

BLAZING A TRAIL | ONE SCHOOL'S JOURNEY TO IGNITE MULTITIERED CHANGE

APRIL, 2023

Mark Gallagher, Director of Continuous Improvement - Marysville Schools

#### AGENDA

- Our Learning Objectives
- Today's Dos, Don'ts, Caveats, and Warnings
- The Quick Version
- Implementation
- How We Approached Our Problem
- Our System
- Continuous Improvement

**OUR LEARNING OBJECTIVES** 

#### AFTER TODAY YOU SHOULD BE ABLE TO:

- 1. Describe three factors that influence systems implementation in schools
- 2. Inventory the current features and characteristics of your school's multi-tiered systems of support (MTSS).
- **3.** Identify existing barriers to MTSS implementation in your own school.
- **4.** Formulate and prioritize the first three meaningful steps that you are going to take to implement and/or refine MTSS in your school.



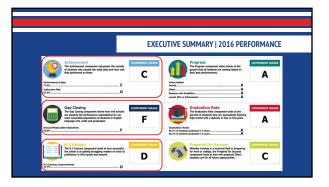
	MTSS PLANNING WORKSHEET	
	Break & Reflection Consider the following questions, with regards to Time, Capacity, and	nn #1 (10 Minutes): nd Resources, relative to your own MTSS work and implementation:
1.	What are two things that are going well in your school or district's MTSS implementation? Why?	#1: #2:
2.	What is one thing that you are proud of? Why?	• Why:
3.	What is $\underline{\text{one area of } \underline{\text{growth}}}$ for your school or district relative to the three implementation keys?	
4.	What is one thing that you would like to change within your MTSS implementation?	
5.	Where are the <b>majority</b> of your staff on Gordon's Ladder? Where are you as a learner?	Majority of Staff: You:
6.	What is a <b>meaningful first step</b> for your area of growth and/or MTSS implementation?	#1:

DOS, DON'TS, CAVEATS, AND WARNINGS

## DOS, DON'TS, CAVEATS, AND WARNINGS I do not profess to be an expert on MTSS. This is not the only way to approach this work. Do ask questions. Do find a thing or two that you can take back to your districts.

### <u>Don't</u> try to do it all.<u>Don't</u> try to do it alone.

### THE QUICK VERSION



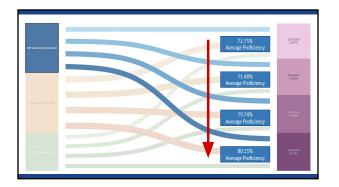
#### WHAT WAS GOING ON?

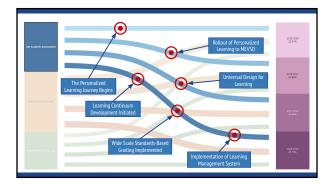
- $\bullet \quad \text{Committed to balanced literacy} \rightarrow \text{Literacy Collaborative training site} \\$ 
  - o Lack of phonemic awareness, alphabetic principle, and phonics instruction
  - Two interventions → Leveled Literacy Intervention & Reading Recovery
  - Tiny pool of structured literacy intervention providers (SLP & IS)
- $\bullet \quad \text{Limited data} \longrightarrow \text{sight words, text level, letter identification, sounds}$ 
  - o Lack of concerted benchmarking beyond fourth grade (outside of grades 7-8)
  - o Extraordinarily high reliance upon end-of-year outcomes data
- Nonexistent systems for supporting non-academic needs
  - Wraparound or bust

