

# POSITIVE BEHAVIOUR FOR LEARNING

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RTLB delivering Incredible Years Teacher programme

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## PB4L Incredible Years Teacher programme

**Over 760,000 children and young people attend school every day and are taught by over 50,000 teachers.**

**Most teachers will experience some form of disruptive behaviour in their school.**

**Left unchecked, disruptive, anti-social and violent behaviour can have serious social and economic implications.**





## Incredible Years Teacher Programme (IYT)

- provides teachers with strategies for addressing disruptive behaviour in children aged 3-8 years
- the focus is on building a positive classroom environment and positive relationships
- by June 2015 **8,260** teachers will have participated in an IYT programme. This will have a positive impact on around 180,000 children, with an ongoing cumulative impact over time.



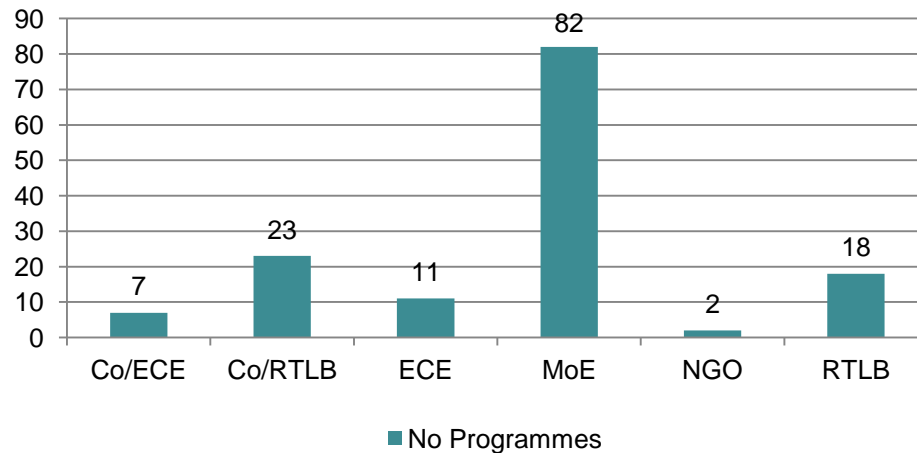
## RTLB role in delivering IYT programmes

- **RTLB are the primary deliverers of IYT to primary school teachers within their clusters** (Schedule A, Part Six of the RTLB Funding and Service Agreement – Delivery of National Priorities)
- **Ministry of Education to provide professional supervision and support and mentor programme delivery (kaitiaki of quality)**
- **Currently 143 RTLB are trained as facilitators (group leaders) of the IYT programme (group leaders)**
- **36 of the 40 RTLB clusters have trained group leaders.**



## Delivery of IYT Programmes (2011/2012)

**27% of the IYT programmes delivered in 2011/2012 were either delivered by RTLB or jointly with Ministry of Education (co/)**





## Delivery of Incredible Years Teacher programme 2011/2012

The following data was collected from completed registers from Incredible Years programmes delivered during the 2011/2012 year.

In 2011/2012 **143** IYT programmes were delivered to teachers and early childhood educators

- **17** programmes were delivered solely by RTLB
- **23** programmes were co delivered by Ministry of Education (MoE) and RTLB
- **40** programmes in total.

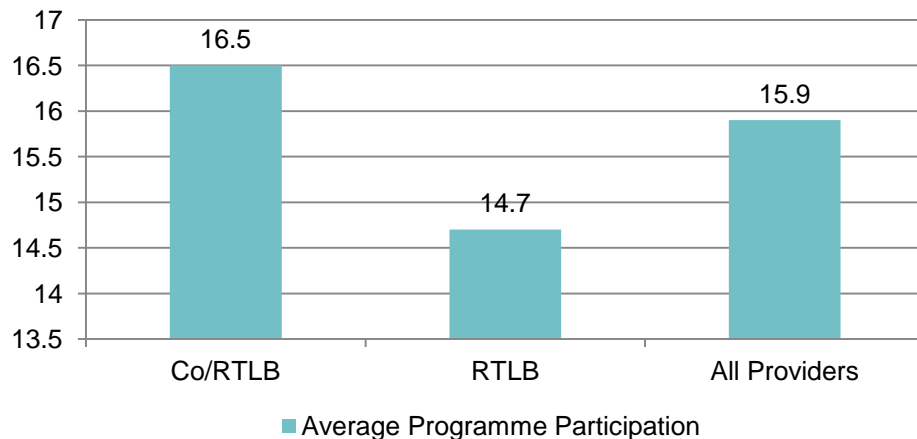
In 2011/2012 **2280** teachers and early childhood educators participated in an IYT programme

