



Program-Wide Commitment to Fidelity of Implementation Agreement

The following document outlines commitments required of early learning programs and districts/schools using Pennsylvania Positive Behavior Support Network (PAPBS Network) resources to improve fidelity of implementation of Program-Wide (PW) or School-Wide (SW) Positive Behavior Interventions and Support (PBIS).

Through this commitment, entities agree to utilize the PBIS tiered framework as intended. Entities implement the steps for a specific tier with the intent to reach the criteria designated by the evaluation tools used to measure implementation. In doing so, fidelity of implementation is achieved.

As the PAPBS Network offers a continuum of support from birth to age 21, there are universal commitments for involved entities regardless of population served. Those commitments are outlined below. Additional program and district/school specific commitments are outlined in the subsequent pages.

Entities engaging in implementation efforts and joining the PAPBS Network must commit to the following:

- ✓ Implement through to fidelity (three to five-year process)
- ✓ Commit PBIS as a top three priority of the organization
- ✓ Leadership buy-in, engagement, and support
- ✓ Allocate funds, time, and resources
- ✓ Establish and maintain relationship with the PAPBS Network via a network facilitator
- ✓ Assign initiative point person
- ✓ Establish oversight team
- ✓ Develop and maintain an implementation action plan
- ✓ Utilize a fidelity measure
- ✓ Provide staff training and professional development
- ✓ Develop and/or modify systems and practices
- ✓ Collect, analyze, and share data internally for decision making



- ✓ Assess climate and culture of the entity
- ✓ Engage families/caregivers
- ✓ Submit data to PAPBS Network
- ✓ Commit to sustainability

See the following pages for a more detailed look into what commitment means for your program or district

The following are commitments required of Programs using Pennsylvania Positive Behavior Support (PAPBS) Network resources to improve fidelity of implementation of Program-Wide Positive Behavior Interventions and Support (PW-PBIS).

Building Director Expectations

1. Endorse the PW-PBIS initiative and commit to active involvement in the Leadership Team.
2. Schedule an overview of PW-PBIS for the entire staff, including members of the Leadership Team, prior to commitment.
3. Help to garner and maintain the support of at least 80% of staff and administration.
4. Ensure the designation of a leadership team structure appropriate to Tier 1, Tier 2, and Tier 3. In year one, only tier one team needs to be identified. Encourage family (non-employee of the district) participation. Network facilitator will assist with this process.
5. Identify a building coach with an average of one day per week per building to support PW-PBIS activities within the building. As with the PAPBS facilitator, the amount of time needed will vary based on the size and needs of the building and the level of fidelity that has been attained.
6. Support the building level Core Leadership Team's oversight of the implementation of PW-PBIS with the fidelity of implementation as assessed by network fidelity measure..
7. Focus on and support PW-PBIS as one of the top three building level initiatives for a minimum of three years.
8. Commit funds for PW-PBIS supplies, reinforcers, travel, and release time and coverage for training.
9. Ensure all staff complete required data collection.

Building Coach Expectations

1. Acts as a point person at the building level for all correspondence regarding PBIS
2. Creates agendas for monthly meetings
3. Starts meeting on time
4. Reviews Team Agreements.
5. Reviews agenda and asks for additional items that might need added



6. Manages the flow of meeting by adhering to the agenda
7. Prompts team members to participate
8. Keeps meeting on track by prompting people to stay on topic, transitioning topics, and follow norms
9. Is active participant with majority of participation in question format
10. Determines date, time and location of next meeting
11. Stays in contact with your outside facilitator
12. Supports the coordination with the Network facilitator to implement fidelity measures.
13. Organizes with administration professional development and technical assistance to all staff in implementing Tier 1 with fidelity

Building Level Team Expectations

1. Establish a team-based problem-solving process to provide interventions at Tier 1, Tier 2, and Tier 3 levels.
2. These may be meetings of different teams or different topics addressed by a single team.
 - a. Meet at least one-two times per month to analyze universal data (Tier1).
 - b. Meet at least monthly, to analyze data on students at-risk (Tier 2).
 - c. Meet at least monthly, to analyze data on students with intensive support (Tier 3)
3. Develop an annual plan for PW-PBIS activities based on collected and analyzed data.
4. Support implementation of PW-PBIS as a learning community with active parent/caregiver and student support and participation.
5. Participate in training at each Tier and build your own capacity to train building staff.
6. Shares information with the staff on an ongoing basis.





Assurance Documentation: Program

The following must be submitted initially, annually, for new building participation and if administrator change occurs:

Assurances of the Early Learning Program:

On behalf of the below Early Learning Program, I have read, understood, and committed to supporting the expectations specified in the Commitment to Fidelity of Implementation Agreement.

Full **Legal** Name of Program: _____
(do not use nicknames or shortened versions of name)

Administration office mailing address: _____

The following Buildings are approved for implementation participation:

Program Designee Signature

Date

Program Designee Name

Program Designee Title

Program Designee Email

Program Designee Phone



Assurance Documentation: Building*

Each participating building must submit the following initially, annually, and if administrator change occurs:

Assurances of the Building:

On behalf of the below building, I have read, understood, and committed to supporting the expectations specified in the Commitment to Fidelity of Implementation Agreement.

Full Legal Name of Program: _____
(do not use nicknames or shortened versions of name)

Full Legal Name of Building: _____
(do not use nicknames or shortened versions of name)

Physical address of Building: _____

Building Designee Signature

Date

Building Designee Name

Building Designee Title

Building Designee Email

Building Designee Phone

***If the program only has 1 building, only submit the Program Assurance document. This Building Assurance document is not needed.**