



# **Project Hi Aware & School Climate Transformation: SHIFT HAPPENS**

As you settle in, please sign in on your smart phone so we can get to know you:

[goo.gl/cxd9fh](https://goo.gl/cxd9fh)



## **Presenters:**

**Ann Mahi, MA**

Nanakuli-Waianae Complex Area Superintendent

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HI AWARE Nanakuli-Waianae Project Director

**Hawaii Department of Education**

**Nanakuli-Waianae (NW) Complex Area**

**October 20, 2017**



## **Presentation Focus Area:**

**Implementing a full continuum of integrated approaches to support students' academic, behavioral and social-emotional needs.**

## **Think, Write and Share:**



**What challenges have you encountered in implementing a multi-tiered system of supports and/or other social, emotional, behavioral and mental health interventions for students in your schools, programs or organizations?**

**VIDEO**



OUR Students

<https://vimeo.com/142303830>





# Participants will be able to:

**Objective 1: Summarize school strategies necessary for implementation to achieve a continuum of integrated approaches to support students.**

**Objective 2: Review Belief Barrier data and generalize to what other districts experience.**

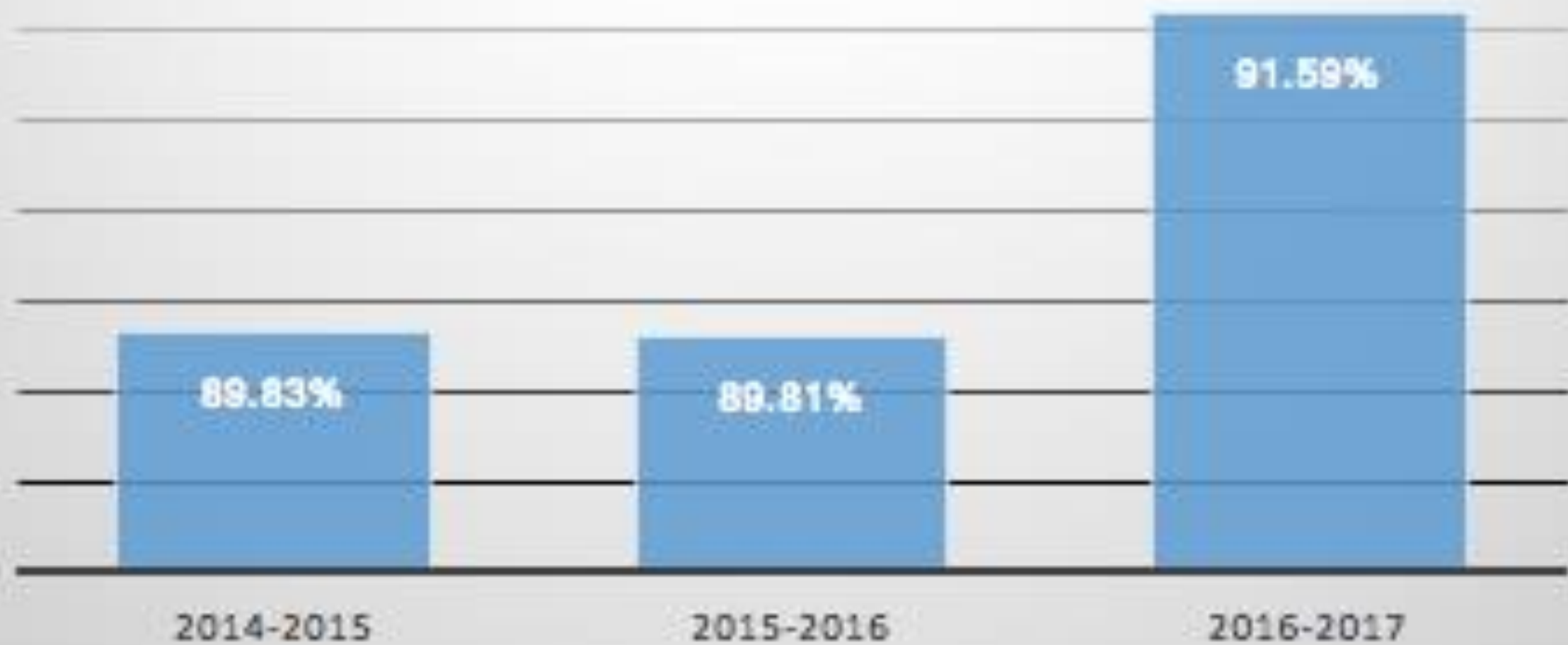
**Objective 3: Hypothesize what strategies might work with your schools or district and plan to implement at least two strategies.**



