



Cajon Valley USD Case Study

**HOW CAJON VALLEY TACKLES
BEHAVIOR MANAGEMENT TRAINING FOR
THREE HUNDRED PARAPROFESSIONALS**

AUTHORED BY



**INSIGHTS[®]
TO BEHAVIOR**



Get to Know Cajon Valley

Located in California, Cajon Valley USD consists of 29 schools and 17,000 students from K-8.

Cajon Valley USD provides education to 17,000 K-8 students as well as over 700 preschool students. To serve so many students, they have 300 paraprofessionals.

We sat down with Robin Ancona, the Program Specialist for Early Childhood Special Education for Cajon Valley, and asked about major behavior initiatives. Robin has been put in charge of the Insights to Behavior training platform for all paraprofessionals in the district.

"We're trying to do a lot more inclusion in our district. When I started at Cajon Valley, we'd already moved to this, but in the past, a lot of students who had IEP special needs were in more segregated settings. We've been working really hard to have the vast majority of our students spending the majority of their day in a Gen Ed setting."

-Robin Ancona



The Challenge of Increasing Inclusion

By increasing inclusion, students with special needs are moved from more segregated classrooms to a general education setting—sometimes requiring more paraprofessionals to support prompting and behavior for students.

With a rapidly growing staff, Cajon Valley had to take a critical look at the level of training their paraprofessionals had received. To become a paraprofessional, applicants are required to have a high school diploma or equivalent and pass a written test.

"Our paraprofessionals are often working with our highest-need students and these paras may not have any prior training in disabilities, accommodations, or behavior."

The solution seemed simple—increase training time. But in practice, that can be a monumental task.

"Because we have 300-odd instructional assistants, it's very difficult to pull them all out to do live training. Finding time without students and finding adequate space were both challenges. We knew we couldn't reach everybody doing it that way in a given year."

"In California, we have a significant shortage of substitutes for both teachers and paraprofessionals. So being able to pull people in for training and think that we can just have a substitute come in is just not feasible. I think that's a very common problem amongst school districts. You want to get training out there and it's not that you don't have staff who can do training, it's that you don't have the ability to pull people from the classroom."



Finding a Solution in Insights to Behavior

At her previous position outside of Cajon Valley, Robin and her team considered creating their own online platform as an easy way to provide training, as they faced the same problems that Cajon Valley did with an expanding staff. Once she got to Cajon Valley, she saw a solution.

"My first year I was kind of handed Insights to Behavior and told, 'we have access to it. Can you take a look? We'd really like to make this a mandatory training.' When I first was shown it, I was like, oh, this is cool. This is what we were talking about creating and it's here."

"It's provided a good solution to a problem that I've seen in every district that I've worked in—that question of we've got this vast number of people who need the training and just how on earth are we going to get it to them in a way that is manageable."

Robin set up a mandatory introductory course through Insights to Behavior consisting of four workshops for paraprofessionals. A year after that, there are two intermediate trainings—one for behavior aides and one for Special Ed classroom aides. She also set up two optional courses for more advanced behavior and support students in Gen Ed.

What is Insights to Behavior?

Insights To Behavior is an exciting new web-based solution for creating Individual Behavior Plans in one-hour or less. Benefit from consolidated reporting and research-based tools to foster safer schools and more peaceful and productive classrooms.

Insights to Behavior also offers professional development courses specializing in classroom and behavior management for administrators, special ed, and general ed to reduce referrals and improve the quality of student education.

