

Strategic Action Plan: Systems of Support

Goal: By 2027 NPS will have a district wide comprehensive behavior, mental health, and academic systems of support for all students



Team Members

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Strategic Action Plan : Systems of Support

Strategic Objective # 1 K-12: Each grade span (K-12) has academic systems of support that outline and describe processes at each tier level with reference to Nebraska MTSS system self-assessment rubrics for implementation.

Strategic Objective # 2 K-12: Each building/grade span has a system of support for behavioral, social, emotional, and mental health (PBIS) that outlines and describes the processes at each tier with reference to the tiered fidelity inventory (TFI).

Strategic Objective # 3 K-12: NPS has processes in place for training and communicating the support systems to staff to establish school and district wide understanding.



Strategic Objective #1 K-4

Each grade span (K-4) has academic systems of support that outline and describe processes at each tier level with reference to Nebraska MTSS system self-assessment rubrics for implementation.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed (financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 1: Complete MTSS rubric to identify current place and next steps (Reading & <u>Math</u>)	All staff- beginning and end of the year	23-24 School Year	A. eduClimber MAP Growth NSCAS Growth Classroom programs Teacher Input Teacher Intervention IXL B. Time to Collaborate	Training	-Admin, Teachers, School Counselors -District MTSS Team schedules rubric review
Step 2: Address HAL needs within the Tiered model - During our MTSS Cycle - Within Decision Rules (Reading & Math)	District Leadership Team, HAL Teacher, Classroom Teachers	23-24 School Year	A. eduClimber MAP Growth NSCAS Growth Classroom programs Teacher Input HAL Department B. Training in meeting HAL Needs	Training	Admin, School Counselors, HAL teachers, Classroom Teachers

Strategic Objective #1 K-4

Each grade span (K-4) has academic systems of support that outline and describe processes at each tier level with reference to Nebraska MTSS system self-assessment rubrics for implementation.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When? (Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed</i> <i>(financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 3: MTSS District Leadership Team uses both student data and implementation/ fidelity data to evaluate effectiveness of Tier I instruction (Reading & Math)	Leadership team and all staff- at the end of each semester	24-25 School Year	eduClimber MAP Growth NSCAS Growth Classroom programs Teacher Input Admin Fidelity Checks	A. None B. None	MTSS District Leadership Team and all staff will be informed each semester
Step 4: Family awareness of MTSS processes will be addressed.	Title teachers /Interventionists - once a year	23-24 School Year	A. Title/Family Nights B. Pamphlet of acronyms and NPS programs/supports, Family Night for non-Title schools	A. Printing costs B. Activity costs for parent/title night	Admin, Classroom Teachers, Title Teachers

Strategic Objective #1 5-6

Each grade span (5-6) has academic systems of support that outline and describe processes at each tier level with reference to Nebraska MTSS system self-assessment rubrics for implementation.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When? (Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed</i> <i>(financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 1: Common method to track individual student data	Admin, School Counselors, Teacher team	WIN times adjusted every 4 weeks	eduClimber MAP Growth NSCAS Growth Classroom programs Teacher Input Teacher Intervention IXL	Training on eduClimber *trainer comes in and use of district trainers	Admin, Teachers, School Counselors
Step 2: Complete MTSS rubric to identify current place and next steps	Admin, School Counselors, Teacher teams	Start fall 2023	Rubric Admin & teacher training ESU 8 (Megan)	No cost	-MTSS District Leadership, Admin, School Counselors, Teacher teams -Done Yearly

Strategic Objective #1 5-6

Each grade span (5-6) has academic systems of support that outline and describe processes at each tier level with reference to Nebraska MTSS system self-assessment rubrics for implementation.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When? (Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed</i> <i>(financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 3: Decision rules are present for ELA and Math --Address HAL needs within the Tiered model	TnL, School Counselors, Teacher teams	By end of 24-25	Create a flowchart/plan/playsheet that identifies tier levels IEP/ELL/HAL	Time for professional development on this item	Parents, Teachers, Case managers, School Counselors
Step 4: Fidelity checks are present for ELA and Math	Admin, TnL, Teachers	Start in 24-25	Help from ESU, program experts, TnL	No Cost	Admin & Teachers

