



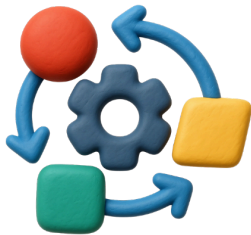
Cultivating School Behavior Teams

PURPOSE

To improve behavioral and social-emotional systems by supplementing school behavior teams with targeted support from Cultivate Education’s team of implementation coaches.

OVERVIEW

One of the most pressing needs for schools right now is how to effectively address challenging student behaviors. Several recent studies have found that between 70-80% of educators cite behavior as one of their primary concerns^{1,3,4}, with studies finding that nearly 45% of educators identified student behavior as the most common source of job related stress^{2,4}. Paradoxically, while student suspensions and expulsions peaked prior to the 2020-21 school year⁵, the majority of experienced educators indicate that student behavior is even more challenging than five years ago⁶. In many schools, current models of addressing misbehavior are just not cutting it.



To combat these challenges, more and more schools are turning to established frameworks to build or rebuild their behavioral support systems. These include Multi Tier Systems of Support (MTSS), Positive Behavior Interventions and Supports (PBIS), and Social-Emotional Learning (SEL) programs. Each of these frameworks starts with a base of solid research and practice that requires adaptation to the needs of the local school and community. Challengingly, such complex adaptation requires a group of committed and knowledgeable individuals to accomplish and cannot be done by just one person. In other words, successful initiatives are only accomplished by successful teams, and successful teams are intentionally built.

PROBLEM

Creating strong leadership teams has been a pervasively challenging improvement hurdle to clear for schools. Research has shown that nearly 70% of educational initiatives/programs fail to be fully implemented and achieve their stated goals⁷. This is in large part due to inadequate coaching to assist educators with implementing and maintaining new practices, and the inherent difficulty in creating strong leadership teams to sustain improvement efforts over time. Due to resource constraints, many schools struggle with asking their staff to do more with less, all the while scaling up school improvement efforts using only internal supports.

SOLUTION

Cultivate Education is a leader in the field of improving implementation outcomes through the use of best practices in teaming and system development. Our end goal is to cultivate local capacity to implement school improvement efforts based upon the needs of each community we serve, and build the local independence to sustain and innovate upon that effort into the future. To accomplish this goal, our partner schools contract for only the supplementary implementation coaching that they need to round out their implementation team, and accomplish their end goals as well.



Research on effective school improvement emphasizes the critical role of coaching in fostering teacher professional development and aligning practices with evidence-based interventions⁸.

Collective teacher efficacy, the shared belief of a group of educators that their work together can achieve a common cause, has some of the strongest evidence of its power to transform student learning⁹. Leveraging these research points, a solid implementation team consisting of 4-8 staff members will need:

- a clearly defined goal/purpose,
- a consistent and organized meeting schedule and format,
- a strong background in behavior, social emotional learning, leadership, and effective communication, and
- access to implementation data and advanced data analysis skills.



Coaching researchers have written extensively about the benefits of both individual and group coaching, with recent research indicating that educators who received coaching were four times more likely to carry out newly learned skills than those that did not⁸. Joyce and Summers (1982) and Rock (2019) found that between 10-15 coaching sessions are needed to improve outcomes, and are most effective when a consistent coaching schedule and collective participation procedures are established and followed.

In the 2025-26 school year, the Cultivate Education team partnered with nearly 20 schools in several states to supplement their implementation teams in addressing behavioral concerns through systemic improvement. Each of these schools had slightly different goals and cultures, which our team of coaches adapted to, including consistent classroom management, implementing Tier 2 interventions with fidelity, and creating social-emotional recovery spaces and processes for students. This versatile approach enables schools to only contract for the implementation coaching support format and quantity they need, and relying upon the existing strengths of their staff and teaming structures to advance their behavior support systems.

With this in mind, Cultivate Education partners with schools to supplement their school improvement efforts with a dedicated team of highly experienced implementation coaches. This way, schools do not have to go it alone in their improvement efforts; they can bring in our team of supplementary coaches to assist in their efforts, for as long as is needed to build capacity, and bring valuable perspective and considerations to help the school achieve and sustain their goals over the long term.

SERVICES

Cultivate Education will provide one Implementation Coach to provide a school with **10 onsite and/or virtual Implementation Support Visits to assist in the development and operation of a Behavior Implementation Team over the course of the 2026-27 school year, as well as 10 onsite and/or virtual Implementation Support Visits for the 2027-28 school year to aid in sustainability**. This supplementary support will be provided to the school's Behavior Implementation Team through monthly Team meetings, classroom observations, educator coaching, and professional learning and coaching sessions. The cadence of Team meetings will be built around the school's existing schedules, thereby reducing the likelihood of needing substitute teachers for coverage for meeting attendance.



