Using Implementation Science to Expand the Use of Positive Behavior Support (PBS) in Education and Human Service Settings

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Tim Moore | Psychologist – Fraser Clinical Services
Garrett Petrie | PBIS State Management Team – MN Department of Education
Takeaways

1. It helps to use a common language for positive behavior support (PBS) and its implementation in order to learn from each other.

2. Examples of large-scale training, coaching and evaluation of PBS in Minnesota that avoid ‘train-and-hope’ in order to ensure local capacity for implementation is built.

3. Communities of practice, like the MNPBS network, continue momentum for interagency PBS collaboration and implementation by celebrating successes and learning from peers.
MNPBS Network is bringing practitioners together across settings, populations and the lifespan to articulate key PBS features and share about exemplary PBS at a community level.
Impact On Life Trajectory
If We Collaborate to Provide Positive Supports and Choice Across the Lifespan...

Achieve each person’s vision for a full life in the community

... Instead of a life defined by ...

[FILL IN THE BLANK]
History of Positive Behavior Support in Minnesota

1989 – Minnesota Department of Human Services – Support from the Research and Training Center (RRTC) on Community-Referenced, Non-Aversive Behavior Management funded by the National Institute on Disability Rehabilitation and Research to train interagency State Training Team

2004 – Minnesota Department of Education – Support from the National Technical Assistance Center for Positive Behavioral Interventions and Supports (PBIS) to begin implementation of PBIS in K-12 schools

2010 - Minnesota Centers of Excellence for Young Children - Support from Pyramid Model (formerly known as TACSEI) to implement in early childhood programs

2016 – Interagency Collaboration – Minnesota Positive Behavior Support Network Petition approved
Exemplary Communities Workgroup

MINNESOTA POSITIVE BEHAVIOR SUPPORT NETWORK

690 schools trained since 2005

SCHOOL-WIDE PBIS IN MINNESOTA

MN.gov
Schoolwide PBIS Across Districts and Charters

Cohorts 1-14
(2005-2020)

- Districts (60% or more of schools)
- Districts (1% to 59% of schools)
- Charter schools
- Other schools
Growth of PBIS in Minnesota: 2005-present

- 690 schools
- Cohort 14: 45 more schools

Regionalized Support

05-06 06-07 07-08 08-09 09-10 10-11 11-12 12-13 13-14 14-15 15-16 16-17 17-18 18-19

Sustaining
Second Year
First Year
PBIS by the Numbers in Minnesota

• 234 districts/charters

• 690 schools

• 33.3% of the state’s schools

• 335,598 students impacted by SWPBIS

• 38.9% of the state’s students

Leading for educational excellence and equity, every day for every one.
122A.627 POSITIVE BEHAVIORAL INTERVENTIONS AND SUPPORTS.

"Positive behavioral interventions and supports" or "PBIS" means an evidence-based framework for preventing problem behavior, providing instruction and support for positive and prosocial behaviors, and supporting social, emotional, and behavioral needs for all students. Schoolwide implementation of PBIS requires training, coaching, and evaluation for school staff to consistently implement the key components that make PBIS effective for all students, including:

1. Establishing, defining, teaching, and practicing three to five positively stated schoolwide behavioral expectations that are representative of the local community and cultures;

2. Developing and implementing a consistent system used by all staff to provide positive feedback and acknowledgment for students who display schoolwide behavioral expectations;

3. Developing and implementing a consistent and specialized support system for students who do not display behaviors representative of schoolwide positive expectations;

4. Developing a system to support decisions based on data related to student progress, effective implementation of behavioral practices, and screening for students requiring additional behavior supports;

5. Using a continuum of evidence-based interventions that is integrated and aligned to support academic and behavioral success for all students; and

6. Using a team-based approach to support effective implementation, monitor progress, and evaluate outcomes.
An evidence-based framework with these core features

1. 3-5 positive expectations, taught and practiced
2. Acknowledgement and feedback system
3. Continuum of procedures to support behavior
4. Data-based decision making
5. Integrated and aligned with academics for all
6. Team-based approach

Source: https://www.revisor.mn.gov/statutes/?id=122A.627
72 sites trained in Pyramid Model since 2010

EARLY CHILDHOOD PBS IN MINNESOTA
Minnesota Department of Education funds the MN Centers of Excellence for Young Children with Disabilities (MN COE; https://mncoe.org/).