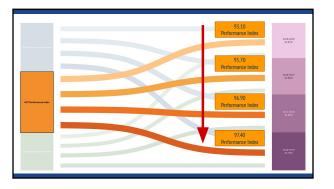


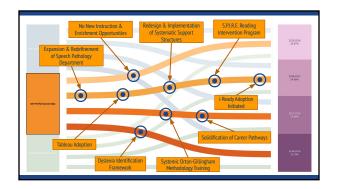
		EXECUT	IVE SUMMAR	Y   2022 PERFORMA	NCE
Achievement This component represents whether student performance on state tests met established threebolds and how well students performed on tests overall.	Exceeds state standards in academic achievement  View More Data	Progress This component looks closely at the growth all students are making based on their past performances.	Evidence that the district met student growth expectations.  View More Data	Gap Closing The Cap Closing Component is a measure of the reduction in educational gaps for student subgroups.  Gifted Data	Significantly exceeds state standards in closing aducational gaps.  View More Data
Graduation The Graduation Component is a measure of the four-year adjusted cohort graduation rate and the five-year adjusted cohort graduation rate.	Significantly exceeds state standards in graduation rates.  View More Data	Early Literacy The Early Literacy Component is a measure of reading improvement and proficions; for students in kindergarten through third grade.	Meets state standards in early literacy (K-3).	College, Career, Workforce and Military Readiness This component looks at how well-prepared Oblis's students are for future opportantities, whether training in a technical field or preparing for work or college.	View More Data

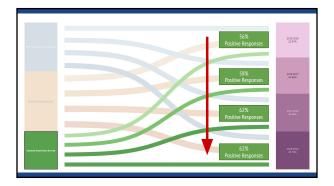


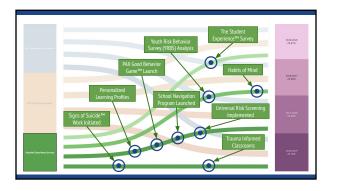




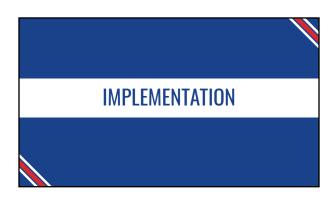


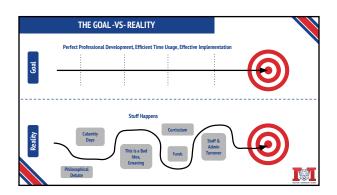


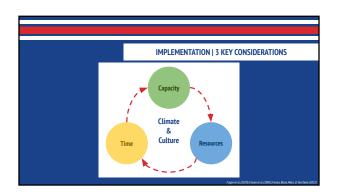




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#### TIME

- The most crucial of all implementation components
  - o Time is your most valuable resource
- Create time (don't borrow it)...
  - o To make decisions & work with teams
  - o To address ALL student needs
  - $\circ \quad \text{To address professional learning needs} \\$
- Connect, don't compete, with adjacent initiatives
  - o Leverage curriculum adoption cycles
  - Relate MTSS implementation to personalized learning and whole child education
  - o Tap into future readiness initiatives (prep for pathways, life, post-secondary)



#### CAPACITY

- Do we have the personnel needed to do this work?
  - o Title funded, special education (IDEA Part B), speech-language pathology
- Do our personnel have the necessary skills and knowledge to do the work?
  - Professional learning improves fidelity of implementation
  - $\circ \quad \hbox{Science of Reading training, social-emotional development, numeracy, etc} \\$
  - o Training on intervention programs, curricula, and frameworks
- Do we regularly assess indicators of adult implementation?
  - Improved fidelity → improved student performance
  - o Observation tools (R-TFI 2.0, PBIS-TFI) vs self-report measures (Rate your...)

Crosse et al. (2011), Jorgensen & Boezio (2012), National Implementation Research Network (2023)

#### RESOURCES

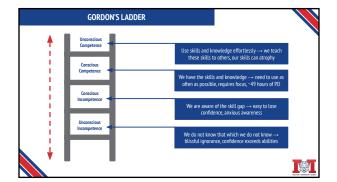
- Commit to making the work financially viable
  - Start small and scale
  - o Explore alternative options for funding, materials, tools
- Use universally designed evidence-based programs and tools
  - $\circ$  Address all students' needs  $\rightarrow$  IES Practice Guides
  - o Possess enough kits and materials for implementers
- Ensure that there is expertise in positions of leadership
  - Professionals ready to lead this work
  - Domain specific expertise
  - School leadership must be ready and willing to launch this work