Strategic Objective #1 7-8

Each grade span (7-8) has academic systems of support that outline and describe processes at each tier level with reference to Nebraska MTSS system self-assessment rubrics for implementation.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When? (Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed</i> <i>(financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 1: Complete MTSS rubric to identify current place and next steps	Admin, PBIS Leaders, School Counselors	Summer 2023 then yearly	a. MTSS self assessment document/rubric b. Financial	a. Financial for subs or summer pay for staff, training	Who: Staff How: Email Often: As needed
Step 2: Training of Administration and Staff	Admin/ESU 8	Summer 2024	a. ESU 8, State resources b.	a. Financial for subs or summer pay for staff, training	Who: Staff How: Email Often: As needed
Step 3: Common method to track individual student data	Admin, School Counselors, Teacher teams	Fall 2024	a. eduClimber, MAP Growth, NSCAS Growth, curriculum programs, Infinite Campus	No cost	Who: Staff How: Email Often: As needed

Strategic Objective #1 7-8


Each grade span (7-8) has academic systems of support that outline and describe processes at each tier level with reference to Nebraska MTSS system self-assessment rubrics for implementation.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed</i> <i>(financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 4: Extend decision rules for ELA and Math into 7-8 Address HAL needs within the Tiered model	Admin, TnL, Teacher teams, School Counselors	Fall 2025	a. Existing decision rules. b. Time to meet to create PD on rules for staff	a. Financial for subs or summer pay for staff	Who: Staff How: Email Often: As needed
Step 5 Fidelity checks are present for ELA and Math.	Admin, TnL, Teacher teams	Fall 2025	a. Existing elementary fidelity checks b. Time to meet to create PD on rules for staff	a. Financial for subs or summer pay for staff	Who: Staff How: Email/PLC Often: As needed
Step 6: Tier I focus on the 80% of our kids meeting benchmark/proficiency through core instruction	Admin, TnL, Teacher teams, School Counselors	Fall 2025	a. b. Time for PD with staff	No cost	Who: Staff How: Email/PLC Often: As needed



Strategic Objective #1 9-12

Each grade span (9-12) has academic systems of support that outline and describe processes at each tier level with reference to Nebraska MTSS system self-assessment rubrics for implementation.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed (financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 1: Systems of Support Team has been formed. The team has produced the following goals and frameworks: SSLT Goals Intervention Framework	SSLT team and Admin team	Completed (July 2022) Continue sustainable team practices	A- eduClimber B- Professional learning time with all staff, behavior referrals in one system, sustainable training plan for team/new members, Sustainable plan for training new staff, Data decision rules, Documenting system practices		
Step 2: SSLT group will continue to work to improve Tier 1 structures. SSLT group will teach and model Tier 1 practices to the whole staff and facilitate their implementation.	SSLT team and Admin team, NHS Staff	August 2024	A- System team with subgroups B- Time for systems team to plan, review, revise	Sub costs, training costs	Teachers will be informed by members of the SSLT team  <p>NORFOLK PUBLIC SCHOOLS NOTHING PREVENTS SUCCESS!</p>

Strategic Objective #1 9-12

Each grade span (9-12) has academic systems of support that outline and describe processes at each tier level with reference to Nebraska MTSS system self-assessment rubrics for implementation.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed (financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 3: Group will also develop Tier 2 structures and pilot them. SSLT group will teach and model Tier 2 practices to the whole staff.	SSLT team and Admin team	December 2025	A- Tier 2 conferences/PD sessions B- Sustainable plan for training new staff, develop communication plan for students and parents	Sub costs, training costs	Teachers will be informed by members of the SSLT team
Step 4: Implement Tier 2 practices across all settings- Restructure ELO for Tier 2 reteaching	SSLT team and Admin team, whole NHS staff	Completed May 2026	A- Conference/PD as needed B- Time for tier 2 internal trainers and mentors to meet, Documenting system practices	Sub costs, training costs	Teachers will be informed by members of the SSLT team
Step 5: SSLT group will develop ways to instruct parents and community on SH systems	SSLT team and Admin team, whole NHS staff	Ongoing (2023-2026)	A- IC communication, PT conferences	Sub costs, training costs	Parents and community will be informed by SSLT Team and teachers

