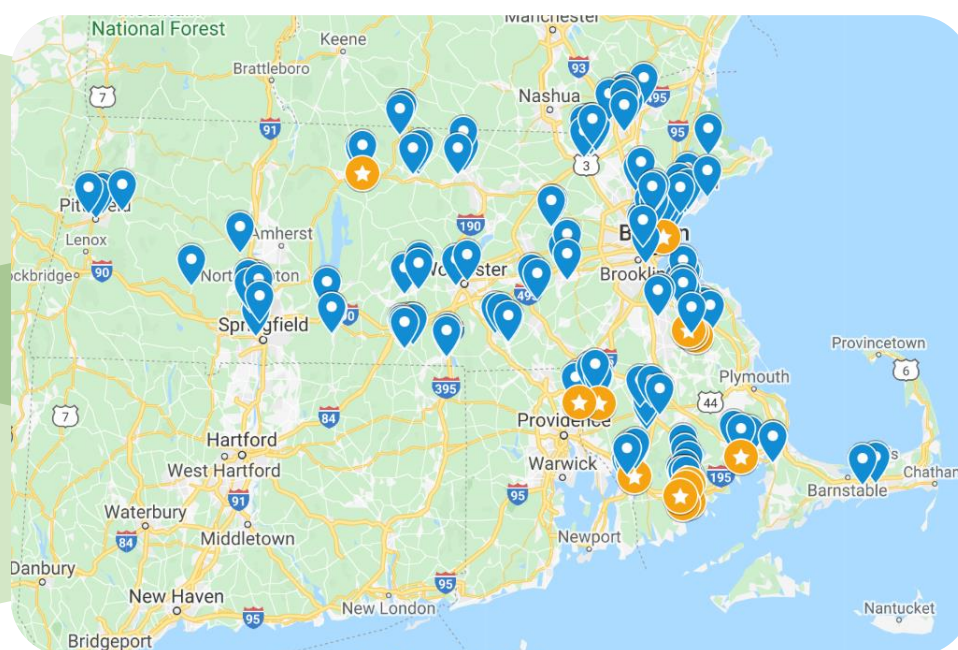


**561 participants**



The map below (Figure 1) represents all the schools across cohorts 1 through 6 that have participated in the Academy since 2014. Star icons represent schools of merit recognized by the PBIS Academy for demonstrating implementation of Tier 1.