#### **CLIMATE & CULTURE**

- A strong school building climate & culture will produce lasting change
  - Change is hard, but a school building (district) will succeed if staff agree to move in a unified direction (e.g. current systems HAVE to change for the betterment of kids)
- Substantive change happens in small increments

  - Start in a single building or some classrooms
     Marathon, not a sprint → ~7 years to implement a model
- Have humility
  - Staff members with firmly held beliefs and philosophies will have to engage in deep personal change as part of this work
  - Do not expect staff to innately know things  $\rightarrow$  teaching isn't just for kids



#### SELF-ASSESSMENT (10 MINUTES)

With regards to Time, Capacity, and Resources, relative to your own MTSS work:

What are two things that are going well in your school or district? Why?

What is one thing that you are proud of? Why?

What is  $\underline{\text{one area of growth}}$  for your school or district relative to the 3 implementation keys?

What is one thing that you would like to change within your MTSS implementation?

Where are the majority of your staff on Gordon's Ladder? Where are you?

What is a meaningful <u>first step</u> for your area of growth and/or MTSS implementation?



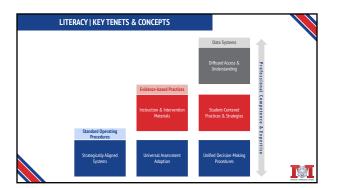
#### HOW WE APPROACHED OUR PROBLEM

#### WHERE IT STARTED Literacy was in a dire state (2015) Poor performance on K-3 literacy measure Abnormally high identification for SPED services (-21%) o Disjointed RTI process that left most staff members feeling disillusioned "Bring the 3 kids you are worried about, but not the 4th" • Started with administrator awareness and coalition building (Spring, 2016) • What do you want to know about students? Text level & sight words -vs- the big five ideas in reading Do our assessments capture the big five? • The power of the word 'insist' //in/ /sist/

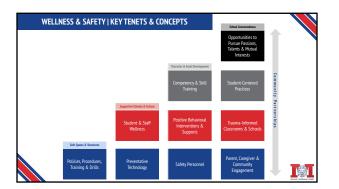
#### HOW IT GOT GOING • Middle school experienced early success (Spring, 2016) $\circ \quad \text{Home-cooked common assessment} \rightarrow \text{AIMSweb (ORF, MAZE, MCOMP, MCAP)}$ o Instituted no-new-instruction time, replaced 1 related arts course • Established a middle-out approach in K-6 $\circ \quad \text{Tier 2 intervention} \rightarrow \text{S.P.I.R.E.}$ ■ Tried to intervention our way out of our problems o Implemented Heggarty in K-1 • Built data teams (MTSS teams) and dashboards Middle-Out vs Bottom-Up:

**Both Approaches are Hard Work** 

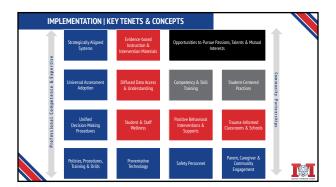


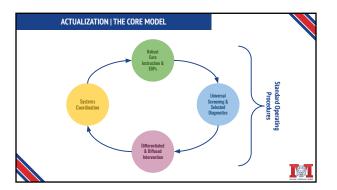






# WHERE WE ARE AT (7 YEARS LATER) Still refining and making small adjustments Systemic training on best practices (LETRS, Orton-Gillingham) Refining Tier I wellness & prevention programming Implementing the most appropriate assessments Improving the coordination and personalization of professional learning Ensuring that we accurately capture risk and need Rebuilding 7-12 literacy screening and supports from the ground up General reading problem — narrowband & diagnostic Bifurcated screening & identification pathways (student self-report screening + referral) Continue to build team and educator capacity Teaching personnel become the drivers of the conversation





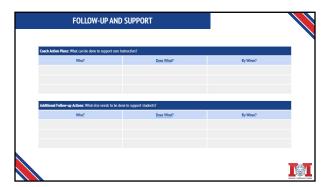
OUR SYSTEM	
STANDARD OPERATING PROCEDURES	
STANDARD OPERATING PROCEDURES	
→ Components  → Meetings & Roles  → Scheduling	

