

**CREATE THREE NEW POSITIONS, POSITIVE BEHAVIORAL
INTERVENTIONS
AND SUPPORTS (PBIS) COACH**

BACKGROUND AND RATIONALE:

In schoolwide PBIS, both internal (school level) and external (district level) coaching plays a critical role in building internal capacity within the school and district to prevent many of the problems associated with training in isolation. Research indicates that even when schools are trained in strategies and systems for developing more positive, effective and caring learning environments implementation is frequently not accurate, consistent or durable without additional coaching support.

Based on our schools' self-assessment data using the PBIS fidelity instrument (Benchmarks of Quality) only 42% of FCPS of the 31 schools with teams trained prior to 2014-15 are currently achieving the minimum level of implementation fidelity. District level coaching capacity is inadequate to provide schools with the level of support needed to increase fidelity and sustain progress. The Safe Schools specialist currently serves as both district PBIS coordinator and coach to 33 schools in addition to other duties.

PROPOSAL:

Create three (3) new positions for Positive Behavioral Interventions and Supports (PBIS) Coaches. Two (2) positions are to be funded with Safe Schools Grant funds. Funds have not yet been identified for the third coach and the position will not be filled until funds have been identified and approved by the Board. See attached Job Description.

STAFF CONTACT:

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POLICY REFERENCE:

General Powers and Duties of the Board (01.11)

RECOMMENDATION:

A motion is in order to:

"Approve the creation of three (3) new positions titled, Positive Behavioral Interventions and Support (PBIS) Coach."