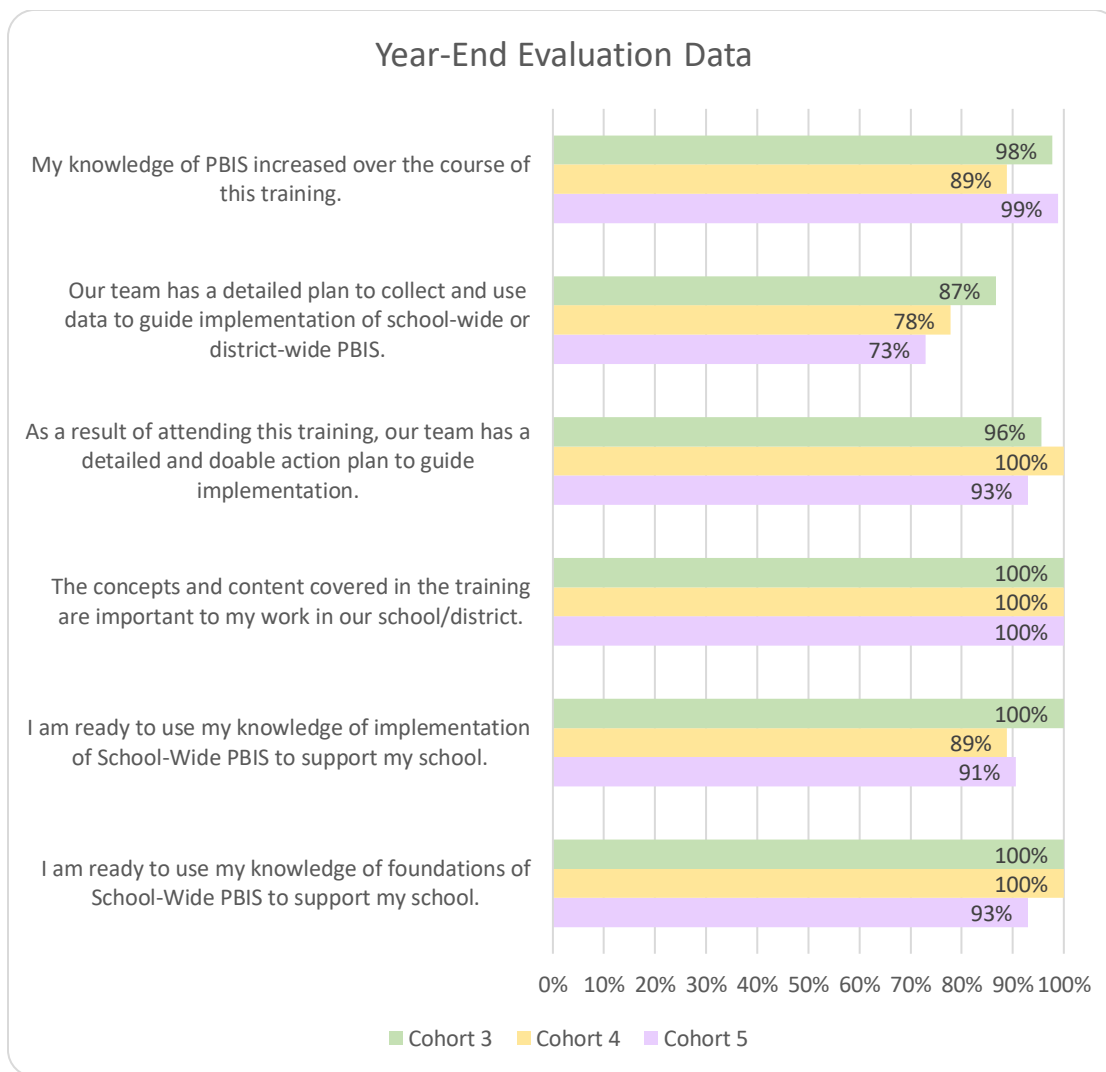
**Figure 1. PBIS Academy Schools**



## ***Training Evaluation Data***

Participants completed an end-of-year training evaluation on the final day of training for the 2018 - 2019 school year. Respondents rated items on a 1-5 scale (1=strongly disagree; 5=strongly agree) and answered open-ended questions. The results of this evaluation are summarized in Figure 2, in which the percentage of respondents that agreed or strongly agreed to the six evaluation statements are graphed.

**Figure 2. 2018-2019 Year-End Evaluation Data**



The evaluation data suggest that participants believed they increased their knowledge of PBIS and applied this knowledge to their action planning and implementation. In addition, participants felt strongly that the content was relevant to their work and were ready to apply the content in their buildings. Participants felt less confident planning around data-based decision making. Based on this evaluation, training materials have been revised to support teams' use of data-based decision making. Of note is that in their second and third year of the Academy, teams felt increasingly confident in their use of data to guide action planning.

## Tier 1 Fidelity of Implementation Data

For the MA DESE PBIS Academy, school leadership teams informally progress monitored their implementation fidelity tri-annually, using the Team Implementation Checklist (TIC), and formally assessed their implementation fidelity each spring with their TA provider, using the Tiered Fidelity Inventory (TFI).