 $\qquad \bullet \quad \mathsf{Decision} \ \mathsf{Rules} \mathop{\to} \mathsf{Screening} \ \& \ \mathsf{Diagnostic} \ \mathsf{Measures}, \mathsf{Intervention}$ 

Parent Resources
 Parent Guidance & Opt-Out
 Instructional Frameworks
 Scope & Sequence

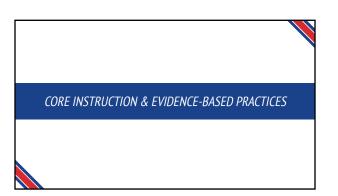
	ASSESSMENT CALENDAR			
	**i-Ready Reading Diagnostic	August 22- September 16	n/a	Tier 1 Universal Screening, State Requirement
	**Acadience Nonsense Word Fluency (Correct Letter Sounds & Whole Words Read)	August 17- September 16	September 16, Acadience Data Management System	Tier 1 Universal Screening
	**LETRS Phonics Word & Reading Survey	August 17- September 16	September 16	Tier 1 Universal Screening
First	LETRS Basic Spelling Screener	August 17- September 16	September 16	Tier 1 Universal Screening
	**PAST Form A Directions for Administration and Scoring	August 17- September 16	September 16	Tier 1 Universal Screening
	**i-Ready Math Diagnostic	August 22- September 16	n/a	Tier 1 Universal Screening
	SELweb - Social Emotional Diagnostic Assessment	August 24- September 16	n/a	Tier 1 Universal Screening

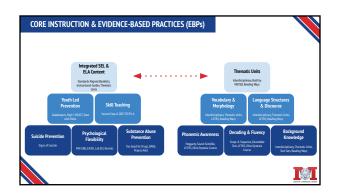
MEETIN	MEETING FORMAT				
Building:		Homeroon/Team:		Date:	
Fecilitator:	Recorder		line Keeper:	Data Entry:	
Review student benchmark     Peview student benchmark     Devielp intervention plans     Devielp coaching action plans     Devielp Faces Which :  Student intervention Plans: Which :	assessment data on a student-by for ot-risk students, ans to support core instruction.		od with who?		
Student Name:	Tier:	Intervention:	Interventionist	Frequency:	

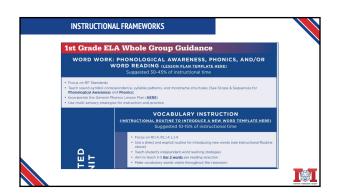


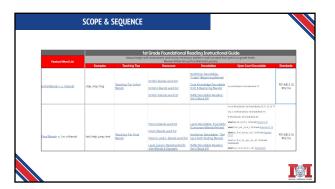


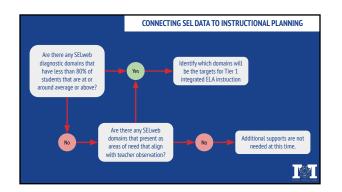
Mandatory Measures	Performance Data	Retention	Tier 3
Light's Retention Scale (Abbreviated Cognitive Battery If Appropriate)	Excellent Good Fair Marginal Poor No Retention	Excellent Good	Fair Marginal Poor No Recention
NWF-CLS		☐ Well Below Benchmark	☐ Well Below Benchmark
NWF-WWR		☐ Well Below Benchmark	☐ Well Below Benchmark
ORF-WCPM		☐ Well Below Benchmark	☐ Well Below Benchmark
ORF-Accuracy		☐ Well Below Benchmark	☐ Well Below Benchmark
СТОРР-2		No Deficits PM and/or RN Deficit Only	Single Deficit (PA Only) Double Deficit Triple Deficit
WISC-V, KABC-II-NU (Only If Excellent or Good Candidate on Light's Scale)		☐ Within or Above Normal Limits	☐ Below Normal Limits



