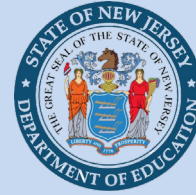




RUTGERS HEALTH

**The Boggs Center
on Disability and Human Development**

Robert Wood Johnson Medical School



New Jersey
Department of Education
Office of Special Education

New Jersey Positive Behavior Support in Schools

Funded by IDEA Part B 2025-2026

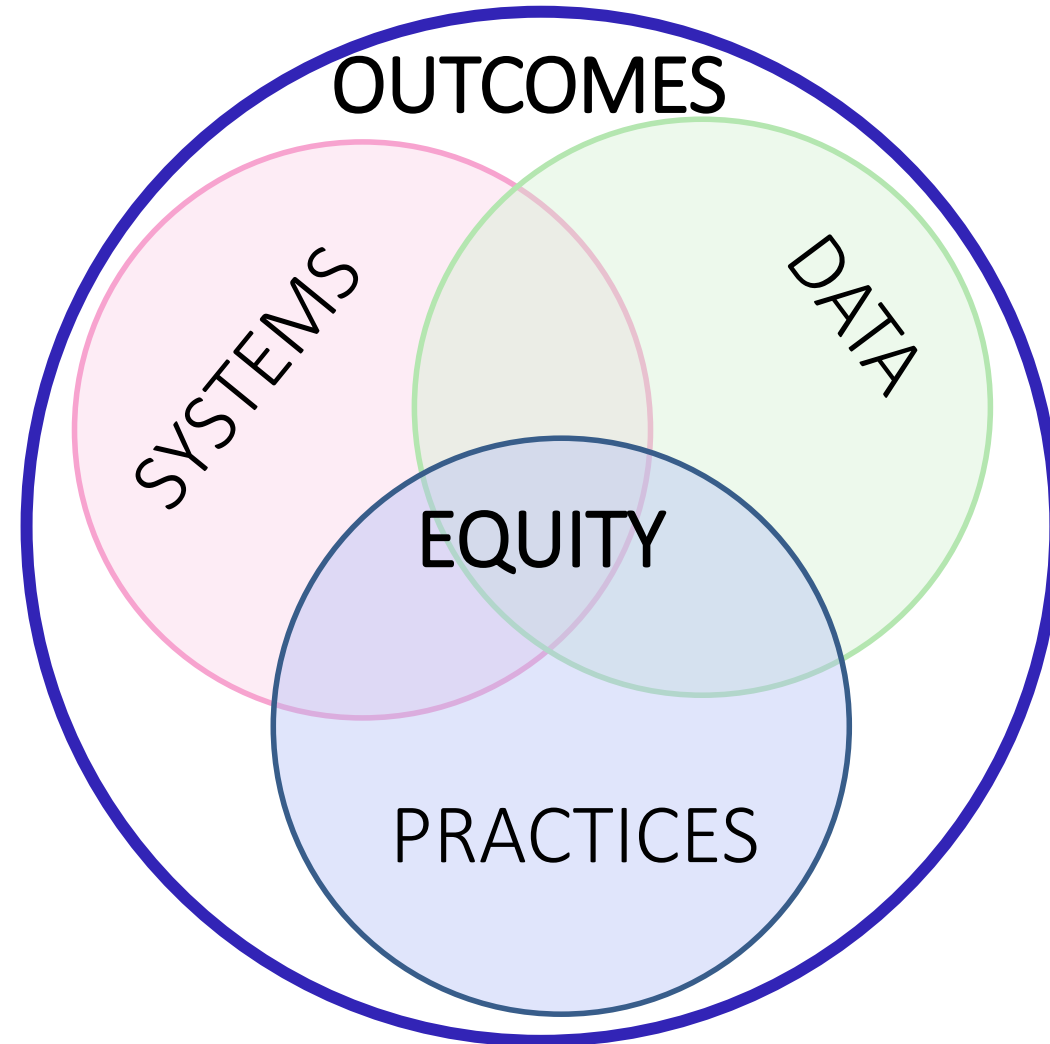
Intervention Action Planning

www.pbsisnj.org

Root Cause Driven Planning

Root cause **problem-solving** is a **technique** that uses questions to reveal what specific interventions are needed to address the problematic data pattern.