# **School Climate Transformation**

**What SHIFT  
looks like in NW schools?**

## % Daily Attendance





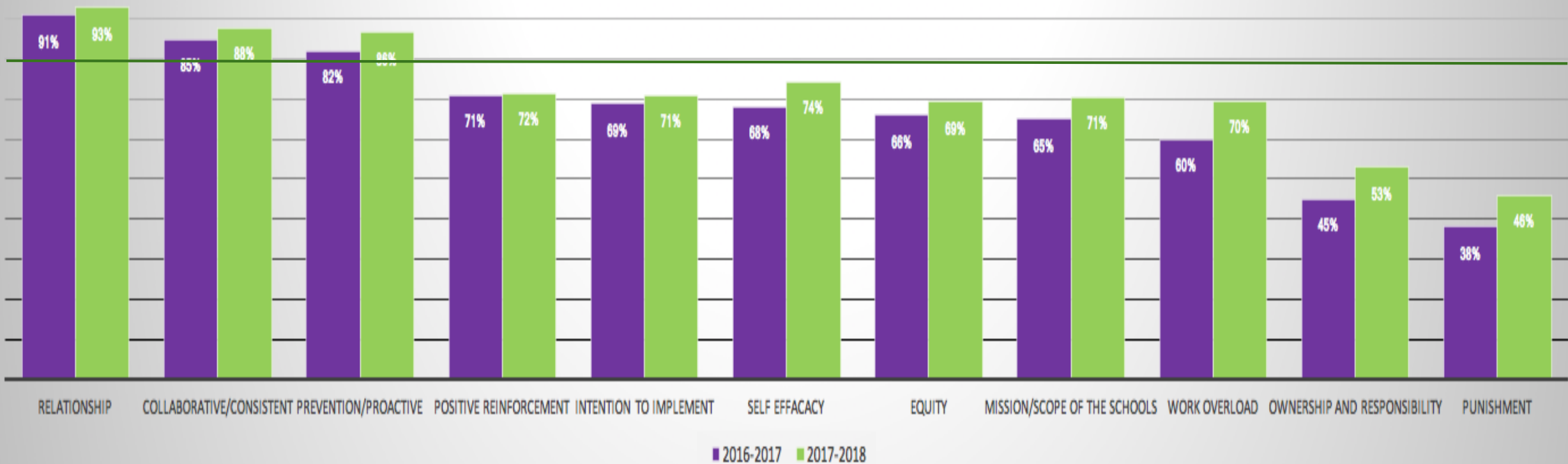
## Total Number of Incidents of all Class Offenses



## Suspensions



### NW Complex Area Beliefs about Behavior: Two Year Comparison SHIFT





## **SHIFT Strategies:**

**All nine (9) schools are in the 3rd year cohort to implement a Multi-Tiered System of Support in all three tiers.**

**Teams consist of varied roles: Admin, general education teacher, special education, school counselors, behavioral health specialist.**

