

IMPLEMENTATION OF CPS BEST PRACTICE EKERÖ (SWEDEN)

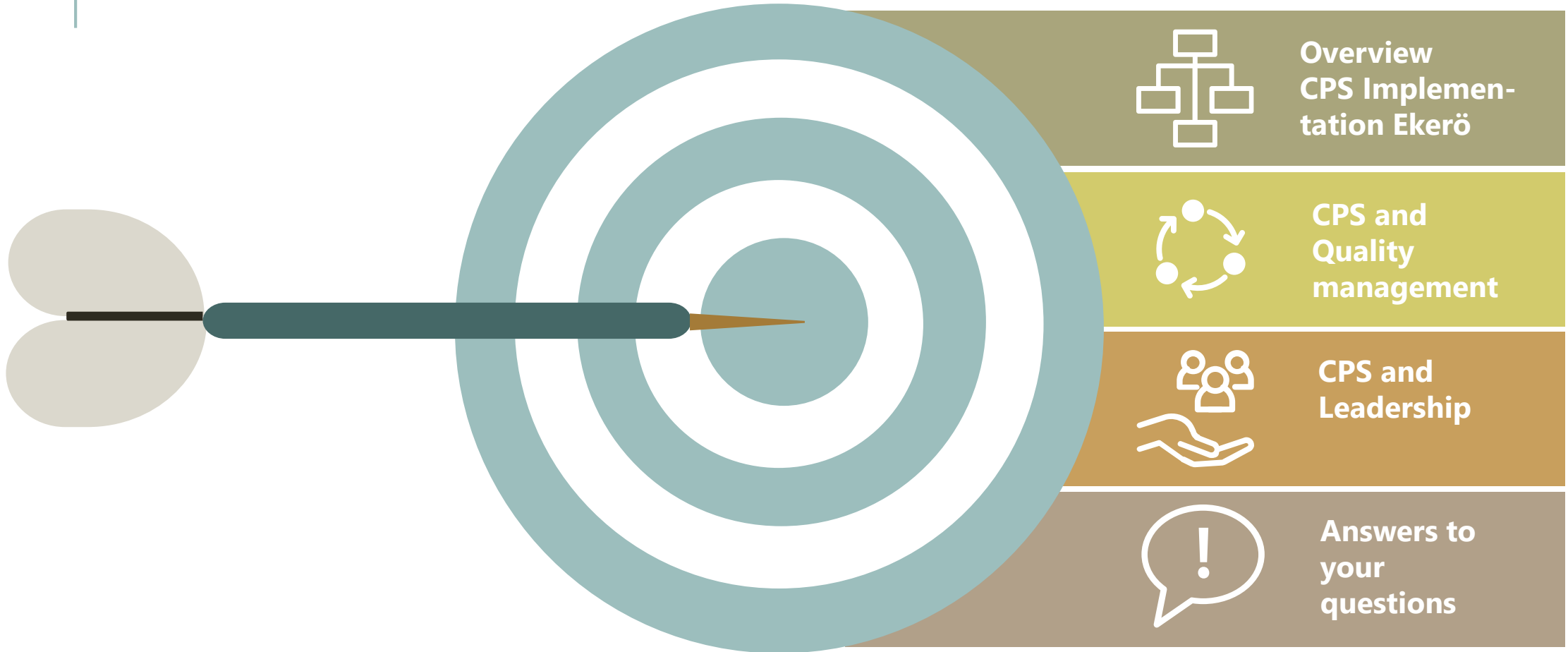
Tasja Bergh
Licensed psychologist
Organizational Consultant