- **72 sites** trained since 2010

- Intentional distribution across state supported by **12 Professional Development Facilitators** located in each of the 11 economic development regions
New Pyramid Model Implementation Sites 2019-2020

- Anoka Hennepin
- Buffalo Hanover
- Chisholm
- Deer River
- Fillmore Central
- Greenway
- Monticello
- Mountain Iron
- Nashwauk
- New Ulm
- Salk Centre
Early Childhood Benchmarks of Quality (completed at the program level)
Classroom Fidelity Monitored and Supported through use of the Teaching Pyramid Observation Tool (TPOT)
Foundational Outcomes: Building a Culture of Data use with a Behavioral Incident Reporting System

Number of Programs

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<tr>
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<tbody>
<tr>
<td>1st Year Implementers</td>
<td>3</td>
<td>8</td>
<td>16</td>
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<td>2nd Year Implementers</td>
<td>5</td>
<td>3</td>
<td>2</td>
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<tr>
<td>3+ Year Implementers</td>
<td>8</td>
<td>3</td>
<td>9</td>
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<tr>
<td>Sustaining</td>
<td>3</td>
<td>3</td>
<td>2</td>
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</table>
29 organizations trained since 2015

MINNESOTA ORGANIZATION-WIDE POSITIVE BEHAVIOR SUPPORT (MN-OPBS)
Positive Behavior Support & PC-Practices

Growth
- Regions = 4
- Cohorts = 4
- Counties Represented = 12
- Teams = 24
- Organizations = 29

Teams Involved
- Counties
- Providers IDD
- Public Health
- Mental Health

Training Layers
- Team Training
- Person-Centered Thinking Trainers/Coach Training
- Picture of a Life Planners/Trainers
- PBS Facilitators
## Effort Data Showing Expansion Over Time

<table>
<thead>
<tr>
<th>Region</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
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<tbody>
<tr>
<td>Active Organizations</td>
<td>4</td>
<td>16</td>
<td>22</td>
<td>20*</td>
<td>27 (24 Teams)</td>
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<tr>
<td>Total Trained Coaches</td>
<td>44</td>
<td>167</td>
<td>212</td>
<td>282</td>
<td>318</td>
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<tr>
<td>Total Trained Key Contacts</td>
<td>6</td>
<td>24</td>
<td>36</td>
<td>29</td>
<td>45</td>
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<tr>
<td>PBS Facilitators</td>
<td>0</td>
<td>6</td>
<td>15</td>
<td>73</td>
<td>77</td>
</tr>
<tr>
<td>PCT Trainers by Region</td>
<td>4</td>
<td>14</td>
<td>18</td>
<td>53</td>
<td>55</td>
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<tr>
<td>Total PCT Trainers</td>
<td>46</td>
<td>66</td>
<td>86</td>
<td>78</td>
<td>78</td>
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</table>

Team Attrition Occurred in 2018 N=2
Growth in Minnesota: PBS in Human Service Organizations 2015-Present

Implementation by Fiscal Years from July 1 – June 30

<table>
<thead>
<tr>
<th>Year</th>
<th>Sustaining</th>
<th>2nd Year</th>
<th>1st Year</th>
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<tr>
<td>2014-2015</td>
<td>0</td>
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<td>2015-2016</td>
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<tr>
<td>2018-2019</td>
<td>20</td>
<td>0</td>
<td>8</td>
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</table>
* One agency listed represents five counties that are collaborating

** Agency 1 & 2 completed training using different curriculum
### New Positive Support Goals:

1. **Establish Training Systems for Positive Supports**
2. **Design and Implement Statewide Evaluation**
3. **Expand Awareness of Positive Supports Across the State**
4. **Create & Maintain Strategies for Establishing Policies**

