

Foundations of Systems Change

Pre-Post Assessment

District:

School:

The pre- and post-test provided with this module can be used to measure the gains made in participants' knowledge of the training content. They can also be used to guide the trainer in knowing which concepts were well taught and which concepts need additional time and/or revision in delivery.

Directions: The following questions have only ONE right answer. Circle the correct answer.

What systems will change as you begin implementing Schoolwide Positive Behavior Support?

- a. culture
- b. climate
- c. discipline
- d. behavior
- e. all of the above

Implementation of Schoolwide Positive Behavior Support is a process and schools that work steadily and thoroughly through preparation activities prior to implementation will see great success.

- a. true
- b. false

Schoolwide discipline is...

- a. a matrix
- b. a collection of consequences
- c. a process
- d. consequences

When preparing for systems changes, which type(s) of supports are needed?²

- a. high-quality, up-front professional learning
- b. ongoing skill-building training sessions
- c. opportunities for feedback and coaching
- d. all of the above

Focusing on which of the following change factors is the most effective way to improve performance and to obtain valued outcomes?³

- a. Capacity
- b. Motives
- c. Motivation
- d. Information
- e. Knowledge

The state department of education does not have connections to individual classrooms.⁴

- a. true
- b. false

The _____ is the unit of implementation. The _____ is the unit of analysis. The _____ is the unit of impact.⁵

- a. building, class, district
- b. student, building, state
- c. district, building, student
- d. building, district, student

Pre/Post Assessment Answer Key

Question Multiple choice questions; account for common errors/misconceptions in selecting distractors; highlight in yellow the correct answer	Rationale Provide rationale for correct answer
What systems will change as you begin implementing Schoolwide Positive Behavior Support? f. culture g. climate h. discipline i. behavior j. all of the above	SW-PBS is a systems change framework to address school climate and culture. It becomes a change in the way your district or school does business. SW-PBS is a district or school's process for teaching social and behavioral skills so its focus can be on teaching and learning.
Implementation of Schoolwide Positive Behavior Support is a process and schools that work steadily and thoroughly through preparation activities prior to implementation will see great success. c. true d. false	Implementation of SW-PBS is a marathon, not a sprint. Implementation will not happen all at once nor always proceed smoothly, particularly at first. SW-PBS provides the opportunity to take time to plan and prepare before implementation.
Schoolwide discipline is... e. a matrix f. a collection of consequences g. a process h. consequences	Schoolwide discipline is a process, not a product. It is a collaborative effort involving all staff in examining beliefs and gaining consensus on expectations and procedures. It is more than a matrix or collection of rules and consequences.
When preparing for systems changes, which type(s) of supports are needed? ² e. high-quality, up-front professional learning f. ongoing skill-building training sessions g. opportunities for feedback and coaching h. all of the above	Change, in many ways, is a social process. It begins at the individual level. Those involved in the change must go through a learning process to shift paradigms and appreciate the goals of change and to make adaptations to new practices, and they should be allowed to adequately prepare prior to attempting to implement the change and be supported as change is implemented.
Focusing on which of the following change factors is the most effective way to improve performance and to obtain valued outcomes? ³ f. Capacity	Gilbert proposed that addressing environmental factors first was the most efficient method for changing organizations. His model

g. Motives h. Motivation i. Information j. Knowledge	demonstrated that repeatedly providing individuals with the right information at the right time is the single most effective way to improve performance and to obtain valued outcomes.
The state department of education does not have connections to individual classrooms.⁴ c. true d. false	It is important to understand your building's school improvement efforts as a process taking place within interconnecting levels of educational support. The stair step of a cascading system illustrates that there are units within educational systems that build upon each other and are connected through feedback loops and mechanisms of support. There should be connections that reach from individual classrooms up the state department of education.
The _____ is the unit of implementation. The _____ is the unit of analysis. The _____ is the unit of impact.⁵ e. building, class, district f. student, building, state g. district, building, student h. building, district, student	The district leadership team provides guidance, visibility, funding, political support, and implementation supports for district wide implementation. The building leadership team analyzes building wide data to make decisions for professional development. Classroom data is analyzed to identify reteaching needs that impact groups of students in order to provide a proactive and predictable classroom environment.