**Three year cohort model includes 8-6-3 days of training and support for implementation with Diana Browning Wright.**



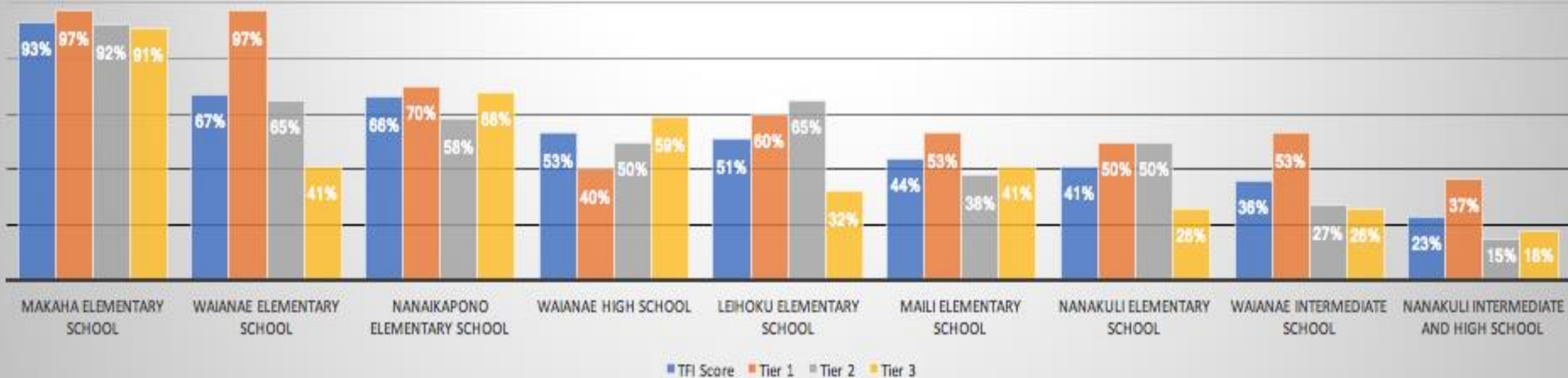
# **SHIFT Strategies:**

## **All Schools:**

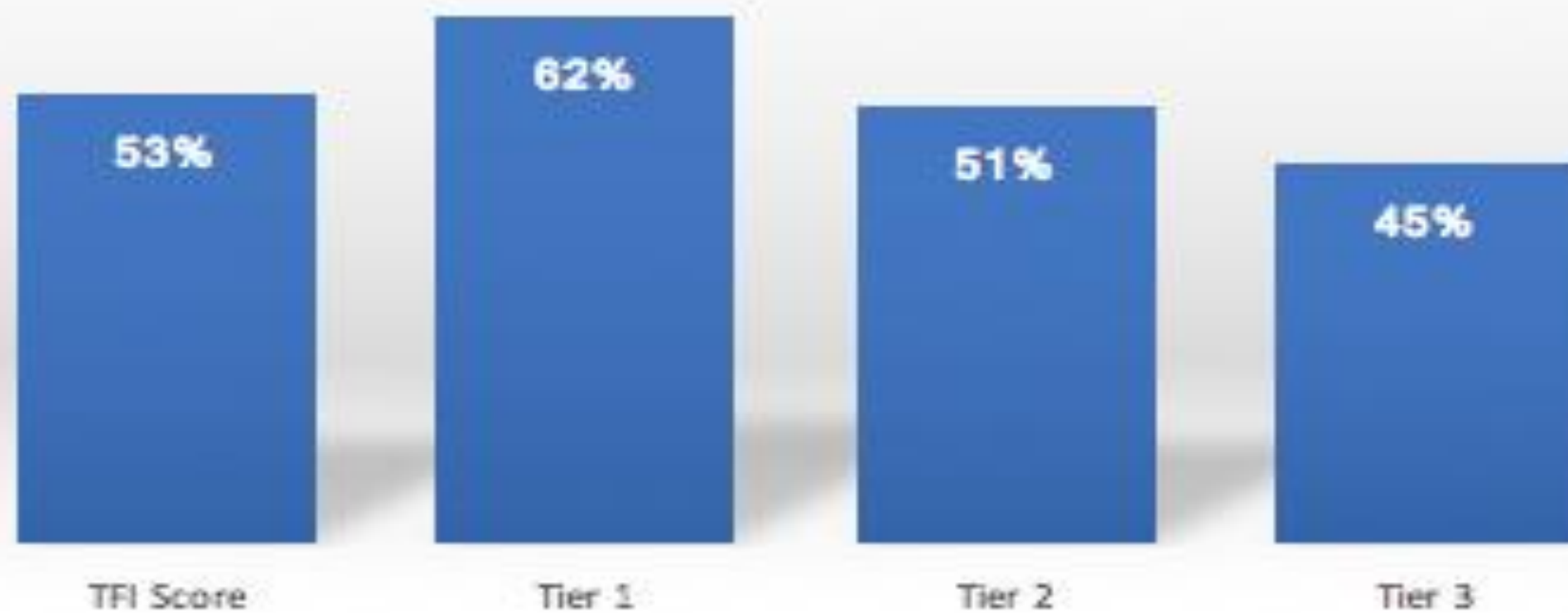
- **Using Tiered Fidelity Inventory (TFI) to measure implementation of PBIS across 3 tiers**



## Total TFI Scores for Nanakuli-Waianae Complex Area 2017



## NW Complex Area TFI Scores





# **SHIFT Strategies:**

## **Schools:**

**Using teacher implemented Social Emotional Learning (SEL) Curriculum**

- **Mind Up**
- **Second Step**
- **Embedding SEL in curriculum**



# **SHIFT Strategies:**

**All Schools:**

**Using Universal Screener**

- **Review 360 (BESS)**
- **Brief Externalizing and Internalizing Screener for Youth (BEISY)**