- **265** teachers participated in a programme delivered by RTLB
- **375** teachers participated in a programme co delivered by MoE and RTLB
- **640** teachers in total.

## RTL B delivery: participation (2011/2012)

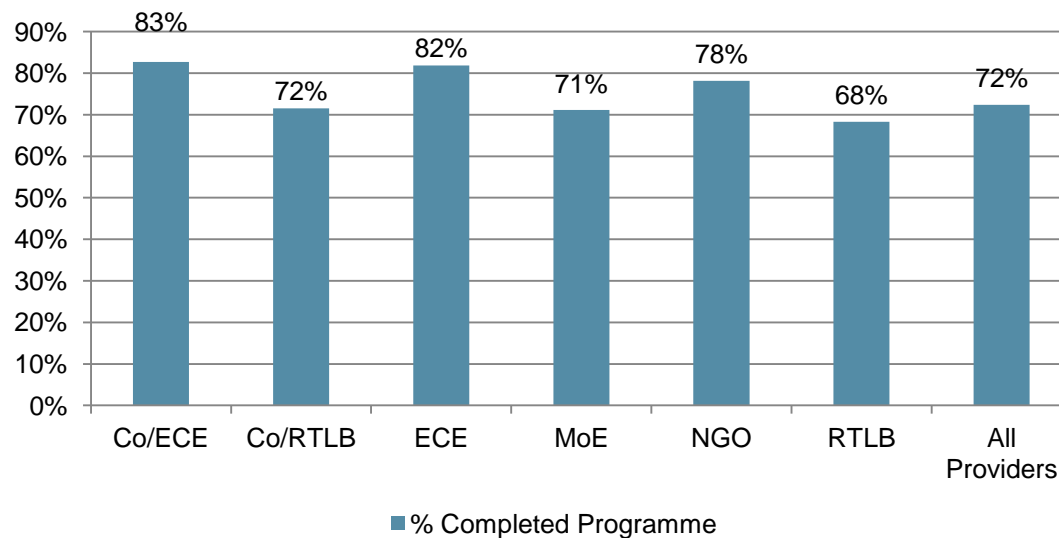
**Target: 8,260 early childhood educators and teachers will have participated in an Incredible Years Teacher programme by 2014**