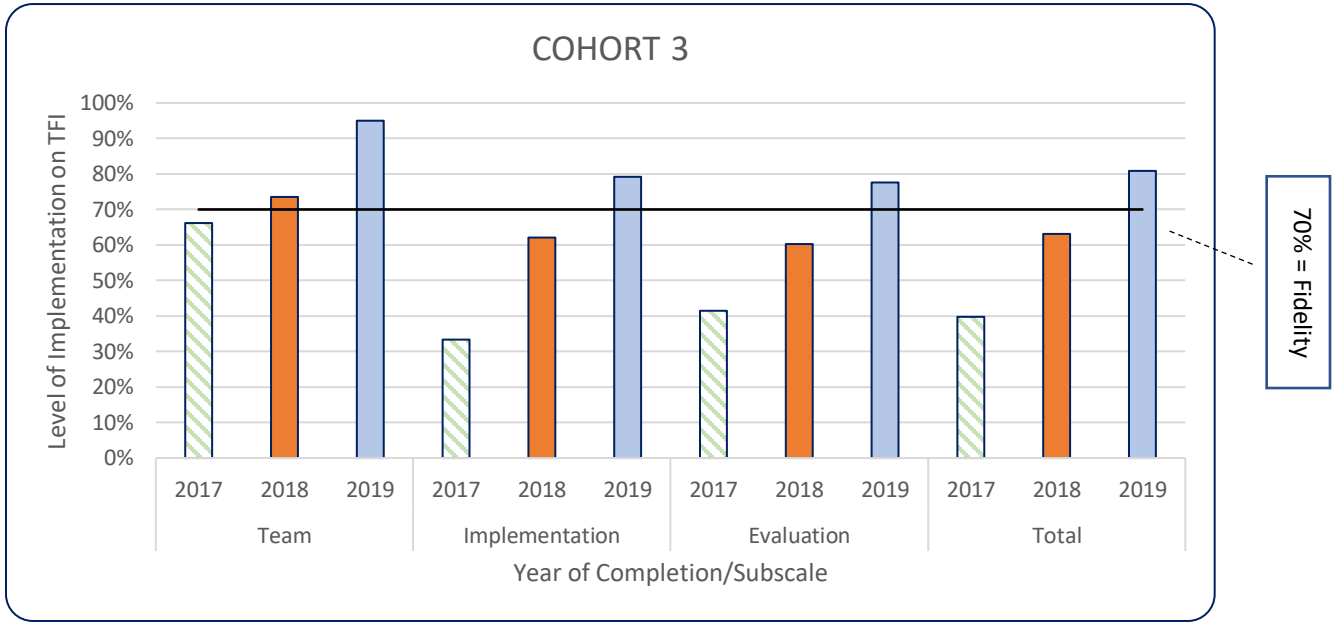
TFI results are reported across cohorts in the following graphs. A TFI score of 70% indicates fidelity of implementation at Tier 1. Results are reported as the percentage of schools in each cohort that have reached fidelity of implementation. As we had the opportunity to assess the ongoing fidelity for schools that have completed the Academy, results include data from those schools as well.

**Figure 3. Percentage of schools by cohort implementing to Tier 1 fidelity across years (Baseline years shaded red, post-Academy participation data is shaded in blue).**

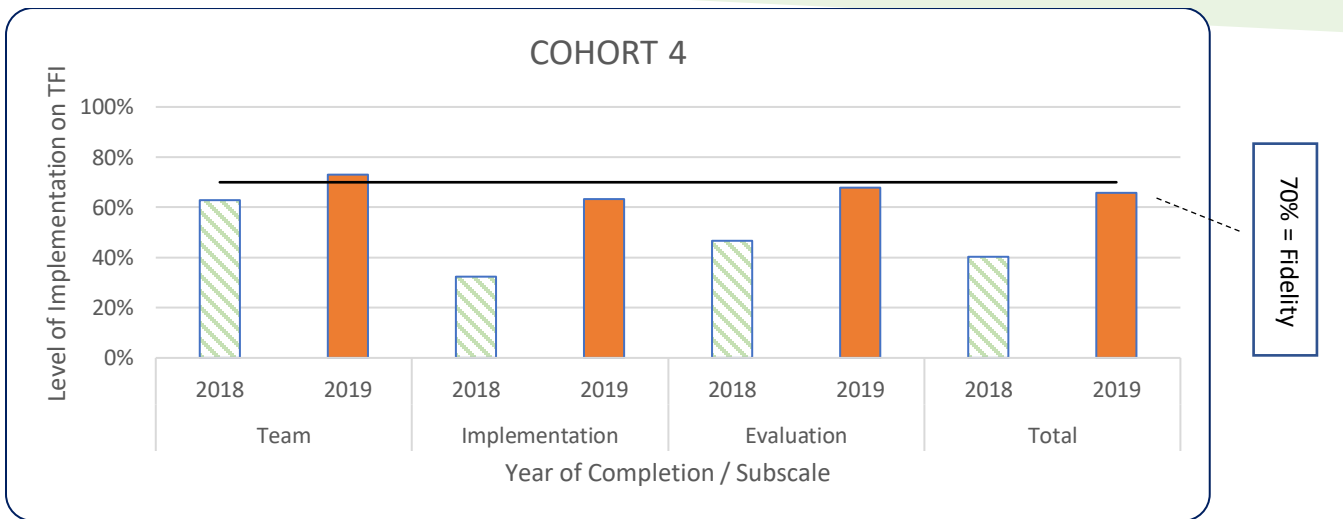
	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Cohort 1	10.0%	54.8%	75.8%	65.6%	60.0%
Cohort 2		11.1%	50.0%	74.1%	50.0%
Cohort 3			5.0%	36.8%	70.6%
Cohort 4				2.9%	50.0%
Cohort 5					17.4%

Overall, the results indicate that 70% or more of schools that participate in the PBIS Academy achieve full fidelity at Tier 1. To support schools in maintaining high-fidelity implementation after they conclude their participation in the academy, we have increased our focus on district-wide support systems and building school and district structures to support sustainability.