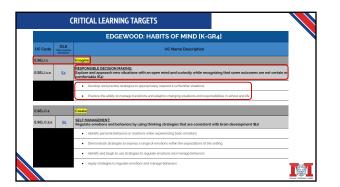






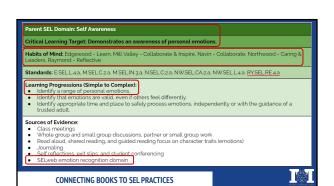


DUILDING	A CONTINUUM		
Competency A: Self-Awarene	ss		
A1: Demonstrate an awareness of per	sonal emotions		
K-2	3-5	Middle Grades	High School
A1. 1.a Identify basic personal emotions	A1. 1.b Identify a range of personal emotions	A1. 1.c Identify, recognize and name personal complex emotions	A1. 1.d Identify complex emotions as an indicator of personal state of well-being
A1. 2.a Recognize emotions as natural and important	A1. 2.b Identify that emotions are valid, even if others feel differently	A1. 2.c Explain that emotions may vary based on the situation, including people and places	A1. 2.d Analyze ways emotions impact the social environment
A1. 3.a Identify appropriate time and place to safely process emotions, independently or with the guidance of a trusted adult	A1. 3.b Consider when it is necessary to process emotions in a safe place, independently or with the guidance of a trusted adult	A1. 3.c Utilize appropriate time and place to safely process emotions, independently, with a trusted adult or with peers	A1. 3.d Utilize appropriate time, place or support systems to reflect on personal emotions, independently, with a trusted adult or with peers
A1. 4.a Recognize that current events can impact emotions	A1. 4.b Describe how current events trigger emotions	A1. 4.c Explain how others' responses to current events can impact emotions	A1. 4.d Analyze why current events may trigger an emotional reaction and identify ways to regulate a response



	Edgewood   SEL Booklist			
	Edgev	ood SEL S	tandards Teac	her Guide
SEL Domain	Book Author, Title, and Publisher	Book Type	Habit(s) of Mind	OLS
	Berger, S. (2018). What If. New York: Little, Brown	Picture	Learn	A1
	Brimner, L. D. (2002). The sidewalk patrol. New York: Children's Press	Picture	Learn	A3
	Covey, S. (2014). The 7 habits of highly effective teens. New York: Touchstone	Chapter	Learn	A3
	DiSalvo, D. (2002) Spaghetti Park: New York: Holiday House	Picture	Learn	A3
	DiSalvo-Ryan, D. (1994). City green. New York: HarperCollins	Picture	Learn	A3
Self Awareness	Dr. Seuss. (1996). My many colored days. New York: Random House	Picture	Learn	<u>A1</u>
	Galdone, P. (1973). The little red hen. Boston: Houghton Mifflin Harcourt	Picture	Learn	A3.
	Lobel, A. (1972). Frog and Toad together. New York: Harper & Row ("This List" story)	Picture	Learn	A3
	Muth, J. J. (2003). Stone soup. New York: Scholastic	Picture	Learn	A3
	Tolstoy, A. (2003). The enormous turnip. Boston: Houghton Mifflin Harcourt	Picture	Learn	A3