The Results of Using Insights to Behavior

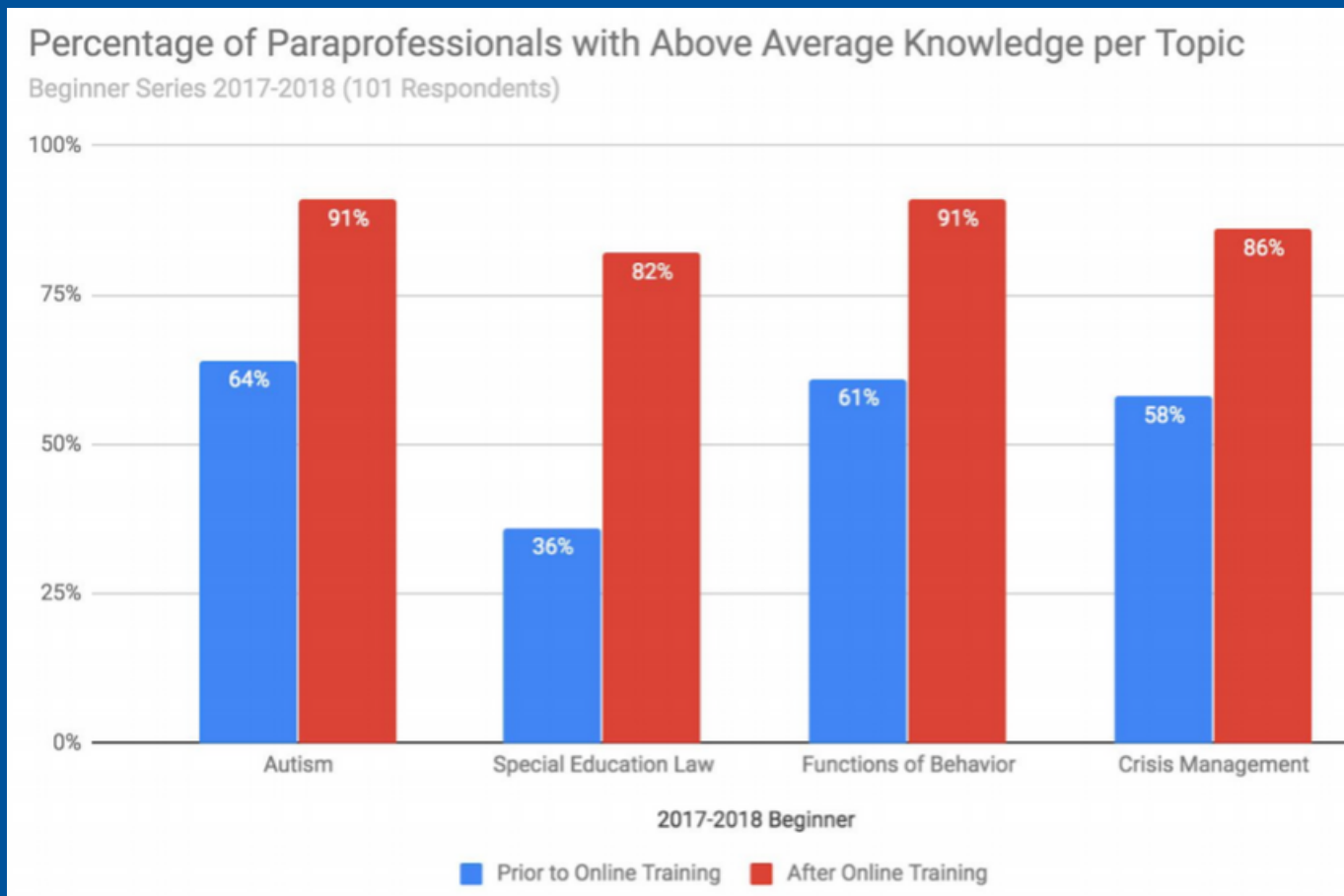
Once Insights to Behavior had been implemented, Robin tracked the progress staff were making through self-surveys.

"We do a survey every year and ask staff, based on the courses that they took, to survey themselves on their pre and post knowledge. They are saying that their knowledge in that area is significantly higher than it was previously."

"We've gotten overwhelmingly positive feedback about the training. As a district we are now feeling more confident about the opportunities for training provided to paraprofessionals. The Insights to Behavior training platform has also given us a way to promote accountability for professional learning"

"It's been a manageable way to ensure that our paraprofessional staff is getting a certain level of training."