*“Pay attention to
what you are
paying attention to”*

John Green, 2021

PURPOSE AND GOAL WITH THIS BREAKOUT GROUP

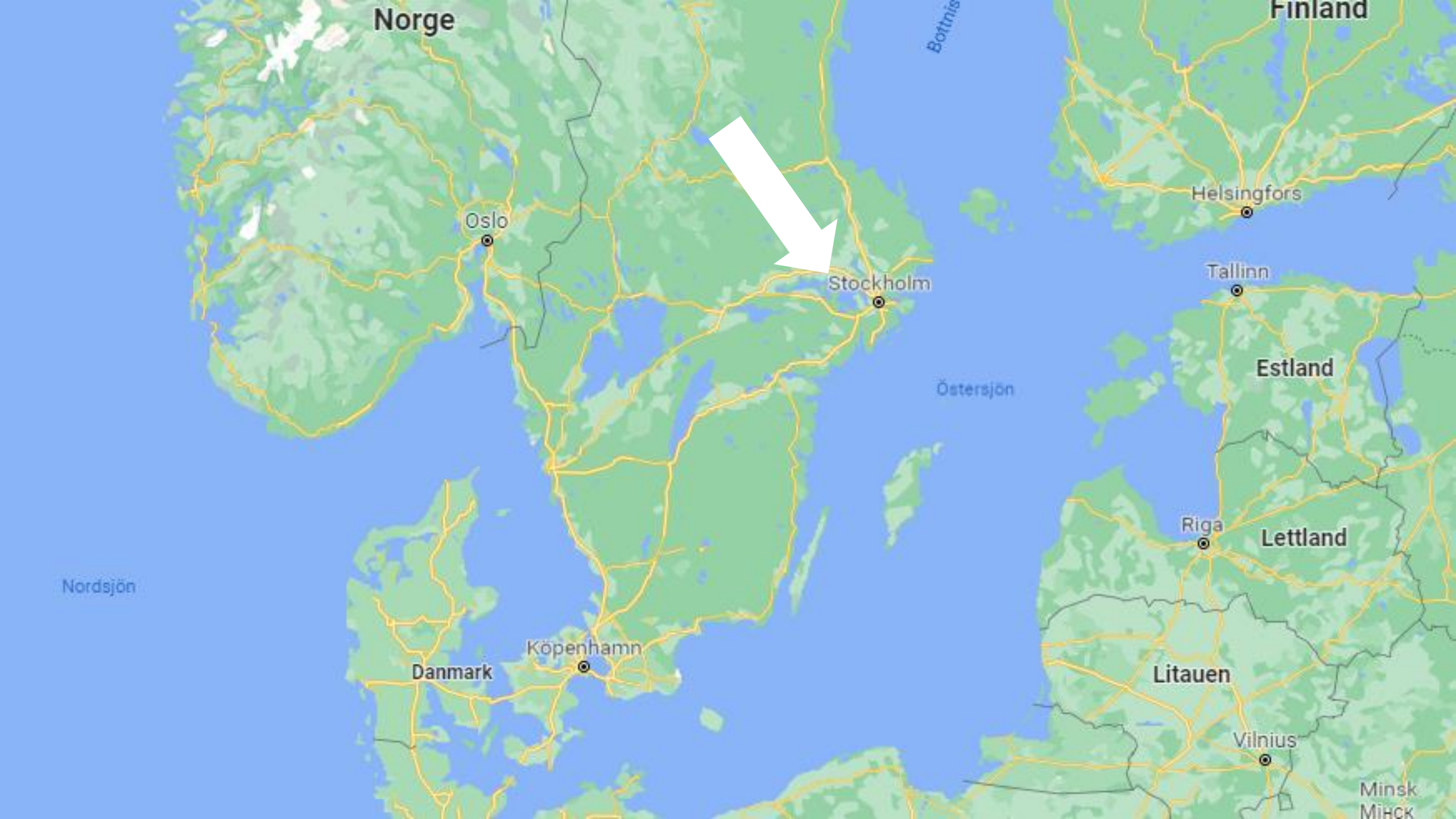


WHO IS TAS-JA?



