# Institute for Understanding Behavior

a progressive and preventative approach for New York City educators

# The Institute for Understanding Behavior

- A joint initiative created by the United Federation of Teachers with the NYC Department of Education.
- Help schools ensure that every child develops the social, emotional, and academic skills they need to succeed in school and in life.
- Strengthen school communities, improve academic outcomes by teaching staff members to understand and anticipate behavior issues before they escalate.

# **Professional Development**

- Cornell University Therapeutic Crisis Intervention curriculum
  - Training for all staff (administrators, teachers, paraprofessionals, school-aides, cafeteria workers, etc.)

# Discovery and goal setting

- Needs assessment planning
- School-based staff are identified to create a Behavior Leadership Team and are trained in TCIS.
- Ongoing school level data collection and analysis

#### **On-site Support**

- Behavior Specialists guide school leadership teams
  - utilize school wide data to identify struggling students and develop a plan with the classroom teacher to provide support.
- Behavior specialist begins regular on-site school support after a critical mass of school staff complete TCIS training.
- The team will also use data to develop positive school wide support systems.

#### **On-site Support**

- Development of partnerships with communitybased organizations.
- Monthly practicum workshops
- Training for school based staff to provide workshops for parents in behavior management strategies.

# **Ongoing Support**

- Sustainability after 3 years of full IUB support.
- Continued training for new staff
- Continued guidance by your behavior specialist.

# **Expected Outcomes**

- Reduction of suspension rates
- Lower occurrence of level 1 and 2 incidents (preventing levels 3, 4, 5)
- Evidence of positive school culture
- Improved attendance rates
- Increased academic achievement

# **Expected Outcomes**

- Enhanced social/emotional competence in staff and students
- Lower incidence of staff turnover
- Decreased incidents of staff injury and violence
- Positive change in Quality Review, Progress Report and Learning Environment scores
- Self-sustaining practices
  - Effective Behavior Leadership Team
  - Use of data to support students and school community
  - School wide positive behavior supports