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<table>
<thead>
<tr>
<th>Reach</th>
<th>Inputs</th>
<th>Four proposed goals</th>
<th>Short-term, year 1</th>
<th>Outcomes</th>
<th>Data from</th>
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</thead>
<tbody>
<tr>
<td>Priority areas</td>
<td>People supported</td>
<td>1. Establish positive support professional development systems</td>
<td>Expand use of PCP, PBS, &amp; other positive supports across regions</td>
<td>Trainers established across regions</td>
<td>PCTF, PBS, MNPBS, PSE, PCI</td>
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<tr>
<td>Aging</td>
<td>People supported</td>
<td></td>
<td></td>
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<tr>
<td>Education</td>
<td>Families</td>
<td></td>
<td></td>
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<tr>
<td>Disabilities</td>
<td>Community members</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Mental health</td>
<td>State professionals &amp; agencies</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stakeholders involved</td>
<td>Positive support expertise</td>
<td>2. Design &amp; implement strategies for statewide evaluation</td>
<td>Assess effectiveness and fidelity of practices, align statewide data systems</td>
<td>State reporting and data-based decision-making system for PCP, PBS, &amp; other positive supports</td>
<td></td>
</tr>
<tr>
<td>People supported</td>
<td>Person-centered expertise</td>
<td></td>
<td>Agencies/teams/groups plan process to collect effort, fidelity, and outcome data</td>
<td>Parallel evaluation systems in PCP, PBS, &amp; other positive supports</td>
<td></td>
</tr>
<tr>
<td>Families</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Community</td>
<td>MDE: MDE: Positive Behavioral Interventions &amp; Supports (PBIS)</td>
<td></td>
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<tr>
<td>State professionals</td>
<td>Community supports &amp; services</td>
<td></td>
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<tr>
<td>Advocacy rights</td>
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<tr>
<td>Legal professionals</td>
<td></td>
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<td></td>
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<tr>
<td>Agencies</td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>College &amp; university professionals</td>
<td>State professionals associated with prevention and positive supports</td>
<td>3. Expand awareness of positive supports across the state</td>
<td>Use mnsp.org as tool to expand access to key resources</td>
<td>Regional examples of exemplary practices are shared</td>
<td></td>
</tr>
<tr>
<td>Future areas of expansion</td>
<td>Resources</td>
<td></td>
<td>Expand awareness of positive supports using MNPBS Network &amp; other groups</td>
<td>Effort data from different implementation systems systems show impact of awareness efforts</td>
<td></td>
</tr>
<tr>
<td>Department of Employment and Economic Development (DEED)</td>
<td>Expertise in person-centered &amp; positive support practices</td>
<td></td>
<td></td>
<td>Regions are sustaining or building local capacity to implement PCP, PBS, &amp; other positive support practices</td>
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<tr>
<td>Department of Corrections</td>
<td>MDE-experience using Active Implementation Frameworks (AIFs)</td>
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<tr>
<td>Department of Health</td>
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<tr>
<td>Human rights</td>
<td>Common entry point</td>
<td>4. Create &amp; maintain strategies for establishing policies &amp; procedures encouraging positive supports</td>
<td>Standards submitted for PCP &amp; drafted for another positive support</td>
<td>Credentialing reviewed for PCP &amp; drafted for another positive support</td>
<td></td>
</tr>
<tr>
<td>Ombudsman</td>
<td>Exemplary person-centered practices</td>
<td></td>
<td>Credentialing reviewed for PCP &amp; submitted for another positive support</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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**Inputs**

1. **People**
2. **Families**
3. **Community members**
4. **State professionals & agencies**
5. **Positive support expertise**
6. **Person-centered expertise**
8. **Community supports & services**
9. **State professionals associated with prevention and positive supports**
10. **Resources**
11. **Expertise in person-centered & positive support practices**
12. **MDE-experience using Active Implementation Frameworks (AIFs)**
13. **Common entry point**
14. **Exemplary person-centered practices**

**Outputs**

1. **Trainers established across regions**
2. **Additional positive support added to planning, maintenance systems in place to maintain expertise**
3. **State reporting and data-based decision-making system for PCP, PBS, & other positive supports**
4. **Regional examples of exemplary practices are shared**
5. **Effort data from different implementation systems systems show impact of awareness efforts**
6. **Credentialing reviewed for PCP & drafted for another positive support**
7. **Credentialing accepted for PCP & submitted for another positive support**
8. **Credentialing in place for PCP & submitted for another positive support**
9. **Credentialing accepted for PCP & submitted for another positive support**
10. **Evaluation summaries at regional level available across support systems**
Minnesota Positive Behavior Support (MNPBS)