CPS IMPLEMENTATION EKERÖ MUNICIPALITY

Overview



Norge

Finland

Bottnis

Oslo

Stockholm

Helsingfors

Tallinn

Östersjön

Estland

Riga

Lettland

Köpenhamn

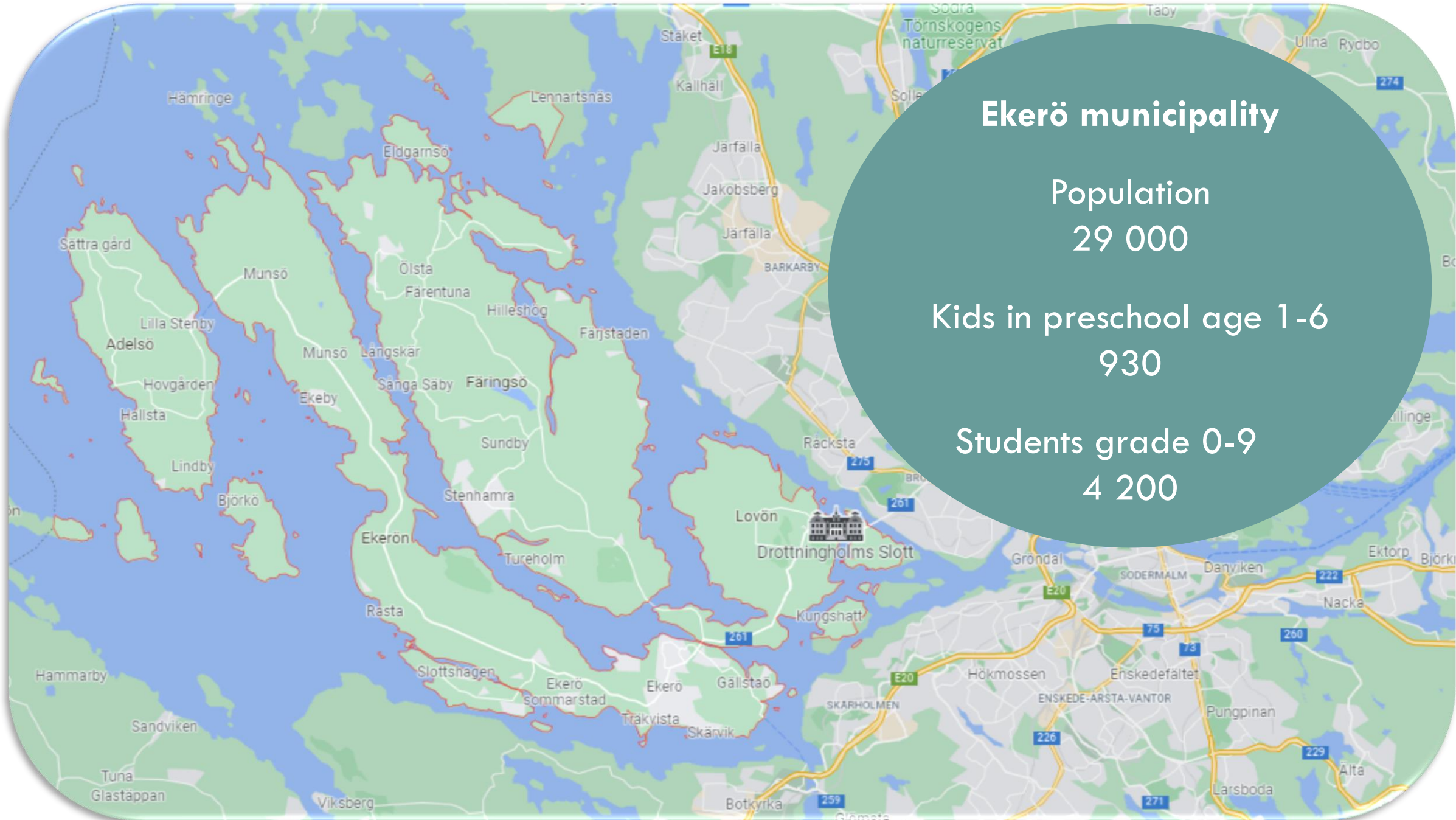
Danmark

Litauen

Vilnius

Nordsjön

Minsk
Мінск



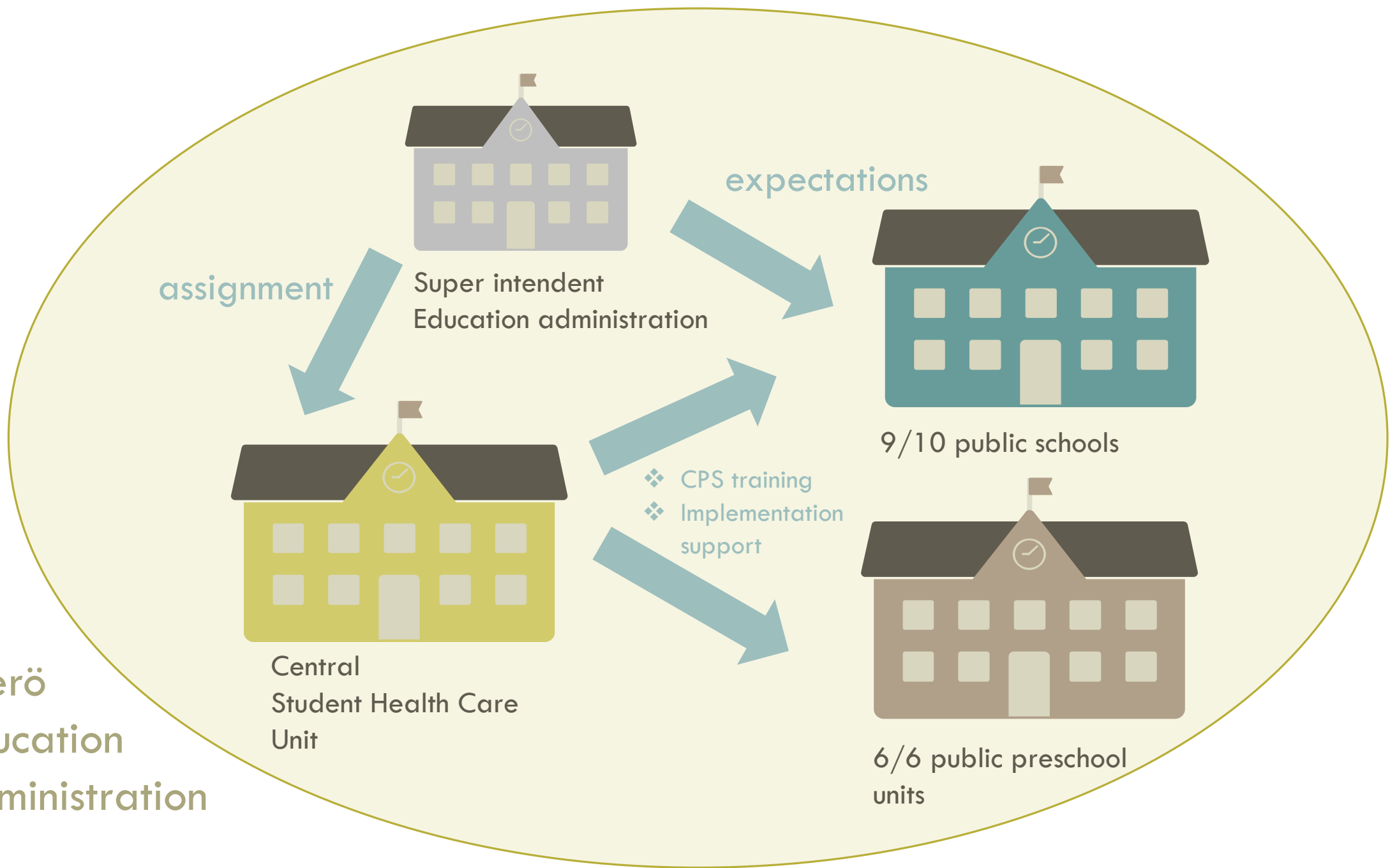
Ekerö municipality

Population
29 000

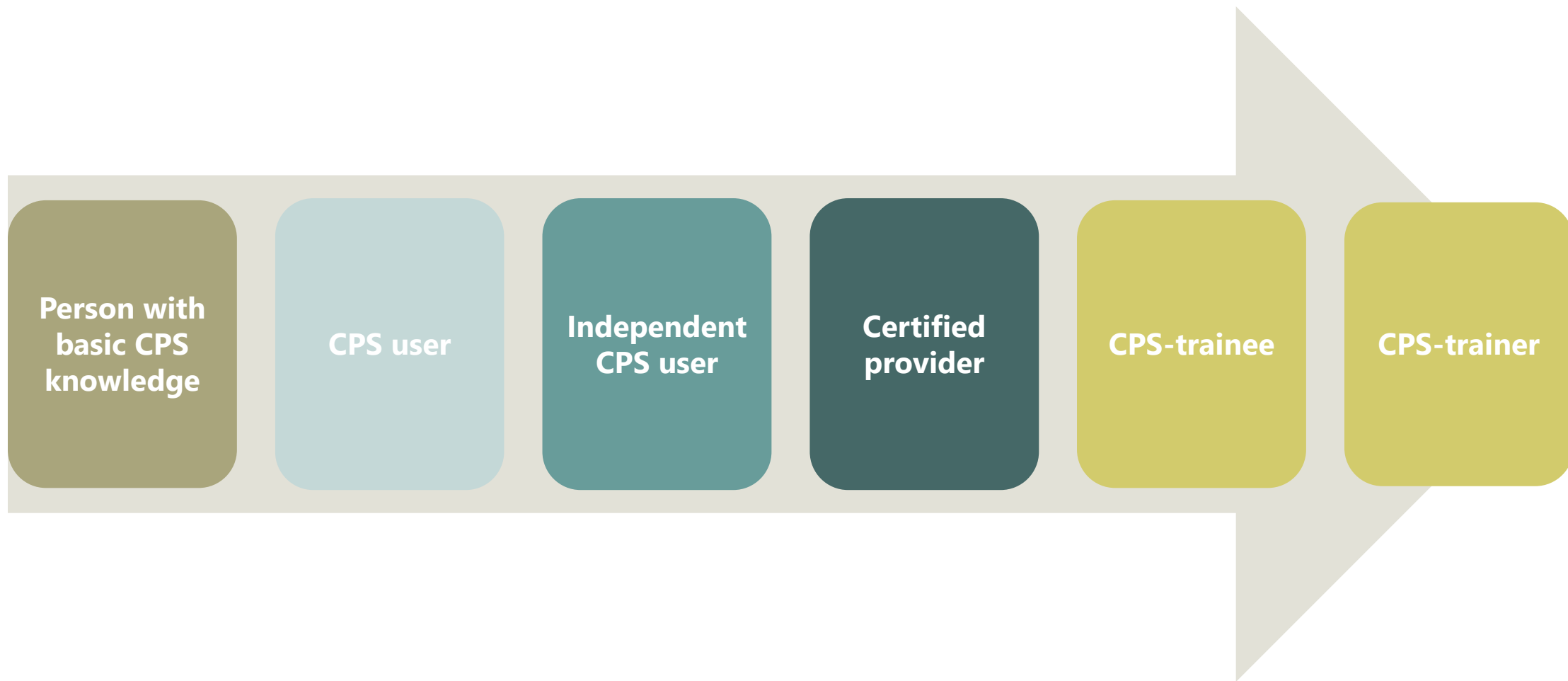
Kids in preschool age 1-6
930

Students grade 0-9
4 200

Ekerö
