

## Role of the Plan Manager

The Plan Manager is the “case manager” of this situation and the events that are part of supporting this student with this Behavior Support Plan (BSP).

The Plan Manager could be anyone, but should be explicitly identified by the behavior support team developing this BSP for this student. In the case of a student in Special Education, the Plan manager will probably be the student’s Case Manager, though that is not mandatory if the team identifies someone more appropriate. The Plan Manager should be someone who is present for most of the BSP process, and is in the school a minimum of 3 days per week. School Counselors, School Psych’s, SLP’s, SMS’s, Assistant Principals, or teachers could be Plan Managers – though there could be others.

A Plan Manager will need to:

- understand the BSP process
- participate in the development of this BSP
- understand this particular BSP
- set aside time to coordinate and support:
  - gathering people and information for a series of meetings
  - the assembly of support materials
  - the presence of coaching
  - the delivery of skills instruction
  - the collection and interpretation of implementation and student data
  - communication of intervention elements to all who work with the student
  - communication of adjustments and results among support team members – on a frequent basis.

The successful implementation of a BSP most often means several professionals taking some extra time and effort to try some new approaches in support of a student who is struggling. A successful Plan Manager is:

- supportive of colleagues who may be trying something new
- supportive of a collaborative climate among colleagues
- supportive of a solution-focused process
- supportive of the development of professional skills along with student skills and success
- willing to initiate conversations about the progress of the BSP
- supportive of a 6 to 8 week course of action

To paraphrase research, we will increase the success of behavior plans if we are willing to develop new skills and participate in collaborative dialogue about the progress of the BSP.