Purpose: Demonstrate the importance of effective team communication for successful staff buy-in and implementation of a multi-tiered system of support framework.

Materials

- 1 balloon per person
- Trash bags
- 1 small balloon weight or a balloon filled with sand

Facilitation Directions

Step 1: Have participants stand in a circle and blow up their individual balloons.

Step 2: Have participants try to keep the balloons above their head and after 15 -30 seconds stop.

Facilitator: Was it challenging to keep the balloon up by yourself?

Step 3: Bag the balloons in a trash bag and explain that the bag represents the whole team. The balloons represent our roles on the team.

Facilitator: It's important for everyone to have an understanding of the team's goal and vision. Understanding the roles we play in communicating implementation of multi-tiered supports school-wide is critical in building capacity and a sustainable system.

Have participants toss the sack with balloons in it in the air and keep it in the air as a team. After 30 seconds have participants stop

Facilitator: Was it difficult to try to keep the bag of balloons up in the air?

Step 4: Add weight to the bag of balloons and explain that weight represents a member of the team that is negative or resistant to change and implementation.

NOW group participants try to keep the bag of balloons with the weight in the air for 30 seconds. After 30 seconds have them put the bag of balloons down.

Facilitator: Was it more challenging to keep the bag of balloons in the air? What adjustments were made to be successful? How did you ensure you were able to keep the bag afloat?

Reflection

This was a demonstration of why communication and training of school-wide transformation are critical to share with ALL staff.

If you as an individual or a team are the only ones trying to implement multi-tiered academics and social-emotional and behavioral (SEB) supports school-wide the process will be heavy and less buy-in among staff members.

Would anyone like to share their thoughts or take-aways?