NETWORK OVERVIEW
Organization Members

ICI
INSTITUTE ON COMMUNITY INTEGRATION

MNPSP.org/MNPBS

MINNESOTA NORTHLAND ASSOCIATION
FOR BEHAVIOR ANALYSIS

LUTHERAN SOCIAL SERVICE
OF MINNESOTA

APBS
ASSOCIATION FOR POSITIVE BEHAVIOR SUPPORT

ARRM

MINEWSA
DEPARTMENT OF HUMAN SERVICES

MINNESOTA
DEPARTMENT OF EDUCATION

OWAKIHI
MNPBS Network PATH
Chronology of MNPBS Network

2016
- Formation
- APBS event award
- PATH completed for the network

2017
- Inaugural statewide event
- Social media launch
- PATH-driven organizational structure / working groups
- Formalized interface with Olmstead-driven statewide planning team

2018
- Logic model and evaluation; revised organizational structure
- Dedicated website page for the MNPBS Network on MNPSP.org
- New MNPBS network logo
- Second annual statewide event (May 9, 2018)
- Expanded social media

2019
- Third annual statewide event (April 30, 2019)
- Collaboration with Intelligent Lives Screening Event (April 30 - May 1, 2019)
- Expansion of MNPSP.ORG/MNPBS website
- Exemplary Communities Mapping Program
- New Path Planned
PATH-Driven Organizational Structure

Leadership Team

Marketing & Social Media
Event Planning
Exemplary PBS Communities
Levels of MNPBS Network Membership (2019)

General Membership
• Stay informed about training and networking opportunities, and other news

Active Membership
• Commit to participation, in collaboration with other active members and MNPBS leaders, that furthers the work of the network

Leadership
• Commit to Active Membership responsibilities, and
• Dedicate time to collaborate with others who steer the organization

Current Cost = FREE
EXEMPLARY COMMUNITIES WORKGROUP
Exemplary Communities Workgroup

SUMMARY OF MAJOR ACTIVITIES:
Assess where PBS is being implemented across the state, with maps detailing these efforts available at:
https://mnpsp.org/mnpbs-exemplarycommunities

Purpose: Highlight quality implementation of positive behavior support (PBS) in regions across the state of Minnesota. The MNPBS Network is interested in:

1. Celebrating the excellent positive behavior support that is implemented in Minnesota,
2. Sharing ideas and strategies that encourage interagency collaboration, and
3. Helping people reach out and learn more about PBS in their region.
### Aspirational to Exemplary Communities – Continuum of Positive Behavior Support Across the Lifespan

#### Early Childhood

<table>
<thead>
<tr>
<th>Systems &amp; Supports</th>
<th>K-21 years old</th>
<th>Adulthood</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Tier 1 Programs</td>
<td>Tier 2 Programs</td>
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<tr>
<td></td>
<td>Transition Considerations</td>
<td>Implementation &amp; Outcome Measures for Decision-making</td>
</tr>
<tr>
<td></td>
<td>- Core people on implementation team, especially PBIS team</td>
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<td></td>
<td>- Paid and unpaid supports</td>
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<td>- Capacity to collect data at child, classroom, and program level</td>
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<td></td>
<td>- System for coaching in place, including behavioral expertise</td>
<td>- System for coaching in place, including behavioral expertise</td>
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<tr>
<td>Strategies &amp; Skills</td>
<td>- Ongoing assessment for child outcomes across developmental areas</td>
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<td></td>
<td>Transition Considerations</td>
<td>Transition Considerations</td>
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<tr>
<td></td>
<td>- IEP meetings</td>
<td>- IEP meetings, TFI, SET, BoQ are collected and reviewed annually</td>
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<tr>
<td></td>
<td>- Teacher connections</td>
<td>- Teacher connections</td>
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<tr>
<td></td>
<td>- Kindergarten visits (at K and Pre)</td>
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</table>

#### K-21 years old

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#### Adulthood

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**MN.gov**
- Place Interactive Map on MNPSP.ORG/MNPBS
- Identify Positive Behavior Support and Complementary Practices on the Interactive Map
- Examples of Practices Include:
  - Organization-Wide Positive Behavior Support Implementation
  - Positive Behavior Support Facilitators
  - Person Centered Thinking
  - Picture of a Life Plan Facilitation
  - PATH Facilitation
  - Systems of Care
In 2010, the Minnesota Department of Education (MDE) announced a statewide collaborative effort to improve the social, emotional, and behavioral development of all children birth to five in inclusive early childhood settings through installation of the Pyramid Model.

