Haninge, Sweden

85 000 Inhabitants
- Low level of education, good income
- Mixed urban/ rural
- 25% born abroad
CPS in Haninge

• Initiated by superintendent 2014
• 11/16 schools (ages 6-16) work with CPS
• 2 CPS certified providers
• 5-20% of staff have done or sat in with someone doing a plan B with a student
• Good results on student level, still waiting to see results on organizational level
Getting students to benefit from CPS

Training of staff

New knowledge

Changed behavior

Results in the organization

Other stuff
• Readiness to change
• Workload
• Time to practice
• Enough feedback

Other stuff
• Competing work demands
• Clear expectations from school leaders
• Support from colleagues

Other stuff
• Priority for leaders
• Structures to spread it in the organization

Adapted from Clarke
Things we did that didn’t work

• Start in the middle of a school year when schedules are set
• Train people without clearly communicating why or allocating time for them to practice what they learnt in training
• Train staff before school leaders had a clear idea of ”what”, ”why” and ”how” with CPS
• Got all 16 schools started at the same time
How we do it now

- Plan CPS core group meetings and prioritize time of core group members before schedule is set.
- Communicate clearly to core group members that a time commitment over a few years is expected, in return for time and skill development.
- Involve school leaders in all core groups.
- A principals network to talk about CPS implementation issues.
- Two (soon three) people certified as CPS providers to give quality supervision for core groups.
- Focus on fewer schools.
Recipe for success

• Time for supervision 1-2 times/month and 30-60min/week for plan B for core groups

• Leaders follow up that time is not "eaten" by other things

• Core group needs to consist of at least 8 people,

• Include teachers. Also people who’s schedules aren’t iron clad. Include school counselor."good ambassadors"

• Plan how this will spread. Each team included?

• Share good examples during staff meetings.

• Leaders need to communicate:
  – Why CPS?
  – everyone will be involved
  – Fit CPS to existing structures, student health team, anti-bullying team? Documentation?

• Stick with it.