



## Collaborator's Forum 2022

**WELCOME!**



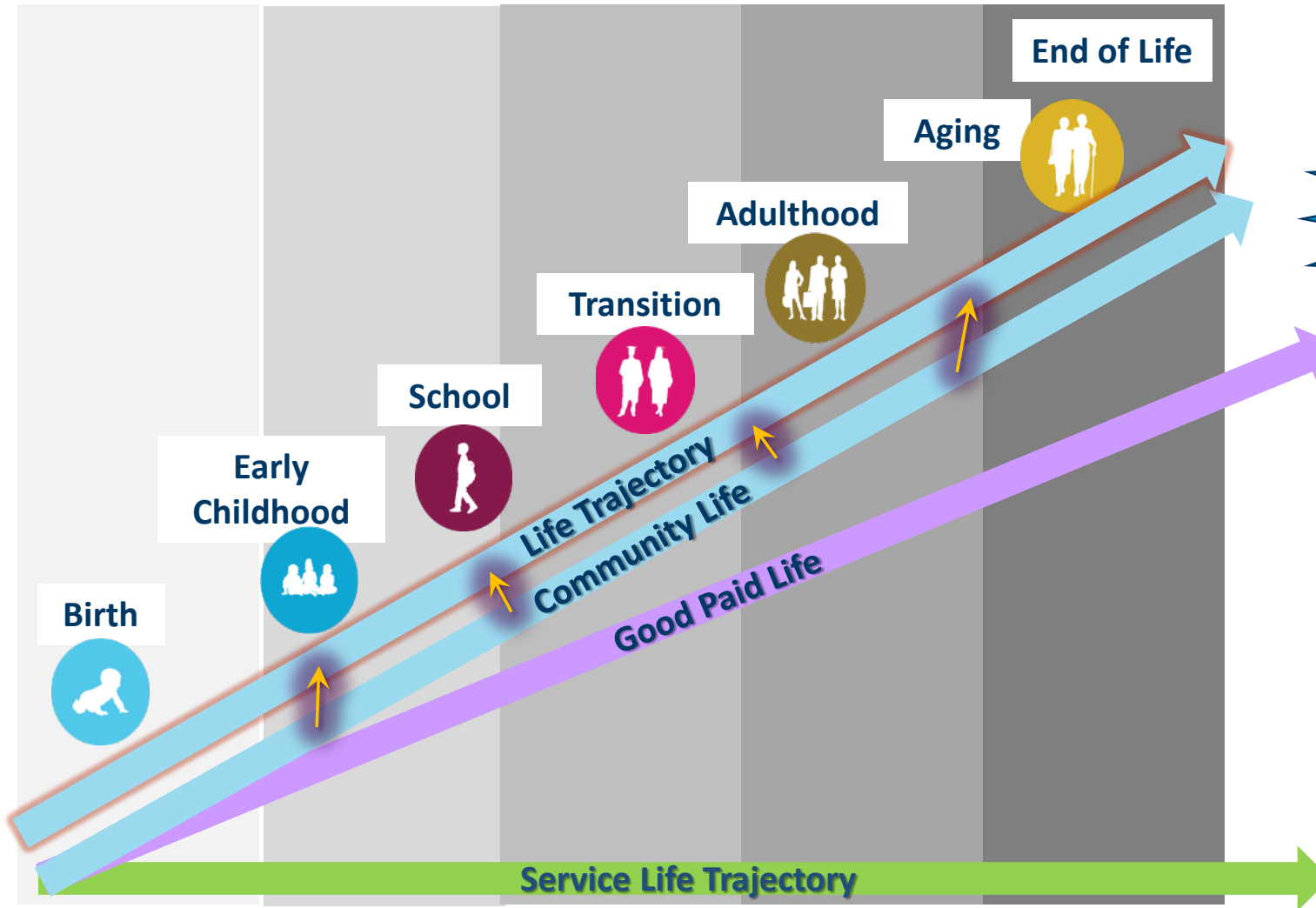
## NETWORK OVERVIEW



**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

# 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

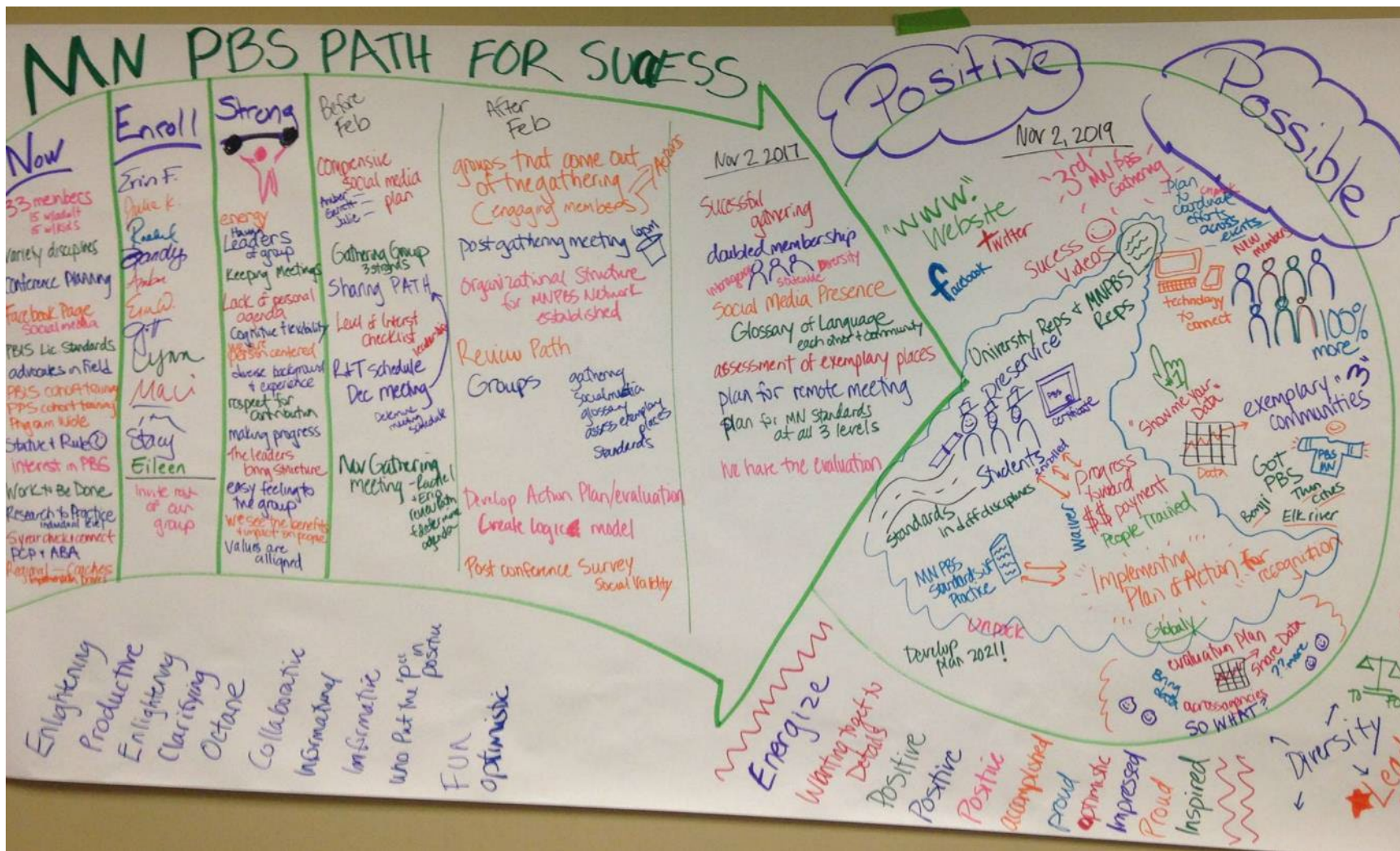
- Third annual statewide event (April 30, 2019)
- Collaboration with Intelligent Lives Screening Event (April 30 - May 1, 2019)
- Expansion of MNPSP.ORG/MNPBS website
- Exemplary Communities Mapping Program
- New Path Planned