Education
administration



CPS-COMPETENCE LEVEL*



* Used by Ekerö and Haninge municipalities in Sweden

CPS Training Ekerö

Goal: Independent CPS users

Central
training group

3 semesters
20 training sessions
Practical training in between all sessions

Local
Training group

1-3 semesters
12-20 training sessions
Practical training in between all sessions

Training
session



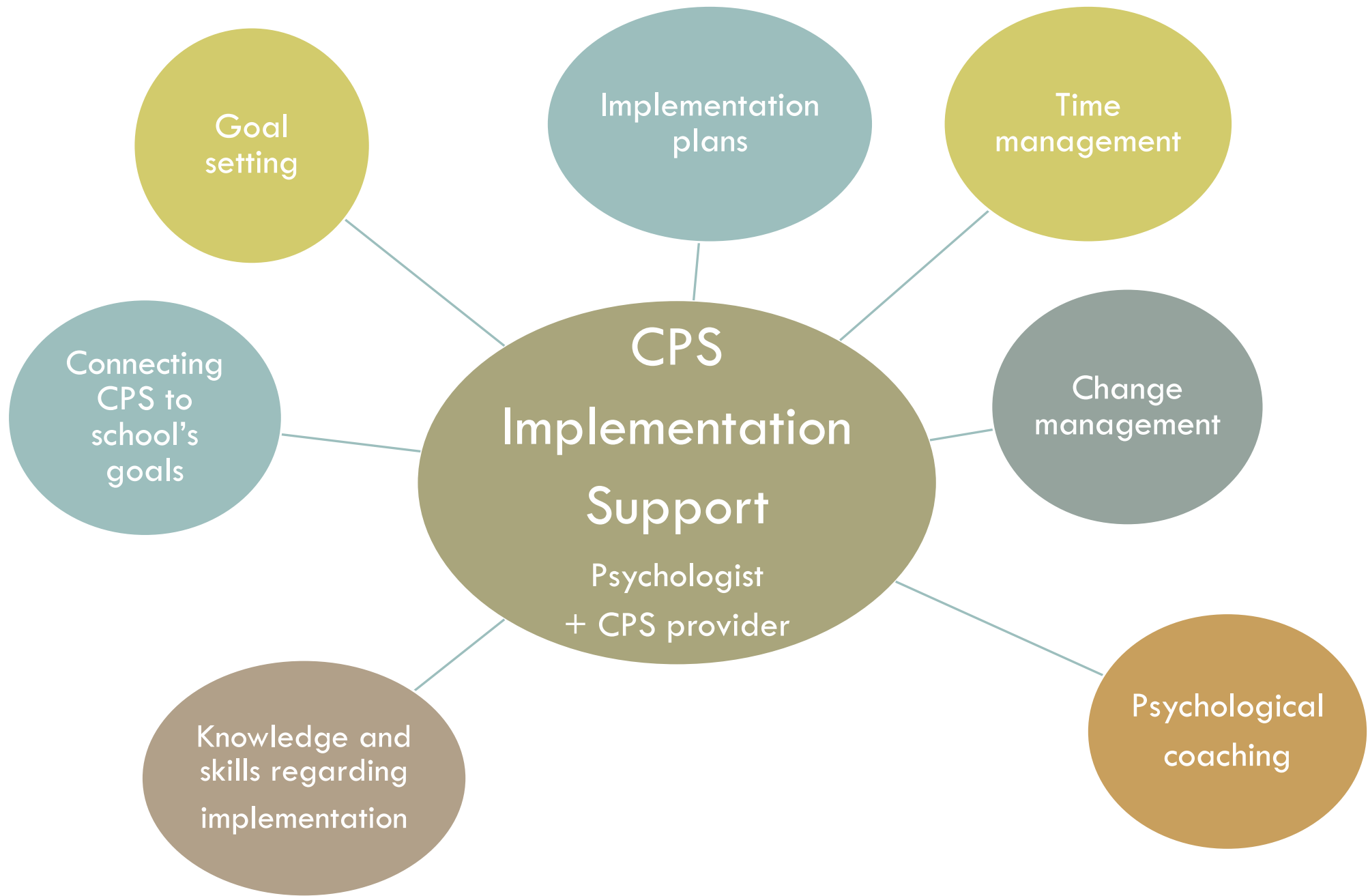
Doing ALSUP
and Plan B



Feedback
by Certified
provider



Training
session



Goal setting

Implementation plans

Time management

Connecting CPS to school's goals

CPS
Implementation
Support

Psychologist
+ CPS provider

Change management

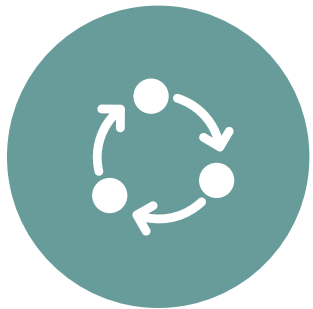
Psychological coaching

Knowledge and skills regarding implementation



What are your questions so far?

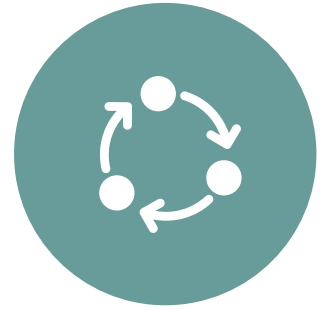
Do you have input to share with us?