Strategic Objective #1 9-12

Each grade span (9-12) has academic systems of support that outline and describe processes at each tier level with reference to Nebraska MTSS system self-assessment rubrics for implementation.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When? (Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed</i> <i>(financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 6: Teach and inform about Tier 3	SSLT Team	Completed December 2026	A- Tier 3 conference/training B- PD time with all staff, review/revisit data guidelines for intensive intervention, Documenting system practices	Sub costs, training costs	Teachers will be informed by members of the SSLT team
Step 7 (ongoing): Develop a yearly process to monitor student academic data (T1-3)	SSLT team and Admin team, whole NHS staff	Ongoing (2023-2026)	A- eduClimber B- Develop a yearly process to monitor MTSS data (T1-3)	Sub costs, training costs	Teachers will be informed by members of the SSLT team

Strategic Objective #2 K-4

Each building/grade span has a system of support for behavioral, social, emotional, and mental health (PBIS) that outlines and describes the processes at each tier with reference to the tiered fidelity inventory (TFI).

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed (financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 1: District-wide decision rules that directly align to district code of conduct	Paige Hastings, Elementary School Counselors, Elementary Admin Team	2023-2024	A. In house B. Outside experts a. Scott Eckmann (from the state)	A. None B. None	Admin, TnL, Stud.Services will be informed during Quarterly meetings
Step 2: Common way to identify/track major & minor office referrals	MTSS District Leadership team	2024-2025	A. In house B. Infinite Campus C. eduClimber	A. None B. None	Admin, Teachers
Step 3: Complete Tiered Fidelity Inventory and Self Assessment Survey to identify current place and next steps	Admin and Teacher Leader Teams	Each Spring	A. Staff & Time B. Staff & Time	A. None	In House communication during MTSS/PBIS meeting

Strategic Objective #2 K-4

Each building/grade span has a system of support for behavioral, social, emotional, and mental health (PBIS) that outlines and describes the processes at each tier with reference to the tiered fidelity inventory (TFI).

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When? (Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed (financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 4: Training in support for teachers to address behavioral, social, emotional, and mental support.	Outside training	On-going	A. Outside and in house experts B. Time	A. TBD	All Staff
Step 5: Consistent elementary counseling curriculum and instruction integration	Elementary School Counselors	On-going	A. School Counselors B. School Counselors Association-CASEL	A. None B. None	Elementary School Counselor Team, Elementary Administrators

Strategic Objective #2 5-6

Each building/grade span has a system of support for behavioral, social, emotional, and mental health (PBIS) that outlines and describes the processes at each tier with reference to the tiered fidelity inventory (TFI).

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed</i> <i>(financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 1: District-wide decision rules that directly align to district code of conduct - Building level shared language and understanding on behavior expectations	Admin, School Counselors, Teachers	Started and continued: 2023-2024	Referral Code Create a behavior flow chart for teachers to follow	None Time	Admin, Teachers, Parents, Students
Step 2: Common way to identify/track major office referrals	Admin, School Counselors	2023-2024	eduClimber	No extra cost	Who: Admin, Staff How: PLC, Email Often: As needed

Strategic Objective #2 5-6

Each building/grade span has a system of support for behavioral, social, emotional, and mental health (PBIS) that outlines and describes the processes at each tier with reference to the tiered fidelity inventory (TFI).

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed</i> <i>(financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 3: Common way to identify/track minor office referrals -Track avoidance tactics -Negative coping tactics	Admin, Leader teams, School Counselors, Teachers	Fall 2024	eduClimber, Infinite Campus	No extra cost	Who: Admin, Staff How: PLC, Email Often: As needed
Step 4: Complete Tiered Fidelity Inventory to identify current place and next steps	Admin and Teacher Leader Teams	Each Fall and Spring	Time	None	In House communication during MTSS/PBIS meeting

Strategic Objective #2 5-6

Each building/grade span has a system of support for behavioral, social, emotional, and mental health (PBIS) that outlines and describes the processes at each tier with reference to the tiered fidelity inventory (TFI).