# Organization Members





# MNPBS Network PATH (2016)





# What we thought was positive and possible:

“Achievements by November 2019”

- ❑ 100% more people joining the MNPBS Network with increases in the diversity of our network and with representation from across the state.
- ❑ Higher technology presence to encourage remote attendance.
- ❑ We have three exemplary communities where we have at least a couple of agencies that have implemented a three-tiered PBS model and with a community vision.
- ❑ Testimonials on our website and linked through Facebook, Twitter, and other relevant social media.
- ❑ Three Collaborator’s Forums and people loved it! We have unpacked the conference planning to make best use of our time.
- ❑ We have completed another PATH that includes details related to how we will collaborate with Board of Directors for the 2021 APBS Conference.
- ❑ We have a draft MN standards of practice articulated across disciplines.
- ❑ We have answered the “So what?” question by establishing an evaluation system with a logic model, action plan, and outcome data.





# MNPBS Network PATH (2019)





# 2019 APBS Newsletter Article on the MNPBS Network (Volume 17, Number 3)

## Minnesota Positive Behavior Support Network

Rachel Freeman, Garrett Petrie, LeAnne Johnson, Tim Moore, Jessica Simacek, L. Lynn Stansberry Brunshahan, and Richard S. Amado

APBS approved the submitted Minnesota Positive Behavior Support Network (MNPBS) petition as an interagency community of practice group in 2016, with chairs representing the Minnesota Departments of Education (MDE), Human Services (DHS), and the University of Minnesota Institute on Community Integration (UMN-ICI). Additional key leadership partners of the network include provider organizations, state and regional associations, and organizations of higher education. The goals of the network are to a) encourage collaboration at the local, regional, and state levels; b) leverage limited resources; and c) share progress in the expansion of positive behavior support (PBS) across the lifespan using implementation science (Fixsen, Naoom, Blase, Friedman, & Wallace, 2005). The MNPBS Network members promote PBS in early childhood, education, and human services using tiered implementation efforts. This article describes a brief history of PBS in Minnesota, as well as information on the development, organization, key accomplishments, and current status of the network.

### History of the MNPBS

Minnesota has a long history of PBS implementation across the lifespan. In 1989, a state training team received support from leaders in PBS funded by the National Institute on Disability Rehabilitation and Research. The program worked with teams from local and state governments, school districts, adult service organizations, and disability advocacy organizations from over 20 states interested in implementation (Anderson, Albin, Mesaros, Dunlap, & Morelli-Robbins, 1993; Horner et al., 1990). These initial PBS efforts provided an important infusion of information and systems thinking.

Funding for the development of a National Technical Assistance Center for Positive Behavioral Interventions and Supports led to the systematic efforts taken up by the MDE to install School-wide PBIS (SW-PBIS) in K–12 schools. MDE has implemented SW-PBIS since 2004 at a district- and school-wide level, including the creation of a State Leadership Team and the development of a state action plan and blueprint for supporting schools ready for implementation. Minnesota's SW-PBIS efforts have continued to expand; in the 2018–2019 school year, there were 690 schools in 234 school districts or charters implementing SW-PBIS in Minnesota.

Statewide implementation of the Pyramid Model (Fox, Dunlap, Hemmeter, Joseph, & Strain, 2003) in early childhood settings in Minnesota was initiated in 2010 (Johnson, 2017). With leadership from MDE, the Minnesota Centers of Excellence for Young Children with Disabilities was created to provide a sustainable professional development system, based in early childhood special education, and promoting PBS for all early childhood programs. An essential feature of this system included Professional Development Facilitators distributed across the 11 regions of the state to further personal connections and implementation supports. Since 2010, a total of 72 early childhood programs have been working to implement the Pyramid Model. Minnesota continues to emphasize sustainable implementation of universal PBS for all students, and has contributed to the research literature in this area (McIntosh, Filter, Bennett, Ryan, & Sugai, 2010; McIntosh et al., 2011).

In 2016, DHS extended the systematic reach of PBS by establishing training that addressed the needs of people who receive home- and community-based services across the state. DHS partnered with the UMN-ICI to launch organization-wide initiative teams representing provider organizations and supporting adults with intellectual and developmental disabilities, counties, public health, and mental health agencies (Timmons, Freeman, Benway, & Gulaid, 2016). Currently, the initiative includes a total of 27 organizations and involves training and technical assistance in person-centered practices and PBS.