**The delivery model for reaching this target is based on 16 teachers per programme.**



## RTLB delivery: retention (2011/2012)

**Target: 90% of participating teachers will attend all sessions  
(complete programme)**

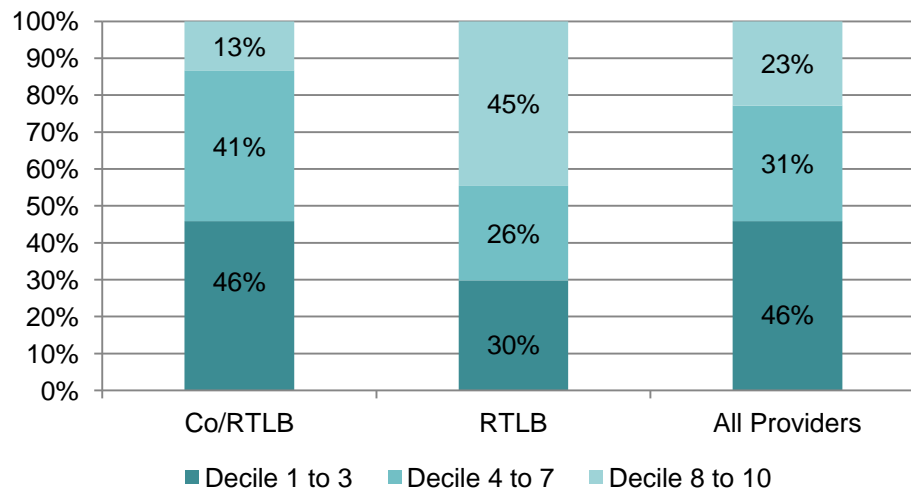






## RTL B delivery: Decile of schools (2011/2012)

**PB4L gives priority access to schools in lower socio-economic communities**



## Incredible Years Teacher workforce

Target: By 2014 every Incredible Years Teacher programme will be delivered by at least one **ACCREDITED** Group Leader

Currently there are **30** accredited group leaders

- **7** RTLB
- 20 MoE
- 3 ECE



# IYT Workforce development

## What is “Accredited”

- Accreditation is the Incredible Years international benchmark of quality.
- It confirms that the Group Leader is competent in delivering an IYT programme with ‘fidelity’
  - ✓ use of collaborative approaches
  - ✓ knowledge of the programme
  - ✓ ability to address specific issues relating to the training



## Accredited RTLB group leaders

### What is required to become an accredited group leader

- Facilitated at least 2 IYT programmes with a minimum of 10 teachers at each
- Participate in regular supervision with IYT peers and an IYT Coach
- Submit the necessary material to Incredible Years Inc(USA) including a DVD of an edited IYT session
- A fee of US\$450 fee is payable to Incredible Years Inc (USA).

See [http://www.incredibleyears.com/Certification/DVD-review\\_certification-accreditation\\_Teacher-program.pdf](http://www.incredibleyears.com/Certification/DVD-review_certification-accreditation_Teacher-program.pdf).

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Incredible Years Teacher: delivering with fidelity

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*4 December 2012*

*Lesley Stanley*

*MoE, S E Incredible Years Practice Leader*

*Mentor in IY Parent and IY Teacher*





## Delivering with fidelity

As IYT is an evidence based programme, **Programme Fidelity** is essential for successful delivery. This requires:

- using a group collaborative process
- using a 'coping' (rather than an 'expert') model
- content and order of delivery in accordance with Incredible Years manual
- mediation of the video vignettes
- use of role play/practices
- homework.

*....in other words sticking to the recipe that has proven to be successful.*



## Becoming IYT Group Leader

Group Leaders complete a three day IYT Group Leader workshop provided by Ministry of Education.

This training provides an overview of the programme content, training in collaborative group management skills and also provides opportunities to practice new skills.

Group Leaders will also need to develop a good knowledge of the content of the Incredible Years manual 'The Teachers and Children Series – promoting positive Academic and Social Behaviours' and the accompanying DVDS (vignettes).



## Time required to deliver IYT programme

The **total average time commitment by each group leader** for each programme is 132 hours for six sessions over six months plus 14 hours for a follow up session three months later. This includes time to:

- prepare
- visit teachers between sessions
- deliver the 6 workshops
- keep records/register up to date.



## Time required for professional development

For **supervision/professional development** each group leader needs to allow 30 hours (or four days) over a period of nine months. This includes time to:

- participate in co leaders' peer supervision
- attend an annual supervision day
- attend an annual consult day
- access peer coaching.

# Becoming an Accredited IYT Group Leader

To work towards accreditation group leaders will need to:

- film their own session
- engage in regular supervision
- keep checklists up to date
- access peer coaching by a trained peer coach.





## How to develop an 'accreditation pathway' ?

### **For discussion – developing an 'accreditation pathway' for RTLBIYT group leaders**

- identify group leaders with sufficient experience and capability to work towards accreditation
- programme delivery – group leaders need to have delivered at least two programmes
- capacity – group leaders will also require time to attend supervision and complete the necessary 'paper work'.



New Zealand Government

**Positive**   
**Behaviour**  
for Learning