The map shows the location of all of the school based early childhood programs, Head Start programs, and child care programs that have partnered to install the Pyramid Model since 2010.

More information about this and other PBS efforts across the lifespan here:

mnpsp.org/mnpbs-exemplarycommunities
Since 2005, PBIS Minnesota has supported school teams to implement school-wide PBS. This color-coded map shows district level of PBIS implementation and charter school locations.

More information about this and other PBS efforts across the lifespan here:

mnpsp.org/mnpbs-exemplarycommunities
This color coded map shows where Check & Connect Trainings have taken place across the state.

More information about this and other PBS efforts across the lifespan here:

mnpsp.org/mnpbs-exemplarycommunities
Since 2015, Minnesota Person-Centered PBS Initiative has supported training cohorts with participants working in organizations who have demonstrated a commitment to implementing person-centered practices and positive supports within their organizations with individuals that they support who experience complex challenges.

This color-coded map shows 4 regions across the state involved in implementation.

More information about this and other PBS efforts across the lifespan here:

mnpsp.org/mnpbs-exemplarycommunities
Next Steps for Mapping Across the Lifespan

• First Stage of Program is Complete
  o PBIS in Districts and Schools
  o Board Certified Behavior Analysts working in schools
  o School-Wide Information System (SWIS) by districts and facilitators
  o Check and Connect

• Additional Areas of Growth for Mapping
We are looking to share the following maps that have been developed to highlight possible areas of that highlight and encourage increased collaboration:

• **Board Certified Behavior Analysts (BCBAs)**
  • Mapping the concentration of BCBAs working in schools

• **School-Wide Information System (SWIS)**
  • Map showing district use and location of active and/or seeking facilitators

• **School-Linked Mental Health (SLMH)**
  • State infrastructure grants that support school-linked mental health services
  • [Map of school/program sites here](https://mn.gov/dhs/partners-and-providers/policies-procedures/childrens-mental-health/school-linked-mh-services)
Steps for People Interested in Interagency Collaboration

- Visit Interactive Map on MNPSP.ORG/MNPBS
- Identify Organizations That Are Implementing PBS and Complementary Positive Support Practices
- Find Organizations With Champions Who Can Support Collaboration
  - Number of Agency
  - Location of Champions
- Use Guidance Materials to Help Create a Plan for Connecting With Others
- Address the Diversity of Support Across the Lifespan
  - Early Childhood (Family, Early Childhood Settings)
  - Childhood Years (School, Family, Community)
  - Adulthood (Work, Home, Community)
  - Aging and Elderly Years (Family, Retirement Communities, Residential Supports, Nursing Homes)
Future Goal of Mapping is to Add Additional Information Including PBS in Human Services and Complementary Practices

Organization-Wide Person-Centered Practices & PBS in Human Services
- St. Louis County
- Stepping Stones for Living
- Range Mental Health
- Residential Services Inc.
- Trillium Services

Person Centered Practices Trainers & Champions
- 4 Certified PCT Coach Trainers
- 3 Certified Person-Centered Thinking Trainers (79 in MN)
- 1 Certified Picture of a Life Trainer (15 in the MN)
- 20+ Person Centered Planners (Estimate Only in Human Services)

PBS Facilitators & Champions
- 28 PBS Facilitators 6-Day Training
- 15+ Staff Trained Using Telehealth Coaching
Example: Arrowhead Health Alliance

(https://www.arrowheadhealthalliance.org/about-us/who-we-are/)

Goal of Alliance:
- Help People Access Services and Counties Access Funding Opportunities
- Assist in Integrating Health and Care and Human Services
MARKETING AND SOCIAL MEDIA WORKGROUP
Marketing and Social Media Workgroup

Platform | October 2017 | October 2018 | January 2019 | Goal for Oct 2019
--- | --- | --- | --- | ---
Twitter followers | 174 | 375 | 414 | 500
Facebook followers | 145 | 221 | 229 | 275
YouTube Videos | 0 | 6 | 7 | 10

"What do you want to share?"
MNPBS Network is bringing practitioners together across settings, populations and the life span to articulate key PBS features and share about exemplary PBS at a community level.
# MNPBS Network Webpage