### Development and Organization of MNPBS

The MNPBS is an open network, allowing anyone to join as a member of the Network Leadership Team (NLT), in workgroups, or as a part of the general membership. As of 2018, 241 individuals have joined the general network membership and 26 people participate in NLT meetings. The MNPBS team completed the Planning Alternatives Together with Hope (PATH) process in order to capture the vision and dreams for the network (Pearpoint, O'Brien, & Forest, 1994) and to develop a collaborative, strategic plan. The NLT worked together to establish a three-year logic model and evaluation plan to document the major activities, anticipated outcomes, and data collection systems for measuring progress. The following workgroups formed to complete the action plan:

- (1) the Marketing and Social Media group
- (2) the Event Planning group
- (3) the Exemplary PBS Communities group

Focus areas and related activities from 2018–2019 include:

- Increasing network membership and PBS awareness across the lifespan,
- Encouraging regional capacity building and interagency collaboration across education and human services,
- Coordinating the annual full-day MNPBS Network Collaborators Forum,
- Increasing social media efforts, and
- Assisting APBS in marketing and planning for the upcoming 2021 APBS Conference in the Twin Cities.

### Key Network Accomplishments

**Exemplary regional collaboration.** The goal of the exemplary regional collaboration workgroup is to identify and support local implementation of PBS occurring across regions in Minnesota. The Exemplary PBS Communities workgroup first identified PBS resources across the state, including local champions, organizations, schools, and districts that are implementing PBS, person-centered practices, and complementary evidence-based practices. The team is developing an online mapping strategy to identify PBS resources across the regions of Minnesota and to identify areas with gaps in resources for future growth. The mapping will include a) Pyramid Model early childhood sites; b) districts with SW-PBIS; c) organization-wide PBS in counties and provider organizations; d) Board Certified Behavior Analysts; e) certified person-centered trainers associated with the Learning Community; f) Check and Connect training sites (see Maynard, Kjellstrand, & Thompson, 2014); and g) collaborative efforts occurring between PBIS sites and mental health. The map is available on the MNPBS Network website at <https://mnpsp.org/mnpbs/>.

*(continued on page 3)*

# 2021 APBS Newsletter article on the MNPBS Network in pandemic times (Volume 19, Number 2)

*(APBS Network Update, continued from page 2)*

context(s). Areas of strength and focus include events (virtual, face-to-face, or hybrid), as well as accessing/leveraging social media. Room for improvement/areas of increased focus in the coming year(s) included evaluation and increasing a meaningful focus on equity.

In closing, data from the 2020 annual network report show that networks performed consistently (exceptionally) despite the “unprecedented,” “new normal,” “physically not socially distant,” “virtual workspace,” “alternative ways of work,” and all things “Zoom” challenges of this past year. All 30 APBS networks that

existed in 2019 remained intact in 2020. All networks reported goals for 2021 that not only maintained their current productivity but also pushed for growth in new areas (e.g., equity). A very rough, conservative estimate of the reach of networks reveals that collectively networks are impacting more than 26,000 individuals/schools/organizations/families—that is impressive! As we continue to move through 2021, APBS looks forward to continued partnership and collaboration with networks. Together, our ability to bring PBS to the people is phenomenally powerful! If you would like to learn more about ABPS Networks, please contact Ashley MacSuga-Gage at [asmg@coe.ufl.edu](mailto:asmg@coe.ufl.edu).

## Minnesota Positive Behavior Support Network: Networking During a Pandemic

Rachel Freeman, Stacy Danov, Garrett Petrie, Lynn Stansberry-Brusnahan, Timothy Moore, Jessica Simacek, & Rick Amado

It has been over a year since the World Health Organization declared COVID-19 a pandemic, resulting in the sudden cancellation of the 17th international APBS conference in Miami, Florida. Many of the Minnesota Positive Behavior Support (MNPBS) network members were in Miami at the time the conference was cancelled. By spring 2020, our state was at the center of one of the largest shifts our society has made in such a short period of time. State leaders attempted to slow the spread of the virus through the closures of schools and businesses, and the implementation of masks and wide-spread social distancing. In the face of these challenges, amidst the devastating health and economic impacts of the pandemic, Minnesota has been at the center of a national uprising protesting injustice and

ing a plan for highlighting exemplary PBS efforts across the state using a year-long webinar series. Our network webinars reached a total of 215 people this year. There were 110 attendees present for the early childhood Pyramid Model webinar. A total of 52 people attended the school-wide PBIS presentation. Other webinars included working with adults (37 attendees) and supporting older adult populations (16 attendees). Evaluation data from this year suggest that the network has been successful in reaching out to a different group of participants than the people who usually attend onsite Collaborators Forum events. All presentations are streamed on MNPBS’ YouTube channel and can be viewed at any time. Please visit <https://youtube.com/c/MNPositiveBehaviorSupportNetwork> and subscribe.

One of the major efforts that took place was a crosswalk analysis of past and current PBS definitions. Major publications (see Carr et al., 2002; Kincaid et al., 2016) and presentations by leaders in the field (see MacDonald, 2017) were analyzed for similarities. These definitions reflect the evolution of the field. Key elements of these definitions were used to guide the Collaborators Forum and link presentations demonstrating the use of PBS across the lifespan.



## Network Promotes Positive Approach to Challenging Behaviors

Uncategorized

March 4, 2020



The Minnesota Positive Behavior Support Network acts as a partner in promoting positive approaches to support children with challenging behaviors and can be a useful resource to pediatricians in their interactions with families.

### What is Positive Behavior Support (PBS)?

PBS includes a range of empirically supported practices to teach people new skills, decrease problem behavior, and increase quality of life. This is done by adjusting what we (professionals, caregivers, families, teachers, and others) do and say, and how we arrange systems of support around the person. Positive Behavior Support is widely applied across settings (early childhood, K-12 education, home, community, residential, vocational), lifespan, disability types, and typically developing children with behavioral challenges.