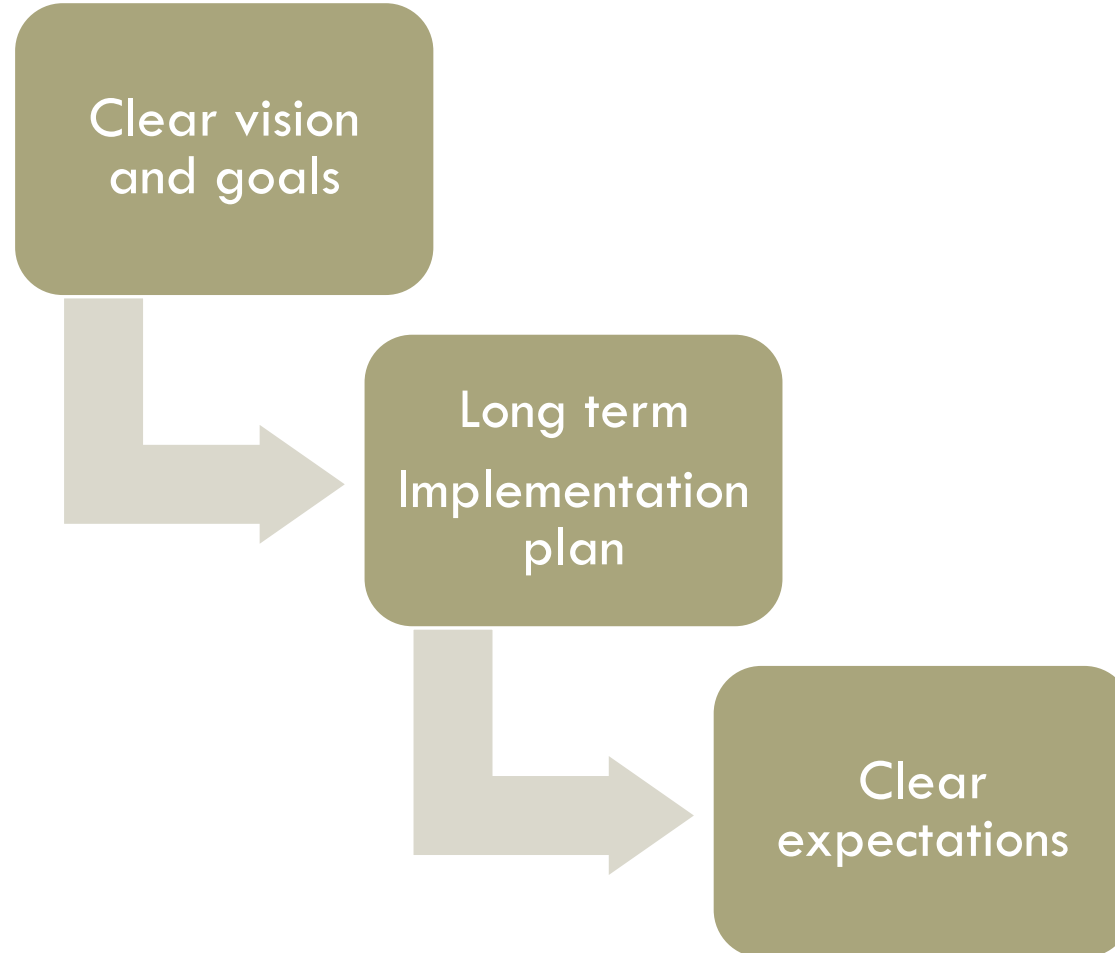
CPS IMPLEMENTATION FACTORS OF SUCCESS

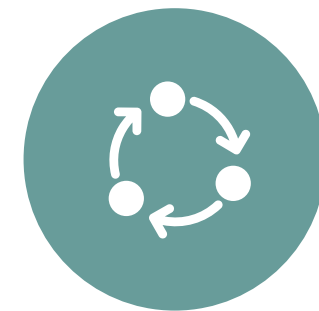
CPS best practice Ekerö:

Quality management



CPS AND QUALITY MANAGEMENT





CLEAR VISION AND GOALS

Vision
Core values

Goal

Goal

Goal

Goal

Implementation
goal

Implementation
goal

Implementation
goal

Implementation
goal

We want to get this result

Every student in Ekerö kommun is learning and feeling good every day.

