

Maximizing Resources to Meet Student Needs: Implementing Behavioral Supports with Para-educators

**SAU 24 - Five schools, four districts, one community: ensuring learning
at high levels for all students**

Henniker, Weare, John Stark, and Stoddard

Our Team

- Shayna Phillion, BCBA, Board Certified Behavior Analyst
- Joan Morgan, RBT, Registered Behavior Technician
- Carole Zervos, RBT, Registered Behavior Technician
- Shawne Hilliard, Principal, Weare Middle School, Center Woods Upper Elementary School
- Lorraine Tacconi-Moore, Superintendent

Overview

- Increased Disruptive Student Behaviors by Some Students
- Loss of Instructional Time for All Students
- Minimizing Fiscal Impact/Funding Sources
- Positive Results

BCBA At Work

Focus: Socially Significant Behavior

- Assessment and development of interventions
- Consultation with staff and students
- Supervision of RBTs

What is a RBT?

Registered Behavior Technician

- Benefits
- Direct implementation of interventions
- Supervision with BCBA
- Utilization of the role

From the Principal's Viewpoint

RBT Selection

- Growth Mindset
- Strong student connections
- Focus on education not punitive consequences
- Belief that ALL students belong to ALL staff

Our Shift from Behavioral Intervention Program (BIP) to Student Success Center (SSC)

“I don’t know why I am here! She just kicked me out.”

- Missed class time
- Broken relationships
- Punitive
- Reactive

It was time for a change.....

Student Success Center

- Minimize time out of class
- Proactive
- Minimize classroom disruptions
- Build and repair relationships
- Process and educate
- Tier 1 support

First Year Success

From school year 2017/2018 to 2018/2019 our major behavior infractions decreased by 50%.

The Process as Presented

Everyone is in the “green” zone...GREAT!

A student displays “yellow” zone behavior - teacher looks to redirect

Student continues in “yellow” behaviors - RBT support is called

Strengthening Relationships (Next steps) - teacher may ask the RBT to cover the class so the teacher is the adult who processes with the struggling student

Meet a RBT

Joan Morgan

Weare Middle School/ Center Woods Upper Elementary
School

- Registered Behavior Technician
- Para-educator for 15 years
- Key Member of the Safety Committee
- Founding Member of *Game Changers*
- Participant in *Team Huddle Time*

My Role as a RBT

- A walkie talkie or phone call is received
- RBT responds and attempts to redirect
- Student enters “red” zone - RBT partners with student to relocate and process
- Case study

Meet a RBT

Carole Zervos

John Stark Regional High School

- Registered Behavior Technician
- Para-educator for 5 years
- Works with Unified Sports
- Liason between National Honor Society students and the Life Skills Program
- Works with Lunch Buddies Program to promote inclusion

My Role as a RBT

- Requirements to maintain certification
- Ethical standards
- Rewards

Resources

- www.bacb.com/RBT

Resources

- Shayna Phillion: shayna.phillion@sau24.org
- Joan Morgan: joan.morgan@sau24.org
- Carole Zervos: carole.zervos@sau24.org
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Q & A?