In December 2018, the American Academy of Pediatrics issued [updated guidance on effective child discipline](#), which took a definitive stance against parents spanking their children and instead focusing exclusively on positive means to teach skills and address problematic behavior. This is consistent with AAP's guidance since the late 1990s, including creating a nurturing home environment based in loving relationships, and rewarding desirable behavior. These features are entirely consistent with Positive Behavior Support.

### The Minnesota Positive Behavior Support Network

The MNPBS Network launched in 2016 as a statewide interagency effort to bring together professionals and family members interested in implementing and promoting Positive Behavior

## Newsletter Categories

Advocacy

Eric Dick Memorial Advocacy Scholarship Main

Initiatives

Behavioral Health

Child Safety

Immunizations

Poverty & Disparities

Legislative Updates

Member Profiles

MNAAP News

Press Releases

Uncategorized

Word from the President

## Archives

March 2019

February 2022

January 2022

November 2021

October 2021

September 2021

June 2021

May 2021

April 2021

March 2021

## News Pages

Member News

MNAAP Newsletter

## March 2020 MNAAP Newsletter



## NETWORK STRUCTURE



# PATH-Driven Organizational Structure



# Levels of MNPBS Network Membership (2022)

**Current Cost = FREE**

## 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

# Diversity, Equity, and Inclusion

APBS is challenging Networks to look critically at our membership and connection with diverse communities

**What are we doing now and how can we improve?**



# From MNPBS Annual Report to APBS, Nov 2021

Network communications and invitations to participate in Network events are directed across urban and rural school districts and service providers working across populations, settings, and the lifespan.

To date we have not engaged in targeted recruitment of Black, Indigenous, and Persons of Color (BIPOC) representatives. We identified the need to diversify our members in a public message on June 5, 2020 following the killing of George Floyd and the demonstrations that increased awareness of long-standing systemic inequities that require a long-term priority for necessary change to the social, health and educational systems that maintain disparities in Minnesota.

This included an invitation to inform how our Network is thinking and acting with regard to racial justice, which needs to be driven by equity for people of color and with the application of evidence-based practices that are grounded in science to nurture our civic, societal, medical, educational and human services systems. We understand that to address the issues in our society today, we must work towards diversifying our members.

# Diversity, Equity, and Inclusion

**MNPBS leadership:** 17% identify as representing a minoritized group (e.g., race, ethnicity, sexual orientation, disability status)

**MNPBS membership:** of our 664 members what is our baseline level of diversity?

Registration questions for 2022 Collaborator's Forum were designed to help establish this baseline



# EXEMPLARY COMMUNITIES WORKGROUP





## Exemplary Communities Workgroup

MINNESOTA POSITIVE  
BEHAVIOR SUPPORT **NETWORK**

### Summary of Major Activities:

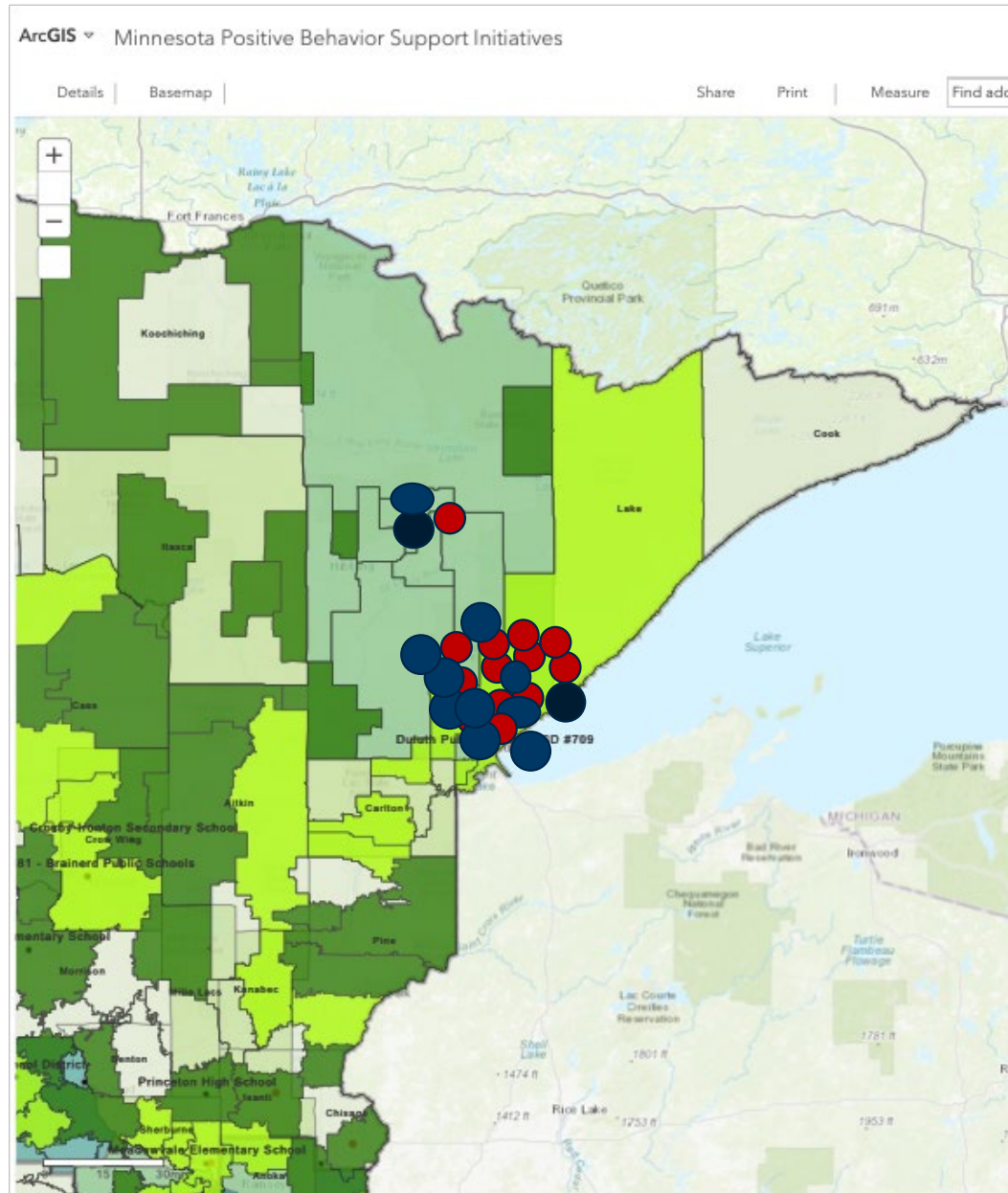
Assess where PBS is being implemented across the state, with maps detailing these efforts available at:

<https://mnpbsp.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.