**Figure 4. TFI outcomes for cohort 3 schools (2017-Year 1, 2018-Year 2, 2019-Year 3)**



**Figure 5. TFI outcomes for cohort 4 schools (2018-Year 1, 2019-Year 2)**



Figures 3 through 5 provide evidence of implementation growth as measured by the TFI across cohorts 3 and 4. The majority of Cohort 3 schools have demonstrated increases in implementation across the three years of training; Cohort 4 made substantial gains in year 2 of training. Schools across cohort 3 and 4 on average increased their fidelity of implementation as evidenced by figures 4 and 5. This growth was evident not only in total scores in Tier 1, but also across Team, Implementation, and Evaluation subscales.

Almost all participating schools also completed the Team Implementation Checklist (TIC) and entered their survey data into PBIS Assessment on at least two occasions per year. The TIC is a progress monitoring tool completed as a self-assessment across training events. An opportunity to complete the TIC was embedded into several team training dates to support action planning and monitor progress.

**Figure 6. Increase in implementation as measured by the TIC across cohorts.**

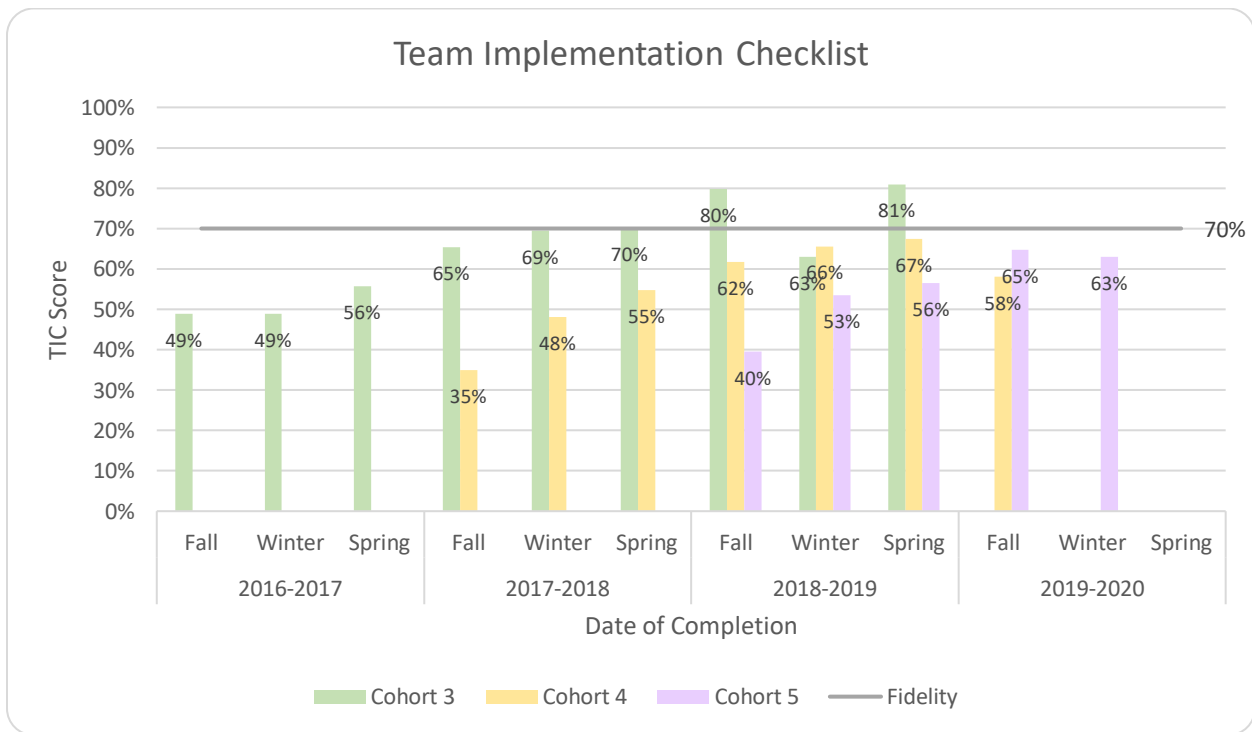


Figure 6 provides further support of consistent growth in fidelity of implementation across cohorts and training years.

