



WSSCC Practice Blueprint

Session 10

Purpose: To identify the policy changes that need to be made to align policy with new practices

Review

- Celebrating your Practice Plan
- Advocating for WSSCC Policy activity, case study, & reflection questions

Do Together

- Activity 10: Advocating for WSSCC Policy



Case Study:

Hillside's Action Plans

The WSCC Practice Leadership Team works to create action plans for implementing Hillside's new Employee Wellness practices. They identify their priorities and objectives for the new Employee Wellness initiatives: (1) to de-implement the team-building activities and begin recognizing staff at the start and end of all staff meetings/PDs, (2) to increase teacher prep time by offering coverage on a rotating basis, and (3) to have students prepare a teacher appreciation meal using locally sourced foods from the Farm-to-School program. The team identifies a PD next month as a reasonable goal for implementing staff recognition. They also plan to cancel the remaining formal team-building PD sessions for the year. The WSCC Practice Leadership Team will monitor the impact of these practice changes through bi-monthly brief and voluntary staff surveys.

The team also action plans for providing teachers with additional coverage. Action steps include creating a calendar of potential coverage times and creating a form for teachers to specify their preferences. The team sets a goal of introducing this initiative at the same PD next month.

REFLECT



1. How did your team address any challenges when completing the Establishing Actions worksheet?
2. What actions did you identify to strengthen sustainability?
3. How often will your team monitor implementation progress?
4. What will your team do if implementation progress is not proceeding as planned for any identified initiatives?

Celebrating Your Practice Plan

Congratulations – your team has successfully worked through blueprinting for WSCC practice! Thank you for your commitment to supporting positive whole child outcomes in your setting. Take some time as a team to celebrate your successes!

We know that as the leadership team, each member has contributed effort to this process, and you have solid directions and plans for action. As part of celebrating your successes, think about how you might continue to share the work that your leadership team has done with key groups, such as staff, families, administrators, and community

partners. Is a representative willing to present at the next faculty meeting? Can you summarize the steps you've taken into a 1-pager or newsletter to share with families and community partners?

Keeping key groups (e.g., staff, families, administrators, community members) in the loop is an important component of a whole child focus, and your efforts should be known – so be sure to identify what, when, and how often your leadership team will share out updates!

Case Study:

An Update on Hillside's Progress

Hillside's team capitalizes on their momentum after creating their action plans. They identify a PD the next month to begin implementing some of these changes. Mr. Smith compiles a list of accomplishments for half of the teacher teams, while Mrs. Garcia compiles such a list for the other half. They plan to invite staff to share celebrations and accomplishments during the meeting as well to increase voice and strengthen relationships.

Though increasing teacher coverage is a bit trickier, the volunteers (Mr. Smith, Mrs. Garcia, and Dr. Greenberg) have some flexibility in their schedules that they can coordinate to provide coverage on a rotating basis. They create a calendar of their available time and plan to introduce this at the same PD next month. Mrs. Garcia works with the other WSCC Practice Leadership Team members to create a form that will allow teachers to indicate their top choices for coverage time, and the team plans on doing their best to accommodate these preferences. If staff are on board and the teachers return the form in a timely manner (i.e., within a week), the team agrees it is reasonable to begin implementing their coverage plan by the end of next month.



Activity 10 – Advocating for WSCC Policy

Anticipated time needed to complete this activity: 20 minutes

Now that you have completed your blueprinting process for WSCC practices, you may consider shifting to WSCC policy. We recommend completing the blueprinting process for both practice and policy, as this will help paint a picture of the level of coordination (i.e., congruence) across what you are supposed to be doing (policy) and what is actually happening (practice). Ideally, practice and policy changes will occur in parallel.

To help ensure the changes you are making to practices in your school are sustained, you now want to review and update relevant policies to ensure that the messaging is consistent with what you are doing. Remember, documenting these practice changes in policy can also help to encourage use of your new or revised practices, as policy provides structures for accountability. Policy also enhances sustainability of desired practices as new school personnel come into the system.

In this final activity, you will summarize next steps for advocating for WSCC policy changes in your setting.

Activity 10 – Advocating for WSCC Policy can be found in Appendix B. A completed example is shown below.

ACTIVITY 10 – ADVOCATING FOR WSCC POLICY

Time to Complete: 20 minutes



Goal of Activity: To identify the policy changes that need to be made to align policy with new practices.

Directions

Using your system map and other activities completed as part of WSCC Practice Blueprinting, summarize your system's practice needs and identify policy shifts that need to occur to ensure alignment across practice and policy. Instructions for completing each column are listed in the table below, and the first row provides an example of what information you might choose to include.

Identified Area of Need What did WSCC Practice Blueprinting show as areas of need in your system? List one need per row.	Current State of Policy What is the current state of your system's policy in this area? For example, is there an existing policy? What is the current policy language?	Policy Shifts/Changes for Alignment Are changes in policy language needed in this area to reflect planned changes to practice? If so, what changes need to occur to ensure alignment?
<i>Example: Analysis of Behavioral Supports and Social Emotional Climate revealed a need for a universal positive behavioral support system.</i>	<i>Example: Current policy describes responses to challenging behavior such as minor and major office discipline referrals and reasons for suspension and expulsion.</i>	<i>Example: Discipline policy needs to be revised to align with procedures/language used in positive behavioral support system, with emphasis on proactive as opposed to reactive supports.</i>
Analysis of Employee Wellness revealed a need for practice changes that reflect the unique needs of Hillside staff.	Current School Wellness Policy states: "Hillside Academy will support staff wellness initiatives and promote staff self-care."	The Employee Wellness section of the School Wellness Policy should be revised to emphasize the practice of collecting staff input to inform Employee Wellness initiatives. The policy also needs to be revised to include guidelines for evaluating Employee Wellness initiatives. For example, the policy could be updated to read "Employee Wellness initiatives must be based on input and suggestions from district staff. Annually, all staff will be invited to provide feedback on current and desired Employee Wellness initiatives (e.g., through a survey or focus groups). At least bi-annually, all staff will be invited to serve on a committee that leads this evaluation (i.e., designs evaluation, facilitates data collection, and analyzes and presents results to administrators and staff)"

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Case Study:

Hillside's Decisions to Advocate for WSCC Policy

The WSCC Practice Leadership Team has been enthusiastic about sharing ideas throughout the Blueprinting process. They feel they have made progress in incorporating staff voice in Employee Wellness initiatives and do not want this progress to be lost. Mr. Smith also wants to be sure that Hillside's policies and practices are aligned.

The Team completes the Advocating for WSCC Policy worksheet.

The team realizes that the existing Employee Wellness section of their School Wellness Policy is quite vague: "Hillside Academy will support staff wellness initiatives and promote staff self-care." It is clear to everyone on the team that the policy language needs to be updated. They would like the policy to reflect the practice of collecting staff input to inform Employee Wellness initiatives and to include guidelines for evaluating Employee Wellness initiatives. The team spends some time drafting what this language might be and notes it on their Advocating for WSCC Policy worksheet.

The WSCC Practice Leadership Team reflects on how much progress they have made completing the Practice Blueprint and decides to begin exploring the [Policy Blueprint](#) in their next meeting. The meeting concludes with Mr. Smith recognizing everyone on the team for their amazing work!

ACTIVITY 10 – ADVOCATING FOR WSCC POLICY

Time to Complete: 20 minutes



Goal of Activity: To identify the policy changes that need to be made to align policy with new practices.

Instructions

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