	Early Childhood	K-21 years old	Adulthood
<b>Tier 1</b>	<p><b>Systems &amp; Supports</b></p> <ul style="list-style-type: none"> <li>- Core people on implementation team, especially PBIS team</li> <li>- Staff buy-in</li> <li>- Collaborative effort with families</li> <li>- Capacity to collect data at child, classroom, and program level</li> <li>- System for coaching in place, including behavioral expertise</li> </ul> <p><b>Strategies &amp; Skills</b></p> <p><b>Implementation &amp; Outcome Measures for Decision-making</b></p> <ul style="list-style-type: none"> <li>- Ongoing assessment for child outcomes across developmental areas</li> </ul> <p><b>Transition Considerations</b></p> <ul style="list-style-type: none"> <li>- IEP meetings</li> <li>- Teacher connections</li> <li>- Kindergarten visits (at K and Pre)</li> </ul>	<p><b>Systems &amp; Supports</b></p> <ul style="list-style-type: none"> <li>- Team with administrative and behavioral expertise that’s regularly</li> <li>- 3-5 positively stated expectations across the building and classes</li> <li>- Have discipline policies in place, including positive and restorative approaches</li> <li>- Feedback system built in</li> <li>- Families and stakeholders where data are shared</li> </ul> <p><b>Strategies &amp; Skills</b></p> <p><b>Implementation &amp; Outcome Measures for Decision-making</b></p> <ul style="list-style-type: none"> <li>- Measure teaching to expectations</li> <li>- Define student and teacher behaviors</li> <li>- Easy access to graphs/data on where, when, why &amp; location of problems</li> <li>- TFI, SET, BoQ are collected and reviewed annually</li> </ul> <p><b>Transition Considerations</b></p>	<p><b>Systems &amp; Supports</b></p> <ul style="list-style-type: none"> <li>- Team meets regularly</li> <li>- All stakeholders involved within the framework of consensus building</li> <li>- Mission and policy aligns with PBS values</li> <li>- Promotion of universal positive behavior</li> <li>- Promoting and acknowledging positive behavior among staff</li> <li>- Actively recruiting from diverse cultures</li> <li>- Competency based training</li> <li>- PBS and person centered strategies are taught throughout the organization</li> </ul> <p><b>Strategies &amp; Skills</b></p> <p><b>Implementation &amp; Outcome Measures for Decision-making</b></p> <ul style="list-style-type: none"> <li>- Fidelity data (direct observation quarterly)</li> <li>- Individual outcome measures (including quality of life)</li> <li>- Staff retention data</li> <li>- Review of all data regularly</li> <li>- Annual evaluation on-site from external expert or peer supports</li> </ul> <p><b>Transition Considerations</b></p>



## 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

## Positive Supports MINNESOTA

[Home](#)   [Topic Areas](#) ▾   [Positive Support Practices](#) ▾   [Training Materials](#) ▾

### Resources

#### [-] Documents

##### Message from MNPBS Network – Response to the Murder of George Floyd

<https://mnpbsp.org/wp-content/uploads/2020/06/MNPBS-Message-2020-06-05-2.pdf>

##### MNPBS Brochure

[https://mnpbsp.org/wp-content/uploads/2020/03/MNPBS\\_BrochureFINAL.pdf](https://mnpbsp.org/wp-content/uploads/2020/03/MNPBS_BrochureFINAL.pdf)

#### [-] Links

##### American Academy of Pediatrics Newsletter – Network Promotes Positive Approach to Challenging Behaviors

<http://www.mnaap.org/network-promotes-positive-approach-to-challenging-behaviors/>

##### MNPBS Positive Behavior Support Network YouTube Page

<https://www.youtube.com/c/MNPositiveBehaviorSupportNetwork/videos>

## MNPBS Exemplary Practices moving forward

- Update and share Interactive Map of Positive Behavior Support and Complementary Practices
- Complete Standards of Practice
  - Currently in draft – organized across Tiers of support and across responsibilities in PBS implementation
- Add to our library of resources

