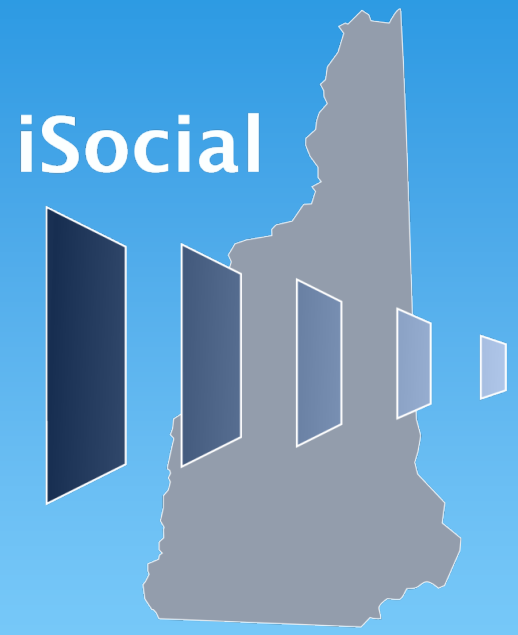

Leadership Team Reflection and Planning Tool

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Michelle Lewis
NH Parent Information Center

Christina MacDonald
NH Dept of Education

NH's iSocial system: Improving social-emotional outcomes for children aged 0-5 with disabilities

Settings

Early childhood facilities operated by school districts or community agencies

Practice innovation

Pyramid Model prioritizes relationship skills, clear behavioral expectations, positive environments, individual support as needed, family engagement

Strategies

Training and coaching practitioners and sites to support PM practices

Driven by *local leadership teams* at implementation sites & community collaboratives

Collaborating with families to build success

Helping leadership teams *use data* to support their goals

Purpose

Reinforce Leadership Team engagement with 6 key processes that promote sustainability of innovations

Informed by:

Iowa DoE (2015). *Sustainability white paper*.

McIntosh et al. (2015). Variables associated with enhanced sustainability of school-wide positive behavioral interventions and supports. *Assessment for Effective Intervention, 40(3), 184-191*.

McIntosh et al. (2011). School-wide Universal Behavior Sustainability Index: School Teams (SUBSIST). *Jnl of Positive Behavior Interventions, 13(4),* 208-218.

IDEA Data Center (February, 2018). *IDEA Data Center Part B Data System Framework* with Guiding Questions. Rockville, MD: Westat.

Leadership and Coordination	How the team addresses team functioning, coordination and developing policies and practices that support their goals
Stakeholder Engagement	How the team incorporates perspectives of different stakeholders into decision making
Professional Development / Capacity Building	How the team is growing program and staff capacity for Pyramid Model implementation
Access to and Use of Data	How data contributes to the team's decision making and communication with stakeholders
High Quality Practices	How the team is identifying and supporting evidence-based practices
Reflecting on successes and challenges	What the team can learn from their successes and challenges this year

Guidance for respondents

To be completed by LT as a whole, in one or multiple meetings

No prescribed sequence – start wherever you like

Most important purpose is to stimulate discussion about these six key sustainability processes; data gathering is secondary

Structure of the tool

Sections 1-5

- 3-6 Discussion questions for teams to discuss (or not) as they see fit
- Followed by up to 10 mult choice Survey Questions

Section 6

- 4 open ended questions: greatest success; contributing factors; greatest challenge; next steps

Launching the tool

First completed Summer 2020 by 11 Site and 5 Community Collaborative LTs

Facilitated by iSocial Process Coaches who participate in each LT

Timed to precede/support annual cycle of Action Planning

Contact info

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