A question dance in which 'what' and 'why' are the dance partners



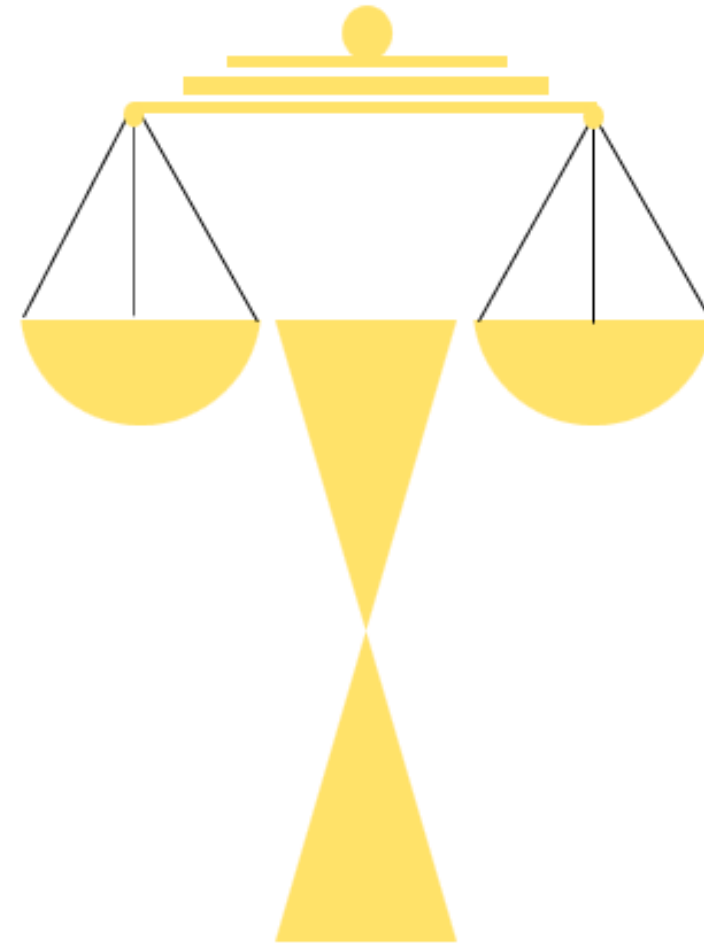
Source: Center on PBIS (2020)

How Much Investment is Needed?

How significant is the change you want to make?

How aligned are existing systems and practices with what needs to happen?

To what degree are staff 'onboard' with the change?



Investment : Outcome Ratio

Ready for Change

CHANGE READINESS

Not Ready for Change



Simple Change

INTERVENTION COMPLEXITY CONTINUUM

Complex Change

**PRACTICES: Antecedent Prevention
Student Facing Features**

Define Norms
Teach & Review
Promote
Respond
Document

Oriented toward
achieving a student (or
caregiver) outcome

**SYSTEMS: Infrastructure Support
Staff Facing Features**

Align & Streamline
Train & Support
Feedback Loop
Message
Schedule

Oriented toward what
staff need to
implement student /
caregiver facing
practices

OUTCOME

EQUITY, INCLUSION, & ACCESS

Input From Representative Voices
Challenge Assumptions
Accessible to All

DATA Monitoring Plan

Measure(s)
Data Collection Method
Decision Rule
Data Monitoring Schedule

PRACTICES: Antecedent Prevention

SYSTEMS: Infrastructure Support

OUTCOME

Measurable &
Time Based

EQUITY, INCLUSION, & ACCESS

DATA Monitoring Plan

Action Plan

Goal/Outcome:

Who	What (Action Step)	By When	Notes & Additional Information

Sample Plan

PRACTICES: Antecedent Prevention (Student Facing Components of the Plan)

Define	Generate a list of actions and scenarios that exemplify being kind (e.g., offering help, giving a compliment, making an encouraging statement, listening)
Teach	Implement a mini lesson on kind at the start of the trimester
Promote	Month of Kindness in February At least twice a week offer a Kindness tip of the day during announcements Ahead of key routines, teachers and staff precorrect kind actions and words
Reinforce	Use the rubric to provide behavior specific praise Kindness challenge At least 3 times a week 'Pause' for recognizing kindness
Respond	Use the response script for teachable moments Use the rubric to provide corrective feedback

SYSTEMS: Infrastructure Support (Staff Facing Components of the Plan)

Align	Job Role: School mission, role and duty responsibilities, Domain 4 of Danielson Other efforts: Trauma Informed Practices & Restorative Practices Streamlined documentation routines and procedures
Train & Support	Monthly Micro learning routine Tip sheets Problem solving
Message	At least once a month push out prompts, reminders, shout outs, etc. Message with caregivers to encourage norm aligned behavior
Schedule	1 st grade level meeting of the month for capacity building & reflecting Schedule time at each staff meeting for 1-3 item input surveys

OUTCOME

Reduce the number of referrals for disrespect and inappropriate language by 10% by June 2026 by boosting 'we are kind'

EQUITY, INCLUSION, & ACCESS

Input From Representative Voices	Include demographic option on surveys Include staff in nonteaching roles in messaging, input routines, and capacity building
Challenge Assumptions	'This won't work': Encourage open-mind try out 'I don't have time': Model ease of use, show data on impact Try a pilot with small group of teachers
Accessible to All	Problem solve application in non classroom areas When training staff for non classroom areas, use location relevant scenarios Determine if translated written documents would be helpful

DATA Monitoring Plan

Measure(s)	Discipline referrals for disrespect & inappropriate language
Data Collection	Discipline referral criteria and form Receive input from staff about what is working and what is needed at least once a trimester
Decision Rule	On track: Fewer than 10% of referrals are for disrespect; inappropriate language Off track: 11% or higher of referrals are for disrespect; inappropriate language
Monitoring Schedule	Monthly review of discipline referrals

Source: Adapted from Center on PBIS (2020)