# Outcome Data: In-School Suspensions (ISS), Out-of-School Suspensions (OSS), Percent of Students Disciplined

Figure 7. Average OSS Rate in High- and Low-Fidelity Schools

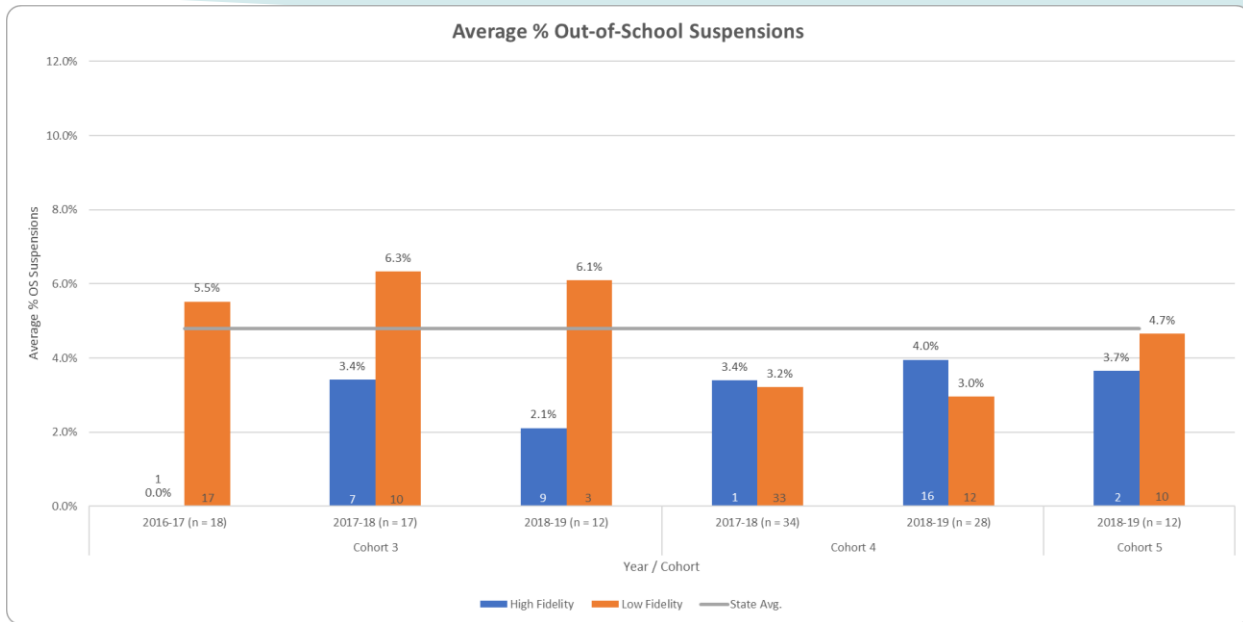
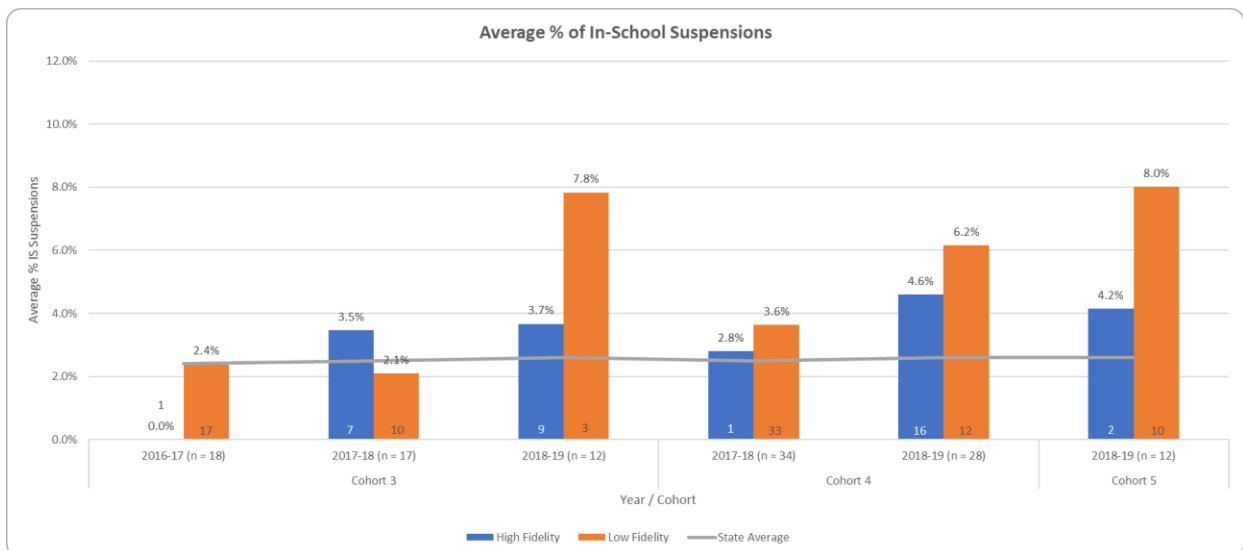
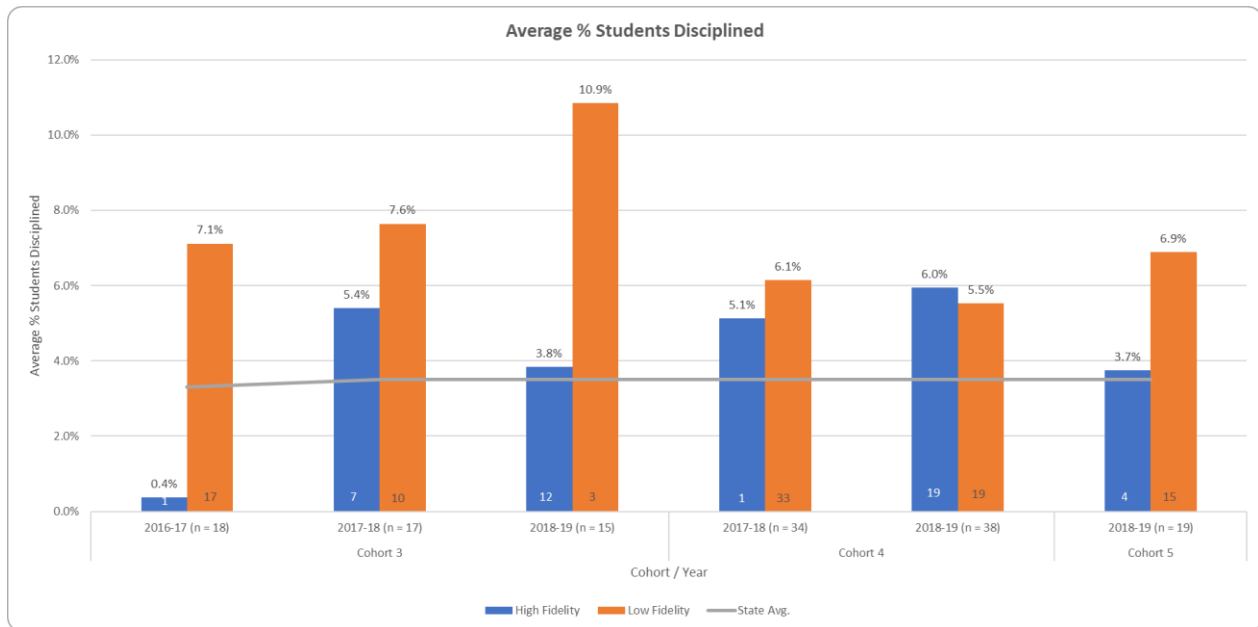