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed</i> <i>(financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 5: Building-specific behavioral expectations are established (consider making them district-wide to ease student/substitute transition)	Admin, Leader Teams, School Counselors, Teachers	Fall 2023	Time, NDE PBIS Guidance	None	In House communication during MTSS/PBIS meeting
Step 6: Training for teachers	Admin, Leadership team,		Time, NDE PBIS Guidance	Training Cost, substitute pay or summer pay for staff.	Who: Admin, Staff How: PLC, Email Often: As needed
Step 7: Consistent mental health program (contact counselors to review past work on this)	Counselors	Investigation Fall 2023	Guidance Counselors		Parents, Teachers



Strategic Objective #2 7-8

Each building/grade span has a system of support for behavioral, social, emotional, and mental health (PBIS) that outlines and describes the processes at each tier with reference to the tiered fidelity inventory (TFI).

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When? (Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed (financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 1: District-wide decision rules that directly align to district code of conduct	Admin, PBIS Leaders, Guidance	Started and continued Fall 2023	a. Referral code, behavior flow chart	None - time for meetings	Who: Admin, Staff, Parents, Students How: PLC, Email, paper/newsletter, Often: As needed
Step 2: Common way to identify/track major office referrals	Admin, PBIS Leaders, Guidance, Teachers	Started and continued Fall 2023	eduClimber, Infinite Campus,	No extra cost	Who: Admin, Staff How: PLC, Email Often: As needed
Step 3: Common way to identify/track minor office referrals	Admin, PBIS Leaders, Guidance, Teachers	Fall 2025	eduClimber, Infinite Campus	No extra cost	Who: Admin, Staff How: PLC, Email Often: As needed

Strategic Objective #2 7-8

Each building/grade span has a system of support for behavioral, social, emotional, and mental health (PBIS) that outlines and describes the processes at each tier with reference to the tiered fidelity inventory (TFI).

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When? (Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed</i> <i>(financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 4: Complete Tiered Fidelity I to identify current place and next steps	Admin and Teacher Leader Teams	Each Spring	Time	None	In House communication during MTSS/PBIS meeting
Step 5: Building-specific behavioral expectations are established (consider making them district-wide to ease student/substitute transition)	Admin, PBIS Leaders, Guidance, Teachers	Started and continued Fall 2023	Time, NDE PBIS Guidance	None	In House communication during MTSS/PBIS meeting

Strategic Objective #2 7-8

Each building/grade span has a system of support for behavioral, social, emotional, and mental health (PBIS) that outlines and describes the processes at each tier with reference to the tiered fidelity inventory (TFI).

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When? (Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed</i> <i>(financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 6: Training for teachers	Admin, PBIS Leaders, Guidance, Teachers	Fall 2024	Time, NDE PBIS Guidance	Training Cost, substitute pay or summer pay for staff.	Who: Admin, Staff How: PLC, Email Often: As needed
Step 7: Consistent mental health program (contact counselors to review past work on this)	Admin, Guidance	Begin Investigation Fall 2023	PLC Coordination with Guidance	Unsure	Who: Admin, Staff, Students, Parents How: Often:

Strategic Objective #2 9-12

Each building/grade span has a system of support for behavioral, social, emotional, and mental health (PBIS) that outlines and describes the processes at each tier with reference to the tiered fidelity inventory (TFI).