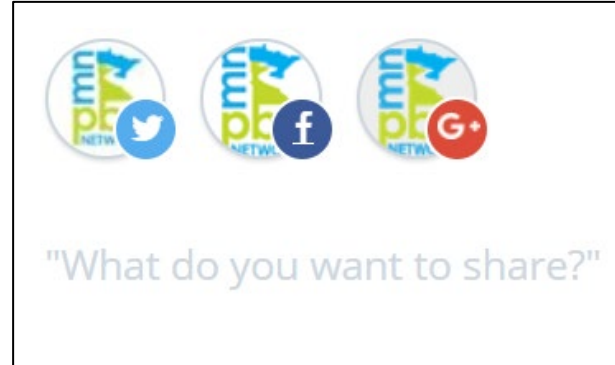


## **MARKETING AND SOCIAL MEDIA WORKGROUP**

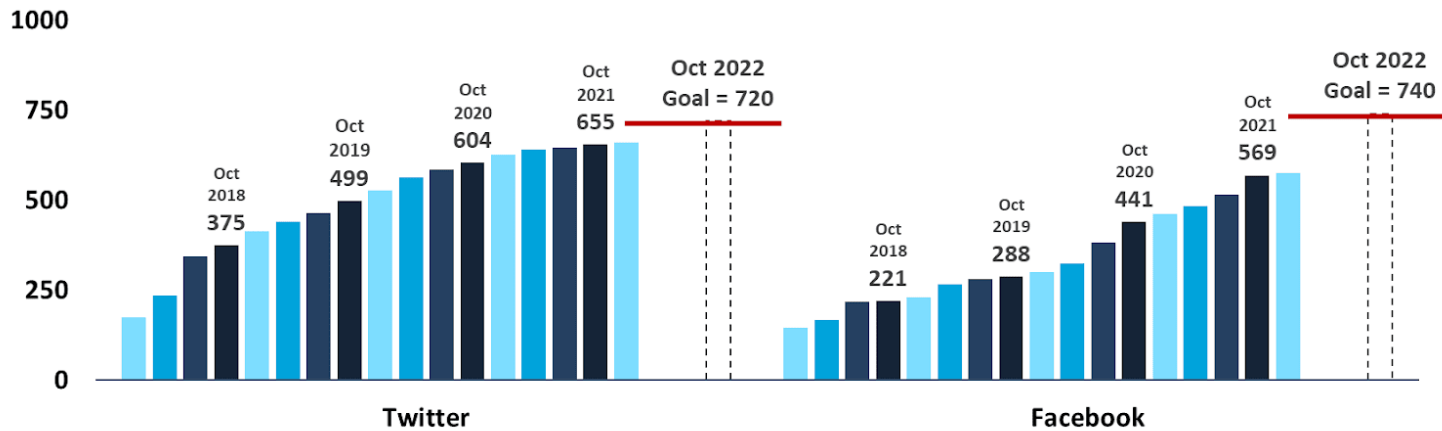


# Marketing and Social Media Workgroup

Platform	Annual Report 10/2021	Followers 1/2022	Followers 4/2022	Followers 7/2022	Followers 10/2022	Annual Goal by 10/2022
<a href="#">Twitter</a>	655 followers	660 followers				720 followers
<a href="#">Facebook</a>	569 followers	576 followers				740 followers
<a href="#">YouTube</a> <sup>1</sup>	33 videos 147 subscribers 2,974 total views	33 videos 147 subscribers 3,121 total views				40 videos 175 subscribers 3,600 total views



Social Media Followers





## **EVENT PLANNING WORKGROUP**

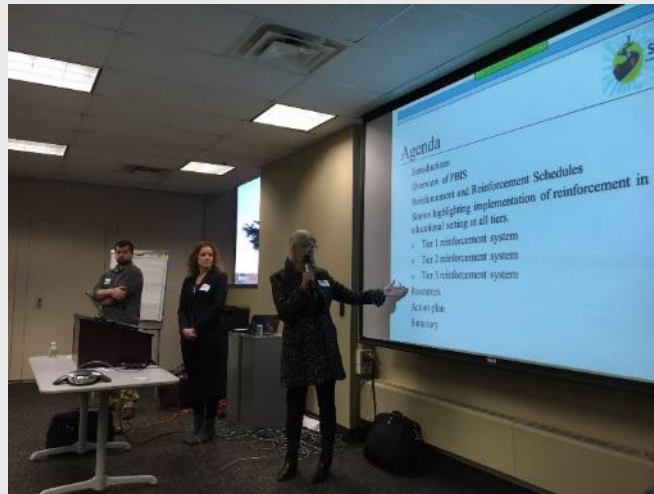
Early Childhood strand:  
Dr. LeAnne Johnson



Keynote:  
Dr. Barry McCurdy



K-21 strand:  
Dr. Lynn Brusnahan



Adult / community  
strand:  
Dr. Dan Baker











## ***Theme: 9 Core Features of PBS***

1. Changes lifestyle
2. Works across lifespan
3. Works across all settings
4. Involves the people supported
5. Creates effective change
6. Provides supports for person tied to supports for all, with supports provided by all
7. Decrease the likelihood of experiencing problems
8. Measurable in multiple resource areas
9. Includes multiple theories and values





All  
Responders  
for 2019



## EVENT USEFULNESS

Low Usefulness

High Usefulness

**IMPLEMENTATION**

Measuring  
**Fidelity**

**MEASURING  
FIDELITY / LESS  
USEFUL**

**MEASURING  
FIDELITY / HIGHLY  
USEFUL**

**15**

**26**

Not Yet  
Measuring  
**Fidelity**  
(Assessment  
Available)