Figure 8. Average ISS Rate in High- and Low-Fidelity Schools





**Figure 9. Average Percentage of Students Disciplined in High- and Low-Fidelity Schools**



Figures 7 through 9 report outcomes related to state reported in-school and out-of-school suspensions as well as percent of students disciplined across Cohorts 3, 4, and 5. These data compare percentages for schools in the PBIS Academy that are implementing with high vs. low levels of fidelity. The gray line represents state averages for each of the outcome measures. Generally, across all three student outcome measures, schools implementing PBIS with high fidelity demonstrated lower levels of suspensions and percent of students disciplined when compared to schools with low implementation fidelity. In addition, schools implementing with high fidelity demonstrate out-of-school suspension rates below the state average across all cohorts. This achievement is particularly notable since many of the schools participating in the PBIS Academy serve high-needs student populations.

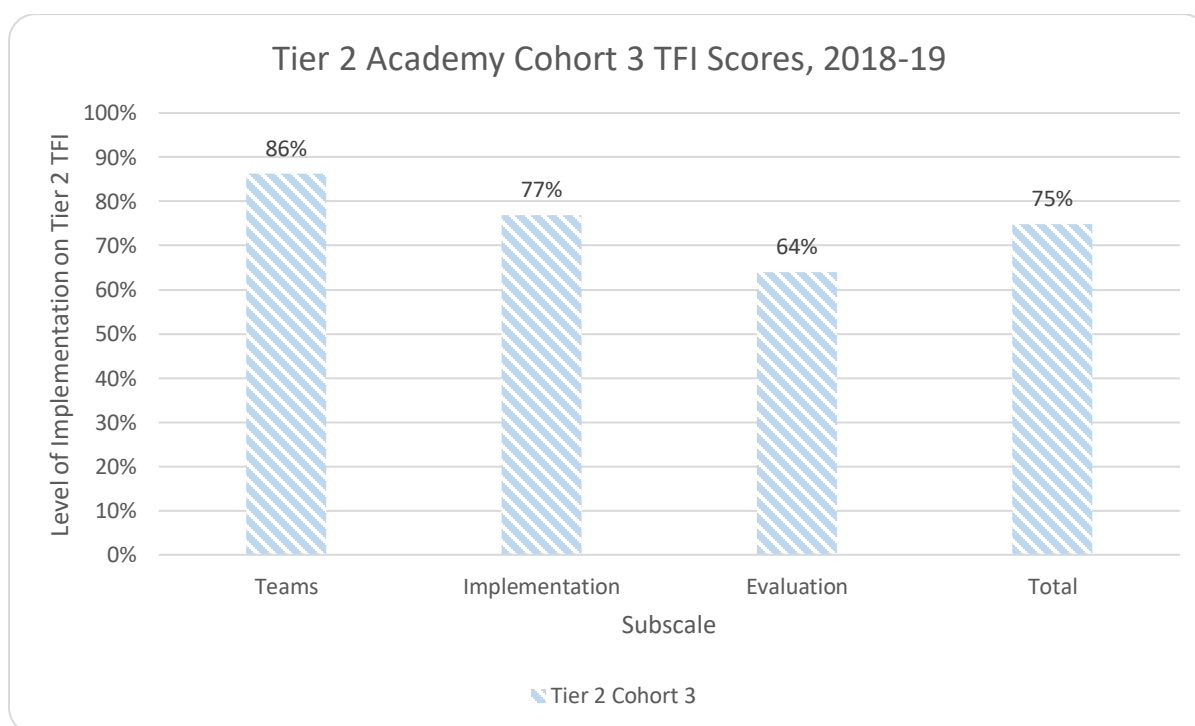
We collected and organized school outcome data using data published at the Massachusetts Department of Elementary and Secondary Education’s website (<http://profiles.doe.mass.edu/statereport/ssdr.aspx>).

## Tier 2 Fidelity of Implementation Data

After completing two years of the PBIS Academy, schools meeting Tier 1 implementation fidelity criteria and readiness requirements are invited to apply for the Tier 2 Academy, which provides an additional year of team training and technical assistance in implementation of targeted supports for students.

In 2018-2019, 8 schools across one cohort completed the Tier 2 Academy. Five of the participating schools completed the Tier 2 Subscale of the SWPBIS TFI. Results from the five schools in Cohort 3 are reported in the graph that follows.

**Figure 10. Tier 2 TFI Scores for Cohort 3 Schools.**



Participating schools reported end-of-year fidelity information using the TFI Tier 2 subscales. While there is no established criteria for Tier 2 fidelity with the TFI, results indicated strong levels of fidelity at the Tier 2 level of implementation.



## *Summary*

- In the 2018-2019 school year, we trained 97 schools within 38 districts during 28 training events.
  - As a result of participating in the MA PBIS Academy, 71% of schools met criteria for implementing Tier 1 with fidelity at the end of their third year.
  - On average, schools that implemented PBIS with fidelity demonstrated lower levels of exclusionary and reactive disciplinary practices, including out-of-school suspension, in-school suspension, and other disciplinary infractions.
  - Schools that participated in the Tier 2 Academy in the 2018-2019 school year indicated strong levels of fidelity with developing targeting supports for students with at-risk behaviors with an average score of 75% implementation fidelity on Tier 2 of the Tiered Fidelity Inventory.
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