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed (financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
<p>Step 1: Systems of Support Team has been formed. The team has produced the following goals and frameworks: SSLT Goals Intervention Framework</p>	<p>SSLT team and Admin team</p>	<p>Completed (July 2022)</p> <p>Continue sustainable team practices</p>	<p>A- eduClimber B- Professional learning time with all staff, behavior referrals in one system, sustainable training plan for team/new members, Sustainable plan for training new staff, Data decision rules, Documenting system practices</p>	<p>A- Continued eduClimber cost</p>	
<p>Step 2: SSLT group will continue to work to improve Tier 1 structures. SSLT group will teach and model Tier 1 practices to the whole staff and facilitate their implementation.</p>	<p>SSLT team and Admin team, NHS Staff</p>	<p>Begin: August 2022 Complete: August 2024</p>	<p>A- System team with subgroups B-time for systems team to plan, review, revise</p>	<p>Sub costs, training costs</p>	<p>Teachers will be informed by members of the SSLT team, Resources/information shared with parents</p>

Strategic Objective #2 9-12

Each building/grade span has a system of support for behavioral, social, emotional, and mental health (PBIS) that outlines and describes the processes at each tier with reference to the tiered fidelity inventory (TFI).

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed (financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 3: Group will also develop Tier 2 structures and pilot them. SSLT group will teach and model Tier 2 practices to the whole staff.	SSLT team and Admin team	Begin: August 2023 Complete: December 2025	A- Check & Connect resources B- Development of NHS mentor materials and processes, Data decision rules, train the trainers, Train mentors, full staff PD on referral process, Sustainable plan for training new staff, develop communication plan for students and parents	Sub costs, training costs	Teachers will be informed by members of the SSLT team
Step 4: Implement Tier 2 practices - Mentoring Program (behavioral and mental health intervention)	SSLT team and Admin team, whole NHS staff	Jan 2025	A- Would have internal trainers by implementation B- Time for tier 2 internal trainers and mentors to meet, Documenting system practices	Sub costs, training costs	Teachers will be informed by members of the SSLT team, resources/information shared with parents

Strategic Objective #2 9-12

Each building/grade span has a system of support for behavioral, social, emotional, and mental health (PBIS) that outlines and describes the processes at each tier with reference to the tiered fidelity inventory (TFI).

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed (financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 5: SSLT group will develop ways to instruct parents and community on SH systems	SSLT team and Admin team, whole NHS staff	Ongoing (2023-2026)	A- IC communication, PT conferences	Sub costs, training costs	Parents and community will be informed by SSLT Team and teachers
Step 6: Teach and inform about Tier 3 (behavioral and mental health intervention)	SSLT Team	December 2026	A- Tier 3 conference/training B- PD time with all staff, review/revisit data guidelines for intensive intervention, Documenting system practices	Sub costs, training costs	Teachers will be informed by members of the SSLT team
Step 7 (ongoing): Develop a yearly process to monitor student behavior data (T1-3)	SSLT team and Admin team, whole NHS staff	Ongoing (2023-2026)	A- eduClimber B- Develop a yearly process to monitor student MTSS data (T1-3), Develop a yearly process to monitor interventions/ systems practices at all tiers (fidelity of system), TFI	Sub costs, training costs	Teachers will be informed by members of the SSLT team

Strategic Objective #3 K-4

NPS has processes in place for training and communicating the support systems to staff to establish school and district wide understanding.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed</i> <i>(financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 1: Staffing plan, training plan, and implementation plan with timeline for eduClimber	Outside trainer, Administrators (Jamie L. leading) Specialists/Interventionists	2023-2024	A. Jamie L./Heather W./Paige Hastings - Admin B. Interventionists Outside Trainer	A. None B. ESU or Negotiable	Admin & Cert. Staff Timeline informs how often
Step 2: A person is assigned for eduClimber data integration (in the same way we do for I.C.)	Student Services	2023-2024	A. In-house and/or ESU B. Human	A. None B. None	Admin, District Tech On-going communication

Strategic Objective #3 K-4

NPS has processes in place for training and communicating the support systems to staff to establish school and district wide understanding.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed (financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 3: A district wide website will be created to house and communicate the processes and info (by content, by building, etc). Who do you contact for this training, info, etc.?	Central Office (St. Serv, TnL, Sped)	Begin 2023, finish by fall 2025	A. On site (TnL) B. Time	A. None B. None	Administrators, On-going staff communication
Step 4: Sustainability plan for training (addressing all tiers of academic & PBIS)	TnL & Sped	May 2024	A. In house and/or ESU B. Outside trainer or sending in house to training of trainers	A. None B. Negotiable	CO Admin, Administrators, Certified, Classified, ESU Plan with timeline as prescribed On district MTSS site