**NOT MEASURING  
FIDELITY / LESS  
USEFUL**

**NOT MEASURING  
FIDELITY / HIGHLY  
USEFUL**

**6**

**9**

Fidelity  
Assessment  
Not Available

**NOT MEASURING  
FIDELITY / LESS  
USEFUL**

**NOT MEASURING  
FIDELITY / HIGHLY  
USEFUL**

**18**

**17**

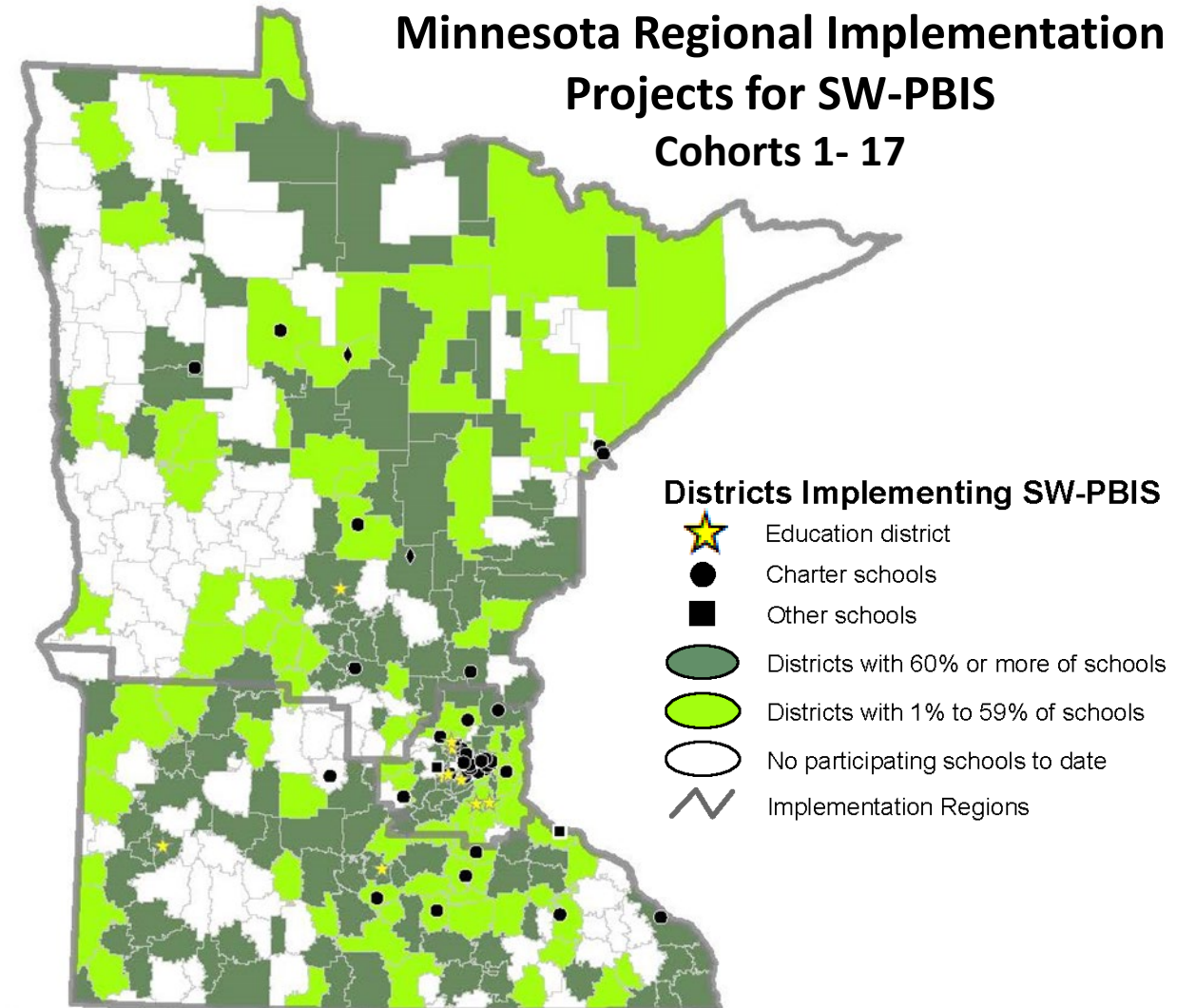
# APBS 2026 in Minneapolis!

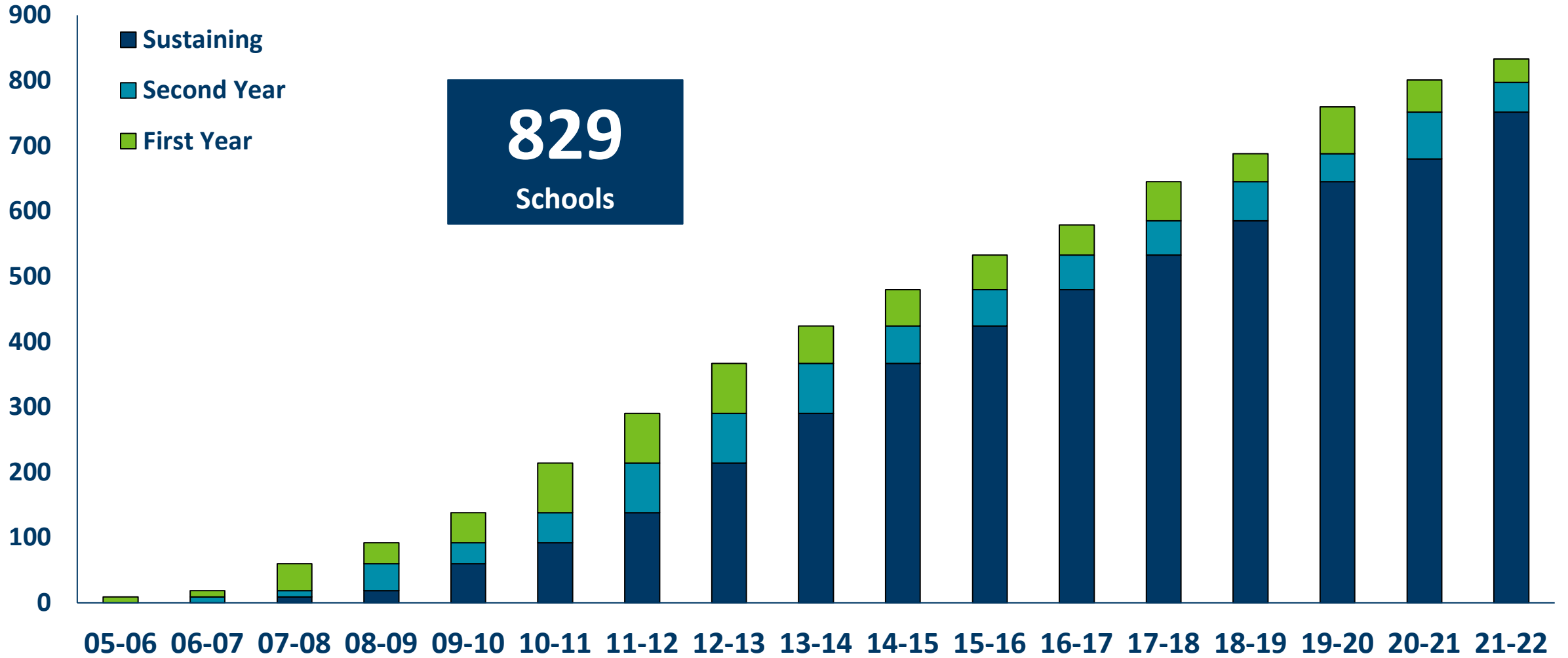


# Schoolwide PBIS in Minnesota



- **284** districts/charters
  - **57%** of districts/charters in MN
- **829** schools
  - **40%** of schools in Minnesota
- **391,272** students
  - **44%** of students in Minnesota





# School Leadership Team that supports all staff, students, and families with:

1. 3-5 positive expectations, taught and practiced
2. Acknowledgement and feedback system
3. Consistent and specialized supports
4. Data-based decision making
5. Continuum of interventions for all to support Behavior
6. Team-based approach