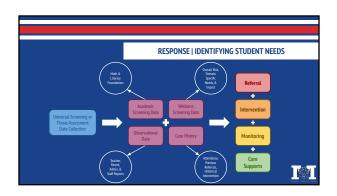
SEL ALIGNED BOOKLISTS

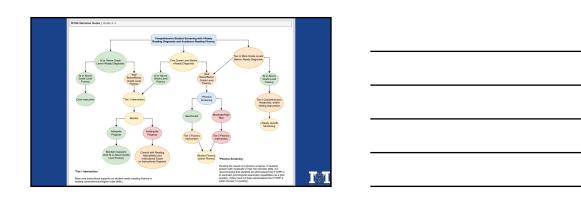


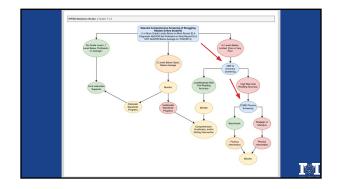
# Activities & Lessons: Provide oxeabulary words for feelings (e.g. happy, mad. said. excited, bored, frustrated, etc.) Set up small-group discussions that allow students to discuss how and why amotions can influence our behaviors (e.g., what happens where we get angry?) Use donies to have students identify a time they may have had the same feelings and chow those feelings and contained the feelings and how those feelings and contained the same feelings as a character and ask them to discuss in mantiferance of the steps. Use adonies to have students identify a time they may have had the same feelings as a character and ask them to discuss in mantiferance of the steps. Teaching Practices: Routinety provides authentic reasons why you as their teacher feel happy-optimisation for them and their interests. e.g., "Lan tell you're readly enjoying this story. Can you tell me what about this is making you feel so energized/motivated happy?" can be liquid out?" Not "vet (NY) The Contraction of the story of t

SELF-ASSESSMENT (10 MINUTES, ONGOING)	
As we have been talking and learning together, revisit your planning sheet:	
Have your <u>two things</u> that are going well in your school or district changed as we have learned more?	
Is the <u>one thing</u> that you are proud of from the first break the same?	
What are two additional meaningful steps for your MTSS process implementation?	
Continue to think about and refine these throughout today's learning session.	
The State of	
UNIVERSAL SCREENING & SELECTED DIAGNOSTICS	
UNIVERSAL SCREENING & SELECTED DIAGNOSTICS  Literacy & Math Social, Emotional & Behavioral	
SFIweh	
I-Ready  Finding (4.9) 6.  Fin	
Acadience Conjunctions (Acadience Conjunctions)	
LETHS Readliness  plantics award reading (K-f)  CORE  plantics & mod  plantics & mod  plantics & mod  reading (K-f)  CORE  plantics & mod  plantics & mod  modify (Tab)  plantics & mod  plantics (K-LI)  CTOPP-2  CTOPP-2	
R-CBM CHAPTER COLUMN CO	
phanemic awareness Suicidality (4-12)	

Tier 1 Universal Screening Assessment
Tier 2 Diagnostic Assessment











Amelia						
Olivia		ORF - WCPM: 24	- Well Below Ber	nchmark		
Benjamin						
Logan						
Amir S/L						
Logan	1					
Royal	1		7			
Keagan						
Mata						
Carter						
Emily S/L						
Liam						
Axel S/L						
Mariangiè						
lan						
Kyle						
Kalya						



Total	District						
Control   Cont	December					_	
Compare			erall: 84 - Below average	SEL C			
	American   American   Para		o Recognition: 97 - At or around average	Emot			Senjamin
Section   Sect	Section   Sect		ctive-Taking: 73 - Below average	Persp			Logan
Complete	Completion Date   (1/4/2002		m-Solving: 94 - At or around average	Probl			Amir S/L
Comprision Date (\$13,0002)	Comparison Date (\$132,002)   Comparison Date (\$132,002)   Colorer   Colore						Logan
Program	Visual		tion Date: 8/31/2022	Comp			
Mark	Max						
Cream Control	Great St. St. St. St. St. St. St. St. St. St						
Entity 51 Lines	Emily 53. Com-				_		
Clark	Lien Lien Lien Lien Lien Lien Lien Lien						
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First Name SPED 504 Amelia												
Olivia								Sup	port Level: Ti	ier 2		
Benjamin				_			-	Las	t Update: 1 t Update By:	9/28/20 Alexand	22 1:51:00 PM	
Logan Amir S/L									vices Start D			
Logan								Ser	vices End Dat	be:	_	
Royal		_										
Keagan												
Maia												
Carter												
Emily S/L				_				_				
Uam Axel S/L		_	_	_			-		-			
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lan			_					-			-	
Kyle												
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	i-Ready   Readin	ORFIWO	M ORE	% 1	-Ready   Math	SELwe	si Su	pport Level	Academic Se	Be	havioral Healt Services	10000
		- 1,000			- 1							1,000



