

Missouri Integrated Model

Interview Questions- Building Perspective

Learning Context

- What year and implementation phase of the program are you in? Exploration and Adoption; Program Installation; Initial Implementation; or Full Operation.
- Has a District MIM Leadership Team been developed? Who serves on that team?
- Has a Building MIM Leadership Team been developed?
- Describe how the District Leadership Team supports the Building Leadership Team in the implementation of MIM?
- How responsive is the District Leadership Team to the needs of the Building Leadership Team?
- Describe the process the school/district went through in order to develop a shared vision.
- What percent of ALL your staff would you say are committed and highly committed to implementing the MIM with fidelity?
- What universal screening assessments are used for academics and behaviors? What academic subjects are screened? How often does the screening occur?
- Does the building have enough resources including facilities and human resources to build and sustain capacity for MIM?
- Describe your data collection system including what data is collected, who is able to access the data, how the data is used.
- Describe the communications system that is in place for all stakeholders?

Instructional Practices

- What percent of teachers, in your best estimate.....
 1. Are implementing the three tiers of instructional and behavioral practices.
 2. Have established and communicated high expectations to their students.
 3. Use formative assessments at least once every two weeks to obtain progress monitoring data on students.
 4. Meet at least once a week in problem-solving teams, with an organized structure, to make collaborative decisions on learning outcomes, instructional strategies, assessments and interventions.
 5. Differentiate instruction to meet student needs and address cultural differences.
- How often do teachers meet in a problem-solving team and for how long. Is there a structured format? If yes, please describe it. What is the main focus of problem-solving team meetings?
- What evidence can you share that demonstrates how ALL building staff communicate high expectations to students?
- On average, how often do teachers monitor progress using formative assessments?

Professional Development

- How are professional development needs determined?
- What professional development have teachers completed since commencing with the Missouri Integrated Model that targets implementing and supporting MIM?
 1. What was the professional development?
 2. When did it take place?
 3. Who participated? What percent of your staff is that?
 4. How many hours was it?
 5. What follow-up has been provided?
- What professional development has had the greatest impact on improving teaching and learning to enhance the Missouri Integrated Model?
- How many staff have received professional development to be able to coach colleagues in MIM Components? What percent of your staff would this be?
- Do coaches/mentors have the opportunity to meet as a group? How often? What is their focus for meeting?
- What professional development has the Building Leadership Team received?
 1. What was the professional development?
 2. When did it take place?
 3. Who participated?
 4. How many hours was it?
 5. What follow-up has been provided?
- What professional development has been provided to parents?
- How do you evaluate the effectiveness of the professional development?

Leadership Practices

- What have been the greatest challenges to implementation of the Missouri Integrated Project in your building/district and the greatest successes?
- How do you keep organized all the components of MIM, where your building is in the process and next steps?
- How has leadership engaged teachers in MIM processes and implementation?
- How has leadership communicated data results to stakeholders? Who is included in the communications and how often do those occur. What means of communication are used?
- How often does the Leadership Team meet with the Implementation Facilitator?
- How often do the building leaders (administrative team) meet to monitor MIM implementation?
- Describe your collaborative problem-solving process.