The Results of Using Insights to Behavior - Beginner Series 2017-18

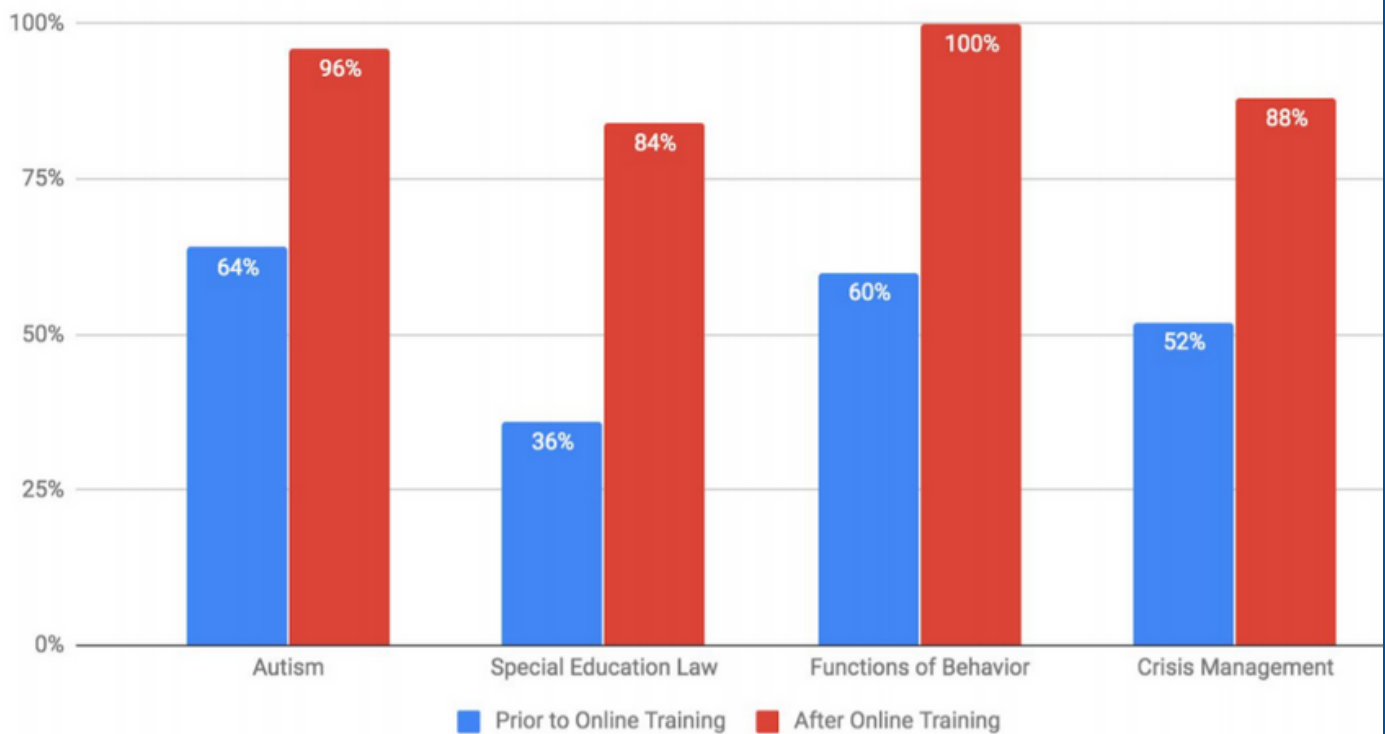


Cajon Valley saw a massive increase in teacher's self-reported knowledge and confidence in the four mandatory workshop categories. Knowledge of Special Education Law saw a staggering increase—knowledge that is instrumental to not only providing a better education, but also ensuring the legal and financial well-being of your district.

"Having training on federal law surrounding disability is really helpful for staff who haven't necessarily gone to school for that like teachers have."