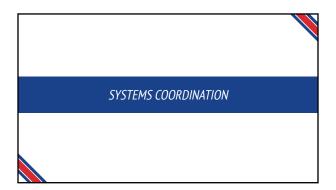
DIFFERENTIATED AND DIFFUSED INTERVENTION	

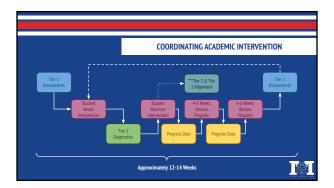
	Decoding Intervention	Fluency Intervention	T1 Teacher Decoding Intervention	Close Reading Group (F1 Small Group or Intervention)
Specific Skill	Foundational Skills -Structured Literacy -Decoding -Pluency -Phonemic Awareness as Needled	Fluency Development	Foundational Skills -Structured Literacy -Decoding -Fluency	Vocabulary, Background Knowledge, Language Structure
Participation Criteria	High to Moderate Risk on LETRS Phonics 6 Word Reading Survey High Risk Fluency and Accuracy on R-CBM No IEP/SPED	High to Moderate Risk Fluency on R-GBM Low Risk Accuracy on R-CBM	Low to Moderate Risk on LETRS Phonics & Word Reading Survey Low to Moderate Risk Accuracy and Fluency on R-CBM	High Comprehension Risk on i-Ready Reading Diagnostic/OST Low Risk Accuracy and Fluency on R-CBM
Considerations	Taught by reading specialist or IS  Explicit and Systematic  Supplemental to 8 Supported by T1 Instruction	Provided by gened Teacher, IS, RS, Volunteer Systematic instruction Pull out or T1 small group	Provided by Gen Ed Teacher	Provided by Gen Ed Teacher Grades 2:4
Intervention Program	Prescriptive and Diagnostic Structured Literacy	HELPS Fluency, Lexia Fluency, or Systematic Repeated Read Program	Prescriptive and Diagnostic Structured Literacy	Teacher constructed close reading Vocabulary Instruction Morpheme Instruction Independent Word Learning Strategies
Progress Monitoring Measure	Phonics Quick Check, Acadence, Progress through Scope & Sequence	Acodience	Phonics Quick Check, Acadience, Progress through Scope & Sequence	i-Ready Diagnostic, MAZE
Frequency	3-5x per week	2-3x per week	2-5x per week	2-3x per week
Duration	30 min	15 min	20 min	20 min
PS Code	Structured Literacy Intervention	Repeated Reading	Structured Literacy Intervention	Close Reading

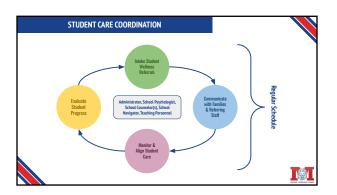
	Reading Specialist Intervention	Intervention Specialist Inclusion Intervention	Independent or Small Group Fluency Practice	T1 Teacher Morphology and Advanced Word Study Group	T1 Teacher Close Reading Group
Specific Skill	Foundational Skills -Structured Literacy -Decoding -Fluency	Foundational Skills -Structured Literacy -Decoding -Fluency	Fluency Development	Morphology, advanced word study, vocabulary	Comprehension Support
Participation Criteria	High to Moderate Risk on CORE Phonics Screener High Risk Fluency and Accuracy on R-CBM No IEP/SPED	Moderate Risk on Core Phonics Screener High to Moderate Risk Fluency and Accuracy on R-CBM	High to Moderate Risk Fluency on R-CBM Low Risk Accuracy on R-CBM	High Vocabulary Risk on i-Ready Diagnostic/OST Low Risk Accuracy and Fluency on R-CBM	High Comprehension Risk on I-Ready Reading Diagnostic/OST Low Risk Accuracy and Fluency on R-CBM
Considerations	Taught by an OG trained reading specialist Pull out intervention	Taught by an OG trained IS Inclusion intervention	Self Regulated Group/ Peer Tutor/ Volunteer Spark Lab	IS or Reg Ed Teacher	IS or Reg Ed Teacher
Intervention Program	Prescriptive and Diagnostic Structured Literacy	Prescriptive and Diagnostic Structured Literacy	HELPS Fluency	Morphology Magic Morpheme Instruction Independent Word Learning Strategies	Teacher constructed close reading
Progress Monitoring Measure	CORE Phonics Screener, R-CBM, Restart Readiness	CORE Phonics Screener, R-CBM, Restart Readiness	R-CBM	Restart Readiness, i-Ready Diagnostic	Restart Readiness, i-Ready Diagnostic
Frequency	2-3x per week	2-3x per week	2-3x per week	2-3x per week	2-3x per week
Duration	30 min	15-30 min	15 min	15-20 min	15-20 min
PS Code	Structured Literacy	Structured Literacy	Structured Literacy	Advanced Word Study	Close Reading