# **SHIFT Strategies:**

**All Schools:**

**Using 17 Proactive Classroom Strategies**

- **(e.g. smiling, greeting at the door, 5:1 positive to negative statements, Good Behavior Game)**





# **SHIFT Strategies:**

**All Schools: Trauma-Sensitive**

**Beginning to use Restorative Practices:**

- **Peace Path Protocol\***
- **Hale Nowela**
- **Calming practices**

**\*Adapted from Cherokee Point Elementary School and the Wellness and Restorative Practices Partnership**

#HI\_AWARE\_NW

Nānākuki - Wai'anae Schools

No ka pono o nā keiki

Doing What is Right for Children



# **SHIFT Strategies: Mental Health Partners**

- **University of Hawaii (UH): School Social Worker Intern Project**
- **UH Department of Psychiatry Assessment and Consultative Services**
- **UH Department of Nursing: Hawaii Keiki Project**
- **Waianae Coast Comprehensive Health Center: School Health Center at two (2) secondary schools and expanding to the third school in 2018.**
- **Private Agency to provide psychological services to elementary schools at 2 and expanding to all 6 schools.**
- **MOU (in process) with American Foundation for Suicide Prevention to develop Student Ambassadors.**



# **SHIFT Strategies:**

## **All Schools:**

### **Building Community Partnerships through Alignment 96792 for**

- **Early Learning**
- **College Readiness**
- **Health and Wellness**





# SHIFT Strategies:

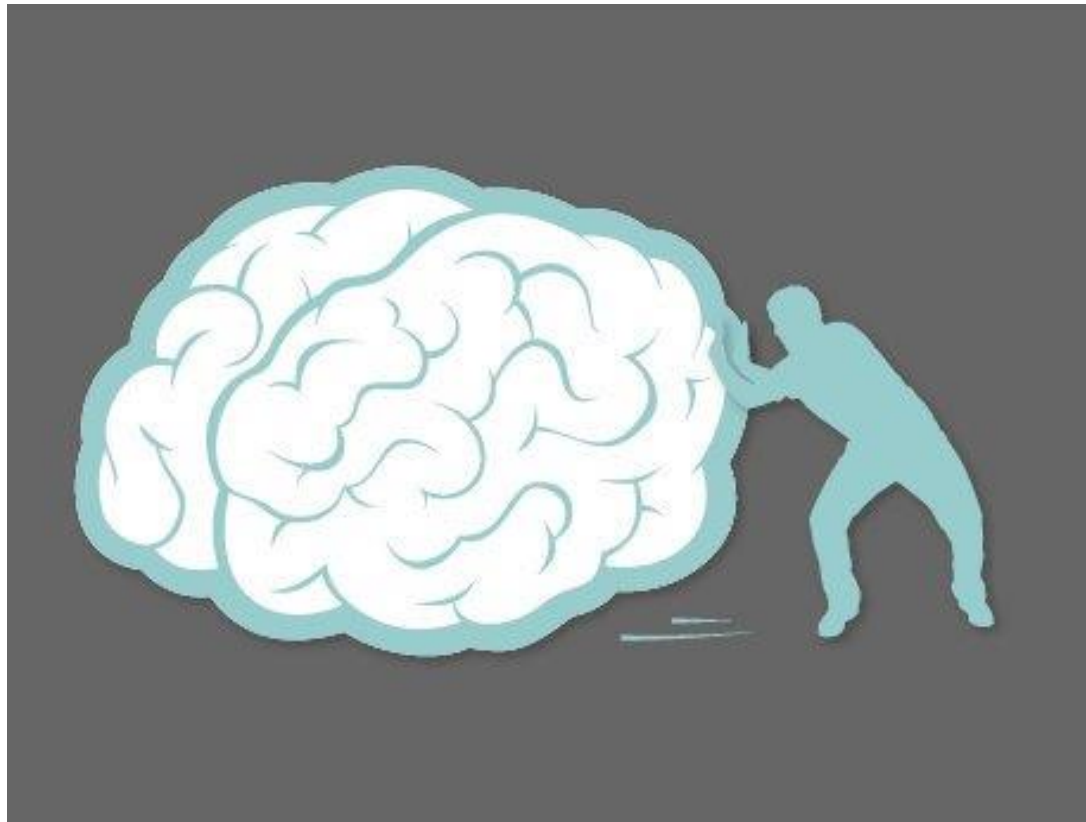
## All Schools:

- Addressing belief barriers has been critical to implementing a Multi-Tiered System of Support
- All Teachers and School Staff take Beliefs About Behavior\* survey each year.
- Using relationship and collaboration strengths to address the mindset challenges of ownership and punishment.