That requires these performances

Higher student's participation

Higher school attendance

Students feel more safe

Higher grades in math

That means that we have to be good in

CPS

For that we have to achieve

20 %

People with basic skills

60 %

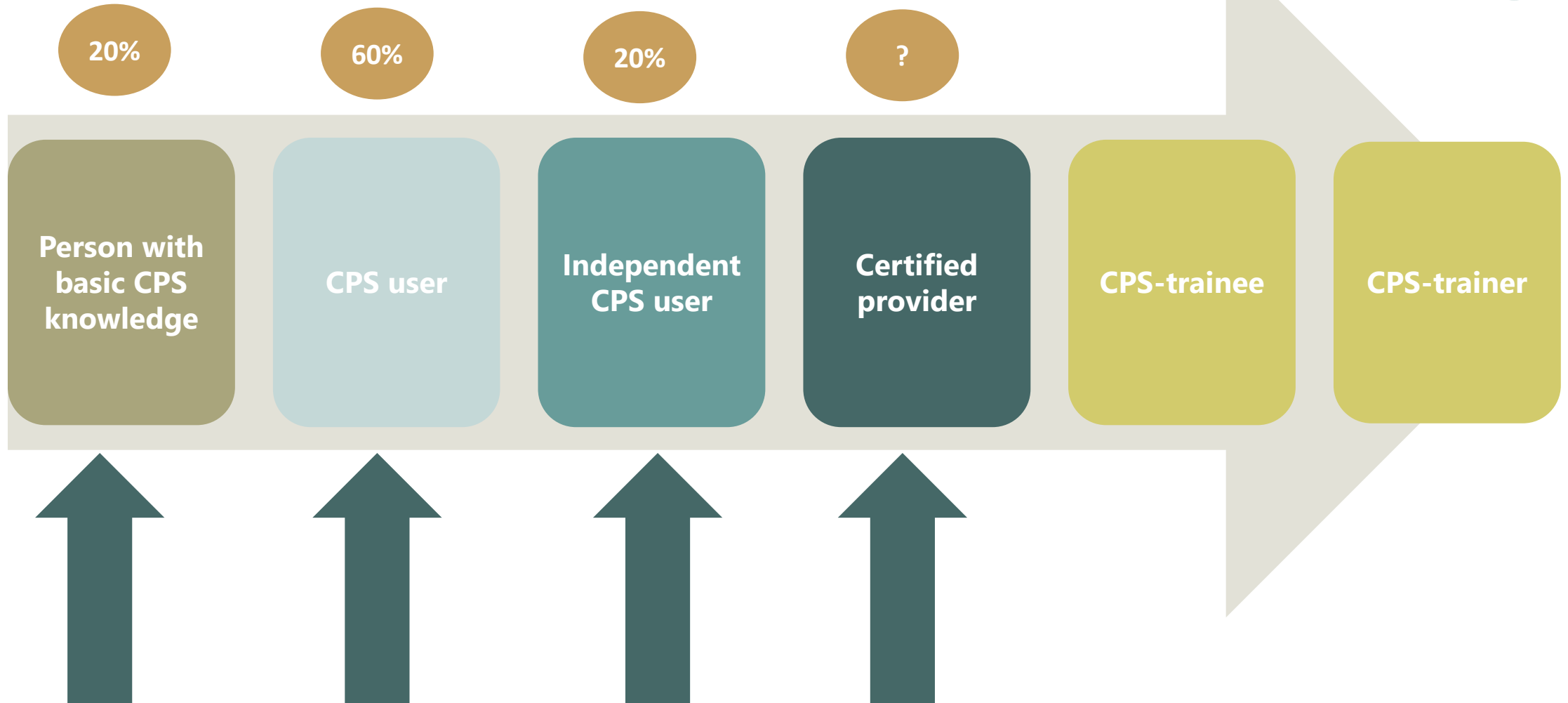
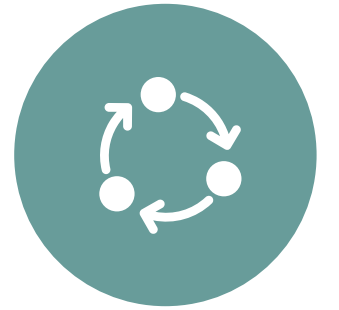
CPS user

20 %

independent users CPS

All documents with CPS standard

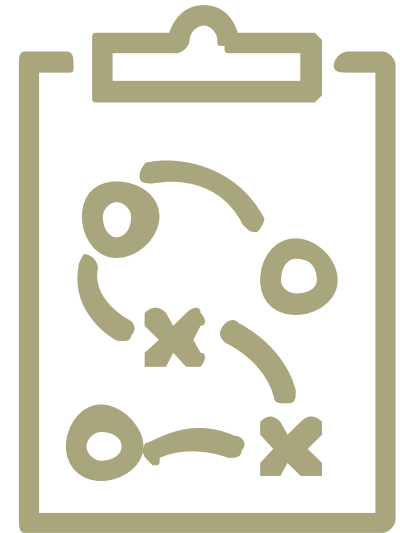
LONG TERM IMPLEMENTATION PLAN





LONG TERM IMPLEMENTATION PLAN

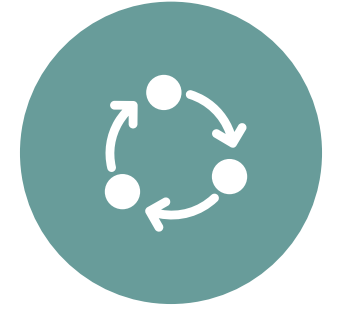
- ❖ Implementation goals
 - ❖ Skill level?
 - ❖ Documents?
 - ❖ How do you measure the effect?
- ❖ Results/Effects/outcome: How do you measure the effect?
- ❖ What do you do to you reach your goals? (activities)
- ❖ Time line: When do you do what?