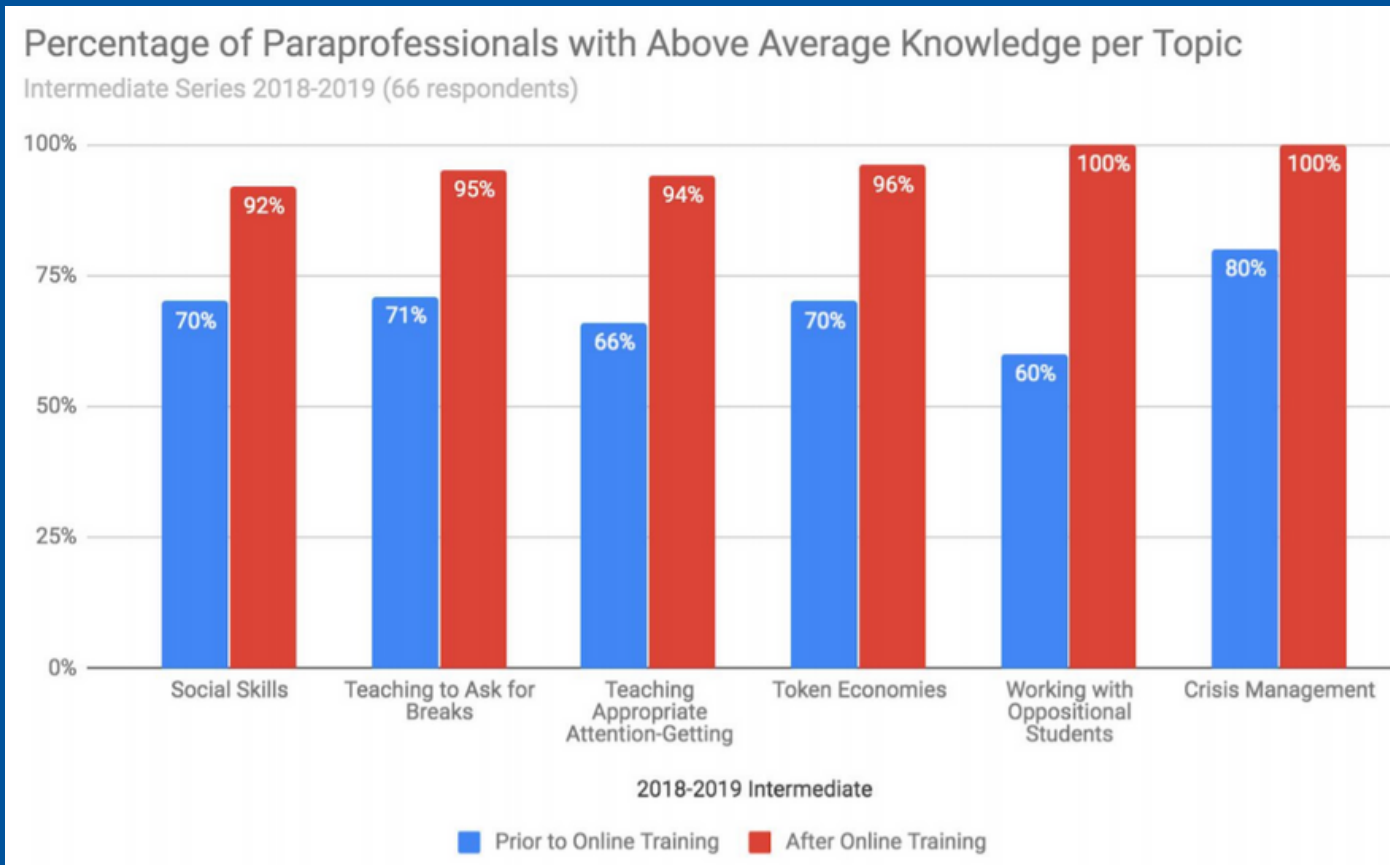
The Results of Using Insights to Behavior - Beginner Series 2018-19

Percentage of Paraprofessionals with Above Average Knowledge per Topic
Beginner Series 2018-2019 (25 respondents)



The reports for 2018-2019 were even better. Each category increases since the previous year, with an astounding 100% of teachers reporting an above average knowledge in functions of behavior.

The Results of Using Insights to Behavior - Intermediate 2018-19



With 2018-19 being the second year of Cajon Valley using Insights to Behavior, they added an intermediate level for teachers that took the beginner series in the previous year. In each category of the intermediate training, teachers reported a 92% or higher in having above average knowledge.

Prior to the online training, the lowest self-rated category, working with oppositional students, was at only 60%. After the training, all 66 respondents reported having an above average knowledge of the topic. Such a change can make a massive impact on the effectiveness of an initiative like inclusion.

What's Next

Cajon Valley is expanding their usage of Insights to Behavior. Along with more courses for their staff, they will be using Insights to Behavior to create behavior intervention plans and modernize their behavior management processes. With Insights to Behavior, they will be able to create behavior intervention plans in under an hour.

Interested in finding out how Insights to Behavior can help your school provide a better education?

I'd love to meet with you!



Meet Kenton Levings, President of Insights to Behavior

I'm passionate about education and the future of our children. It is exciting to be part of a company that is helping educators, healthcare providers, and parents better serve their children. Insights to Behavior is an important resource for schools today who are struggling with discipline, behavior, and processes needed around MTSS and RTI.

Schedule a demo or book a meeting here!