# SHIFT Strategy: Address Beliefs About Behavior Two Year Comparison

Year	Relationship	Collaborative/ Consistent	Prevention/ Proactive	Positive Reinforcement	Intention to Implement	Self Efficacy	Equity	Mission/ Scope of the Schools	Work Overload	Ownership and Responsibility	Punishment
2016-2017	91%	85%	82%	71%	69%	68%	66%	65%	60%	45%	38%
2017-2018	93%	88%	86%	72%	71%	74%	69%	71%	70%	53%	46%



***“Like a pane of glass framing and subtly distorting our vision, mental models [beliefs or mindsets] determine what we see.”***

***-- Peter Senge***



# Leading the Shift!

## A Path Toward Equity

**If we're intent on transforming classrooms and schools, if we are truly committed to seeing equitable outcomes for children, we'll need to take a long and hard look at our mental models. This is hard and scary work, because we need to poke around in the beliefs that we hold about education and children and their ability to learn.**



# WHY the SHIFT is Happening!

**Implementation Drivers\*** that support the SHIFT:

- 1. Competency Drivers:** are mechanisms to develop, improve and sustain one's ability to implement an intervention as intended in order to benefit children, families and communities.
- 2. Organization Drivers:** are mechanisms to create and sustain hospitable organizational and system environments for effective services.
- 3. Leadership Drivers:** focuses on providing the right leadership strategies for the types of leadership challenges. These leadership challenges often emerge as part of the change management process needed to make decisions, provide guidance, and support organization functioning

\*Blase, VanDyke, Fixsen, Duda, Horner and Sugai (2009)







# Shifting Tier One

- **Trauma Informed Schools**
- **Youth Mental Health First Aid**
- **Implementation of SEL by teachers vs counselor or other resource**
- **Restorative Practices vs. Suspensions**
- **Addressing belief barriers of staff by equipping them with competence to manage behavior and messaging that they can make a difference in spite of student risk factors**



HI AWARE  
TEACHER

no ka pono o nā keiki  
Doing What is Right  
for Children



HI AWARE  
CLASSROOM

Touching Hearts  
Teaching Minds



# Shifting Tier Two

- **Comprehensive counseling model and certification (ASCA)**
- **Implementation of a variety of Tier 2 interventions by school counselors and behavioral health specialists (e.g. Check-In Check-Out)**
- **Increasing skills sets of counselors and behavioral health specialists to run small groups**
  - **Social Skills**
  - **Evidence based SEL**
  - **C-BITS**





# Shifting Tier Three

## Expanding Partnerships

- **University of Hawaii School of Social Work (Interns)**
- **University of Hawaii Department of Psychiatry (Psychiatrists)**
- **Hawaii Keiki University of Hawaii School of Nursing (APRN)**
- **Waianae Coast Comprehensive Health Center (FQHC including Psychologist and Substance Abuse Treatment)**
- **Alakai Na Keiki (Psychologist)**
- **Neighborhood Place of Waianae (Resources for Families)**
- **YMCA (mentorships and substance education)**
- **Hina Mauka (Substance Use Treatment)**
- **Crisis Outreach**
- **Family court (Truancy and Drug Courts)**
- **Many others**



**School Climate Transformation = School as Protective Factor**





# Continued Challenges

- **Expanding and maintaining skill sets of DOE faculty and staff due to staff turnover.**
- **Acquiring parent consent for services (stigma)**
- **Improved partnering with some agencies (CWS, CAMHD)**
- **Increasing competencies of specialized staff to manage very challenging children and youth**
- **Increasing student voice and participation**
- **Parent partnerships**

**ACTION: What strategies might you consider for your school or district? What can you implement in the short term? What can you do to plan for 3-5 years?**



# Video

<https://vimeo.com/212154683> (Waianae Strong)

<https://vimeo.com/192167912> (Searider Demo)





# Contributors

Mahalo to:

Nanakuli-Waianae Schools,  
Nanakuli-Waianae Students, Families & Community  
Project HI AWARE Grant (SAMHSA)  
School Climate Transformation Grant (USDOE)  
Community Partners



# Contact Information

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