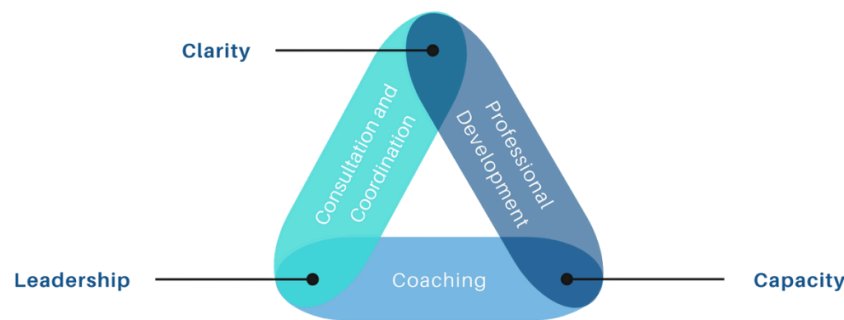
SPECIFICATIONS

Professional development, consultation and coaching support will be primarily delivered through attendance at the school's monthly Behavior Implementation Team Meetings, which typically run from 1-2 hours per month. The remainder of the visit time onsite would consist of:

- Onsite classroom observations and data collection
- Attendance and facilitation support during grade level team meetings
- Direct individual educator coaching
- Aligned professional learning sessions

Additionally, schools will receive the following remote supports as needed:

- Access to Cultivate Education's community of Implementation Coaches, researchers, practitioners, and experts in the field of education
- In-depth statistical analysis of your data, from the student level through to the building/district
- On-call access to the Implementation Coach via phone/email/Zoom between meetings
- Assistance in establishing and supporting fidelity of implementation monitoring



TIMELINE

Implementation support will be spread throughout the 2026-27 and 2027-28 school years - approximately one meeting per month. The exact schedule will be developed in collaboration with the school's Behavior Implementation Team and Cultivate Education, LLC.

COST ESTIMATES

Exact costs will be calculated based on a formula that will incorporate meeting format (onsite and/or virtual), full or half-days onsite, travel expenses, and the number of participating schools in the district (a 25% discount per participating school will be applied).

- At minimum, there will be **4 quarterly onsite visits** and **6 virtual meetings**, which would cost at minimum **\$8,500/year** for districts for lower travel expenses.
- At maximum, there will be **10 quarterly onsite visits** and **no virtual meetings**, which would cost at maximum **\$25,500/year** for districts for higher travel expenses.

Contracts will be for both the 2026-27 and 2027-28 school years to ensure program success and long term sustainability.



For more information and referrals from current partner schools, contact

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BACKGROUND

Cultivate Education was founded in 2016 to assist schools in better implementing best practices to improve outcomes for students, staff, schools, and communities. We are a unique company that specializes in the process and science of implementation, and draws upon the decades of experience of our team to pair with the specific content/topic/goals of our partner schools. Our team consists of former special education teachers, behavior specialists, and administrators - so we have the right mix of experience to supplement and help co-construct your school's behavior plans while building sustainable capacity.

ADDITIONAL INFORMATION

- For more information about Cultivate Education, visit <https://www.cultivateeducation.org/implementation/>
- For more information about our Implementation Coaching Team, visit <https://www.cultivateeducation.org/about-us/>
- An example of meeting schedules and team membership tables can be found [at this link](#).
- A sample year 1 coaching progression can be found [at this link](#).

REFERENCES

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OPTIONAL CLASSROOM CLIMATE AND MANAGEMENT SUPPORT PACKAGE



Cultivate Education has developed a framework which includes both training and implementation resources to support educators in developing an individualized classroom climate and management plan. The source material used is called the Inclusive Classroom Framework, and was originally developed as a way to support educators in selecting and effectively implementing evidence-based practices in their classrooms. To date, thousands of educators across the country have been trained to use this framework which has proven to be a flexible and scalable model for everyone from new to veteran educators. Interested schools can enroll in this package to gain a universal Tier 1 structure for schools for greater consistency across the school and better support the variety of student needs. This package costs \$4,800 per school, and includes:

- One half-day onsite training for all participating staff members
- One follow-up coaching session 4-6 weeks after the initial training
- Up to 50 copies of the [Inclusive Classroom Framework: The Educator's Implementation Guide](#)
- Up to 50 copies of the [Inclusive Classroom Framework: The Workbook](#)
- Onsite observations, feedback, and planning with implementing staff members

For more information on the Inclusive Classroom Framework, visit <https://www.cultivateeducation.org/creating-an-inclusive-classroom/>

Feedback and Testimonials for the Inclusive Classroom Framework