Strategic Objective #3 5-6

NPS has processes in place for training and communicating the support systems to staff to establish school and district wide understanding.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed</i> <i>(financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 1: Training, staffing plan, and implementation plan with timeline for eduClimber	Admin, School Counselors and Teacher Leaders	2023-24	District, ESU and eduClimber trainers	Negotiable	Admin, School Counselors, Teachers
Step 2: A person is assigned for eduClimber data integration	Student Services	2023-24	School appointed person	Negotiable	Person assigned
Step 3: A district wide website will be created to house and communicate the processes and info (by content, by building, etc). Who do you contact for this training, info, etc.?	Central Office (Student Services, TnL, Sped)	Begin 2023, finish by fall 2025	On site	Time	To Administrators

Strategic Objective #3 5-6

NPS has processes in place for training and communicating the support systems to staff to establish school and district wide understanding.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When? (Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed</i> <i>(financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 4: Training in PBIS	Admin, team leaders & onto teachers accordingly	Summer 2023, Fall 2023	District and ESU trainers	No cost	All staff
Step 5: Sustainability intervention training	Admin, team leaders	Ongoing	On going as needed	On going as needed	All staff

Strategic Objective #3 7-8

NPS has processes in place for training and communicating the support systems to staff to establish school and district wide understanding.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When? (Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed</i> <i>(financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 1: Training, staffing plan, and implementation plan with timeline for eduClimber	Admin, PBIS Leaders	2023-24	In House ESU	Negotiable	Admin, Guidance, Teachers
Step 2: A person is assigned for eduClimber data integration	Student Services	2023-24	In house ESU & eduClimber	Negotiable	Person assigned

Strategic Objective #3 7-8

NPS has processes in place for training and communicating the support systems to staff to establish school and district wide understanding.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed</i> <i>(financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 3: A district wide website will be created to house and communicate the processes and info (by content, by building, etc).	Central Office (St. Serv, TnL, Sped)	Begin 2023, finish by fall 2025	On site	Time	To Administrators
Step 4: Training in PBIS	Admin, PBIS Leaders, Teachers as needed	Summer 2023, Fall 2023	ESU in house	No cost	All staff
Step 5: Sustainability intervention training	Admin, PBIS Leaders	Ongoing	On going as needed	On going as needed	All staff

Strategic Objective #3 9-12

NPS has processes in place for training and communicating the support systems to staff to establish school and district wide understanding.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When? (Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed</i> <i>(financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 1: Training, staffing plan, and implementation plan with timeline for eduClimber	Admin, SSLT Team	2023-24	In House ESU	Negotiable	Admin, Guidance, Teachers
Step 2: A person is assigned for eduClimber data integration (in the same way we do for I.C.)	Student Services	2023-24	In house ESU	Negotiable	Person assigned

Strategic Objective #3 9-12

NPS has processes in place for training and communicating the support systems to staff to establish school and district wide understanding.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When?</i> <i>(Day/Month)</i>	Resources <i>A. Resources Available</i> <i>B. Resources Needed</i> <i>(financial, human, political & other)</i>	Estimated Cost <i>A. What is the cost to use available resources?</i> <i>B. What is the cost for needed resources?</i>	Communications Plan <i>Who needs to know?</i> <i>How will you inform them?</i> <i>How often?</i>
Step 3: A district wide website will be created to house and communicate the processes and info (by content, by building, etc). Who do you contact for this training, info, etc.?	Central Office (St. Serv, TnL, Sped)	Begin 2023, finish by fall 2025	On site	Time	To Administrators
Step 4: Training in Academic and Behavioral Systems of Support	Admin, SSLT Team, Teachers as needed	Summer 2023, Fall 2023	ESU in house	No cost	All staff
Step 5: Sustainability intervention training	Admin, SSLT Team	Ongoing	Ongoing as needed	Ongoing as needed	All Staff