Race/Ethnicity	# of Enrolled Students	Risk Index	Comp. Group	Comp. Risk Index	Risk Ratio
American Indian/Alaska Native	0	0.00	All Other	0.02	0.00
Asian	2	1.50	All Other	0.01	109.71
Black/African American	5	0.20	All Other	0.02	11.31
Hispanic/Latinx	15	0.07	All Other	0.02	3.88
Native Hawaiian/Other Pacific Islander	0	0.00	All Other	0.02	0.00
White	477	0.01	All Other	0.14	0.07
Multiracial	15	0.00	All Other	0.02	0.00
<b>Totals:</b>	<b>514</b>				

## Arrival and Dismissal Expectations

<b>Preparation</b>	<ul style="list-style-type: none"> <li>Be on time</li> <li>Bring materials</li> <li>Wear your uniform</li> <li>Know your bus number</li> </ul>
<b>Responsibility</b>	<ul style="list-style-type: none"> <li>Follow directions quickly</li> <li>Stay in your seat on the bus</li> <li>Walk quietly in the hallway</li> </ul>
<b>Integrity</b>	<ul style="list-style-type: none"> <li>Accept consequences</li> <li>Keep it clean</li> <li>Use appropriate language</li> </ul>
<b>Determination</b>	<ul style="list-style-type: none"> <li>Walk on the sidewalk</li> <li>Stay with your bus line</li> </ul>
<b>Excellence</b>	<ul style="list-style-type: none"> <li>Use your manners</li> <li>Greet people appropriately</li> <li>Be kind to others</li> </ul>

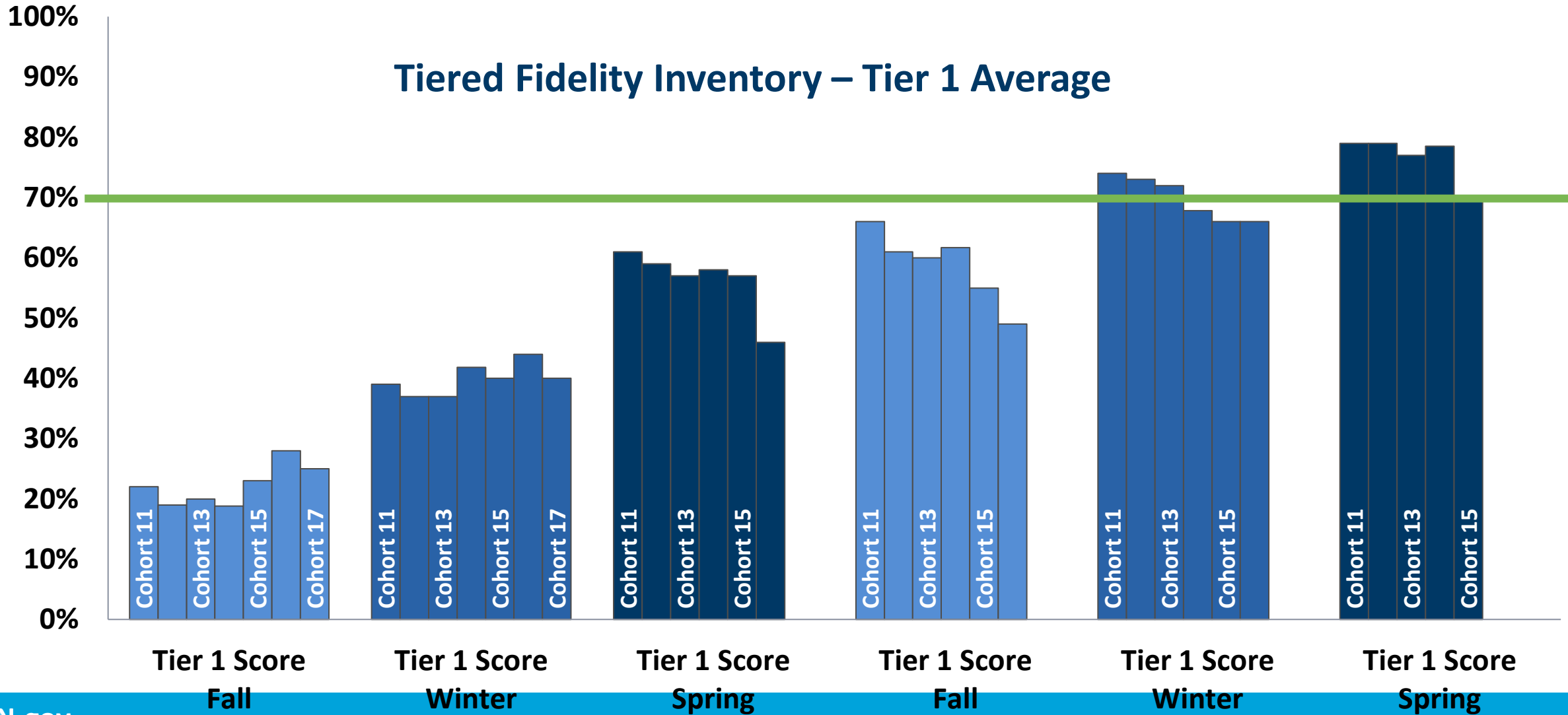


## FOLLOW THE PATH



<b>STORM</b>	Distance Learning	
<b>Prepared</b>	<ul style="list-style-type: none"> <li>Have items ready to go for the start of each school day</li> <li>School work is completed and submitted on time</li> <li>Keep electronic device charged</li> <li>If absent, inform teacher and obtain work that will be missed</li> </ul>	
<b>Accepting</b>	<ul style="list-style-type: none"> <li>Post only kind words</li> <li>Respect view of others</li> <li>Keep trying, ask for help</li> <li>Respect the privacy of others</li> <li>Be patient and flexible with technology</li> </ul>	
<b>Trustworthy</b>	<ul style="list-style-type: none"> <li>Stay on task during classes</li> <li>Use school appropriate comments and pictures</li> <li>Take care of electronic device</li> <li>Show up and engage at school each day</li> </ul>	

## Tiered Fidelity Inventory – Tier 1 Average





**Thank you for being here  
today – enjoy the  
presentations!**