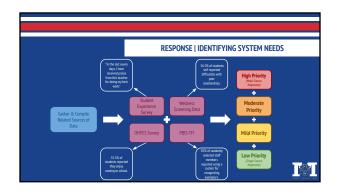
WEL	LNESS INTERVENTION   PROGRAMMING
Program and/or Practices	Details
Zones of Regulation	MEVSD Personnel, School Navigators     Social thought, social awareness, and self-regulation curriculum.
Brief Intervention & Case Management	School Navigators     Provide brief solution focused therapy, link outside therapy to school.
Social Inclusion Supports	<ul> <li>Lunch Buddy &amp; Lunch Bunch programs, mutual interest clubs, and friendship groups.</li> </ul>
MATCH-ADTC & MAP	School Psychologists & School Navigators     Diffused evidence-based practices for common youth behavioral health needs, modularized, logic-based

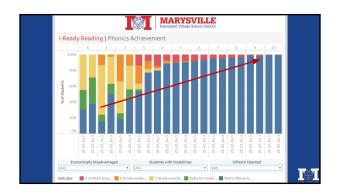


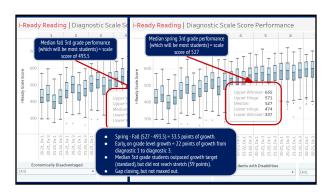


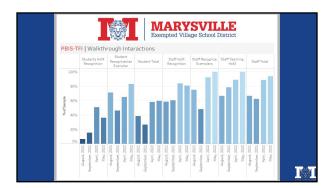


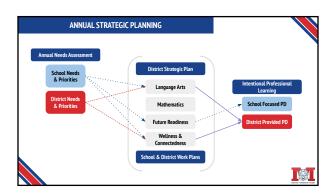
### COMMUNITY COORDINATION Council for Union County Families/Mosaic Project Referrals & Social Service Coordination Parent Peer Support School Navigators Case Management Signs of Suicide (SOS) Triage & Risk ◆ Wraparound/CANS Nationwide Children's Hospital CSPR Signs of Suicide (SOS) Supervision Mental Health & Recovery Board of Union County DBT Skills in Schools Presentations Too Good for Drugs & RRR I Mind Prevention Programming Professional Development Braided Funding ♦ Union County Suicide Prevention Coalition → Marysville Division of Police School Resources Officers D.A.R.E. SCHOOL NAVIGATION Cost share between MHRBUC, Maryhaven, MEVSD. Office spaces within the buildings they serve. Badges, IT access, Student Information System (SIS) access. Extended office hours (where applicable). → Responsibilities Case management with students receiving therapeutic services. Screenings, diagnostics, and risk assessment. Brief intervention, Tier 2/selected/indicated intervention, prevention. Regular updates with admins, counselors, etc (Care Coordination) based on Release of Information **CONTINUOUS IMPROVEMENT**











# What is one thing (or two) that you are going to bring back to your school or district after this session? What are your three meaningful steps? What needs to happen for you to operationalize your three meaningful steps? What is one new thing that you learned today? What this learning session beneficial?