## Pageviews on www.mnpsp.org/mnpbs

<table>
<thead>
<tr>
<th>Page Type</th>
<th>2018 Pageviews</th>
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<tbody>
<tr>
<td>2018 Collaborators Forum Main Page</td>
<td>2,350</td>
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<tr>
<td>2018 Collaborators Forum Agenda</td>
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<td>2018 Collaborators Forum PowerPoints</td>
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### MNPBS Network Pages launched in fall 2018

<table>
<thead>
<tr>
<th>Page Type</th>
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<tbody>
<tr>
<td>Main Page</td>
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<tr>
<td>Exemplary Communities Workgroup Page</td>
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</tr>
<tr>
<td>Network Leadership Team Page</td>
<td>47</td>
</tr>
<tr>
<td>Event Planning Workgroup Page</td>
<td>39</td>
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<tr>
<td>Social Media &amp; Marketing Workgroup Page</td>
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The Minnesota Positive Behavior Support (MNPBS) Network brings together people who are using positive behavior support from across the state to collaborate and to encourage interagency collaboration.
EVENT PLANNING WORKGROUP
2017 MNPBS Network Gathering

Early Childhood strand:  
Dr. LeAnne Johnson

Keynote:  
Dr. Barry McCurdy

K-21 strand:  
Dr. Lynn Brusnahan

Adult / community strand:  
Dr. Dan Baker
2018 MNPBS Collaborators Forum

Keynote Speaker:

Ashley MacSuga-Gage, Ph.D.

During this interactive keynote session participants learned about ways that PBS practitioners, researchers, and consumers have formed meaningful connections. We focused on sharing success stories from around the country and world via experiences leaned through the Association for Positive Behavior Support (APBS). Additionally, time was spent encouraging interaction between participants to initiate contacts within and across regions in the state of Minnesota.

Total Onsite Attendance: 175

Total Offsite Attendance: 118
Initial Registrations for the May 9, 2018 Collaborator’s Forum

The Data from 2018 Led the Team to Identify Additional Sites for the Collaborator’s Forum

Presenters Were Located Across the State

Note: N=338; Total number of initial registrations to the Collaborator’s Forum (does not reflect actual attendance on the day of the event).
Major Outcomes
2019 MNPBS Network Collaborators Forum

Keynote Speaker:
Caryn Ward, PhD, HSP-P
Associate Director, National Implementation Research Network

Total Onsite Attendance: 170*
Roseville: 99
Brainerd: 37
Duluth: 34

*Online connections were also available
• Given implementation and fidelity data, teams do a great job picking next steps that lead to growth

• Be comfortable with fidelity following capacity
  • After experiences with these improvement cycles, you will learn to enjoy the anticipation
WEBSITE DATA FROM FORUM
Visits on MNPSP.org from April 1, 2019 – May 24, 2019

April 30, 2019 Collaborators Forum (173 Visits)
Pageviews on MNPSP.org from April 1, 2019 – May 24, 2019

April 30, 2019 Collaborators Forum (658 Pageviews)
## Pageviews Related to Collaborators Forum

<table>
<thead>
<tr>
<th>Pageviews by Dates of Review</th>
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<th>Number (Jan 1, 2018 - May 30, 2018)</th>
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<td>Program Materials</td>
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<td>Sessions/Program</td>
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<td>Directions</td>
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Pageviews Related to the MNPBS Network Pages and the Collaborators Forum

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<td>Downloads</td>
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<td>Program</td>
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CONFERENCE EVALUATION RESULTS 2019
### Event Usefulness

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<tr>
<th>Implementation</th>
<th>Low Usefulness</th>
<th>High Usefulness</th>
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<tr>
<td>Measuring Fidelity</td>
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<td>MEASURING FIDELITY / HIGHLY USEFUL</td>
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<td>Fidelity Assessment Not Available</td>
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<td>NOT MEASURING FIDELITY / HIGHLY USEFUL</td>
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<td>6</td>
<td>9</td>
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<tr>
<td></td>
<td>NOT MEASURING FIDELITY / LESS USEFUL</td>
<td>NOT MEASURING FIDELITY / HIGHLY USEFUL</td>
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<tr>
<td></td>
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</table>
APBS Conference 2021 – Minneapolis
18th Annual Conference

March 17th-20th
Hyatt Regency – Minneapolis, MN

https://twitter.com/MNPBS/status/960660570532990976
Thanks!

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Organization Members