What are your questions so far?

Do you have input to share with us?



CLEAR EXPECTATION

- ❖ What is the staff expected to do during training?
- ❖ What is the staff expected to do after training?

- ❖ Be specific, not clumped
- ❖ Follow up regularly



FOLLOW UP

Evaluate

K Keep
I Improve
S Start
S Stop





CPS IMPLEMENTATION FACTORS OF SUCCESS

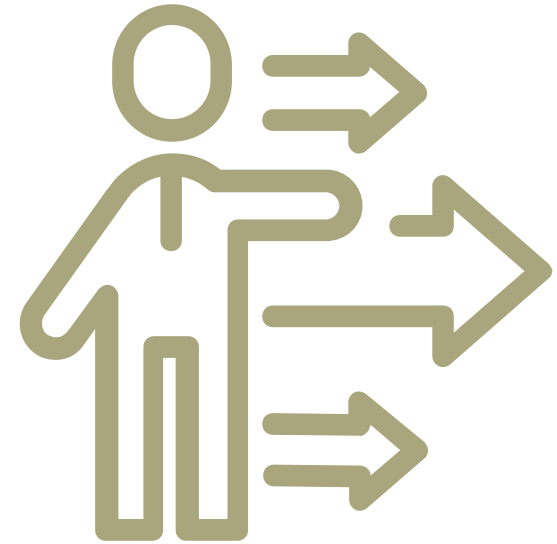
CPS best practice Ekerö

Leadership factors

INVEST IN KEY PERSONNEL



- ❖ Choose people with organization's core values as CPS ambassadors
- ❖ Not the one's who need to "change their lenses"
- ❖ Roles?
- ❖ Quick learners
- ❖ Open for change
- ❖ At least two



ACTIVE SCHOOL LEADERS



- ❖ Do not implement 10 models at the same time
- ❖ “Have it on the table”
 - ❖ Share good examples
 - ❖ Explain connection CPS-other projects
 - ❖ Share research/articles
 - ❖ Bring up CPS in different settings (meetings, conversations, written communication)
- ❖ Do not delegate implementation responsibility
- ❖ Time management



CREATE A LEARNING ORGANIZATION WITH PSYCHOLOGICAL SAFETY



- ❖ Learning takes time
- ❖ Be a role model: Do ALSUP and Plan B
- ❖ Be open with your own mistakes
- ❖ Create forums for participation
- ❖ Ask for feedback
- ❖ Ask for help

Psychological Safety

“The belief that you won’t be punished when you make mistakes”

Psychological safety leads to:

- Moderate risk-taking
- Speaking your mind
 - Creativity
- Sticking your neck out without fear of having it cut off

Behaviors that lead to create high-performing and resilient workspaces



What are your questions so far?

Do you have input to share with us?

SOME INSPIRATIONAL SOURCES



English

- ❖ Edmondson (2019): The fearless organization
- ❖ Henrikson & Habitud (2018): How to cure an egoist: Eight principles for sustainable teams
- ❖ Söderfjäll & Svensson (2017): A little book on goals
- ❖ Taken for Granted: John Green wants you to Pay Attention to Your Attention

<https://podcasts.apple.com/us/podcast/taken-for-granted-john-green-wants-you-to-pay-attention/id1346314086?i=1000526352546>

Swedish

- ❖ Elevhälsopodden: Avsnitt 18 - Skolutveckling med Samarbetsbaserade & proaktiva lösningar (CPS)- Tasja Bergh och Malin Svensk del 2

<https://pedagog.uppsala.se/poddar/elevhalsopodden/>

- ❖ Socialstyrelsen (2012): Om implementering

<https://www.socialstyrelsen.se/globalassets/sharepointdokument/artikelkatalog/ovrigt/2012-6-12.pdf>

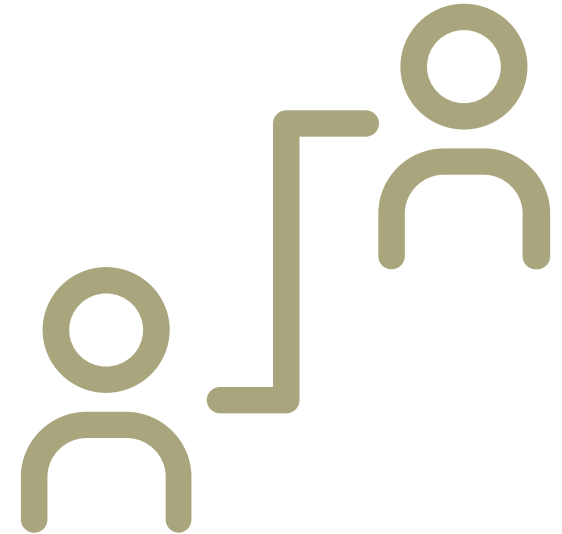
- ❖ Hasson & von Thiele Schwarz (2017): Användbar evidens

PLEASE GET IN TOUCH

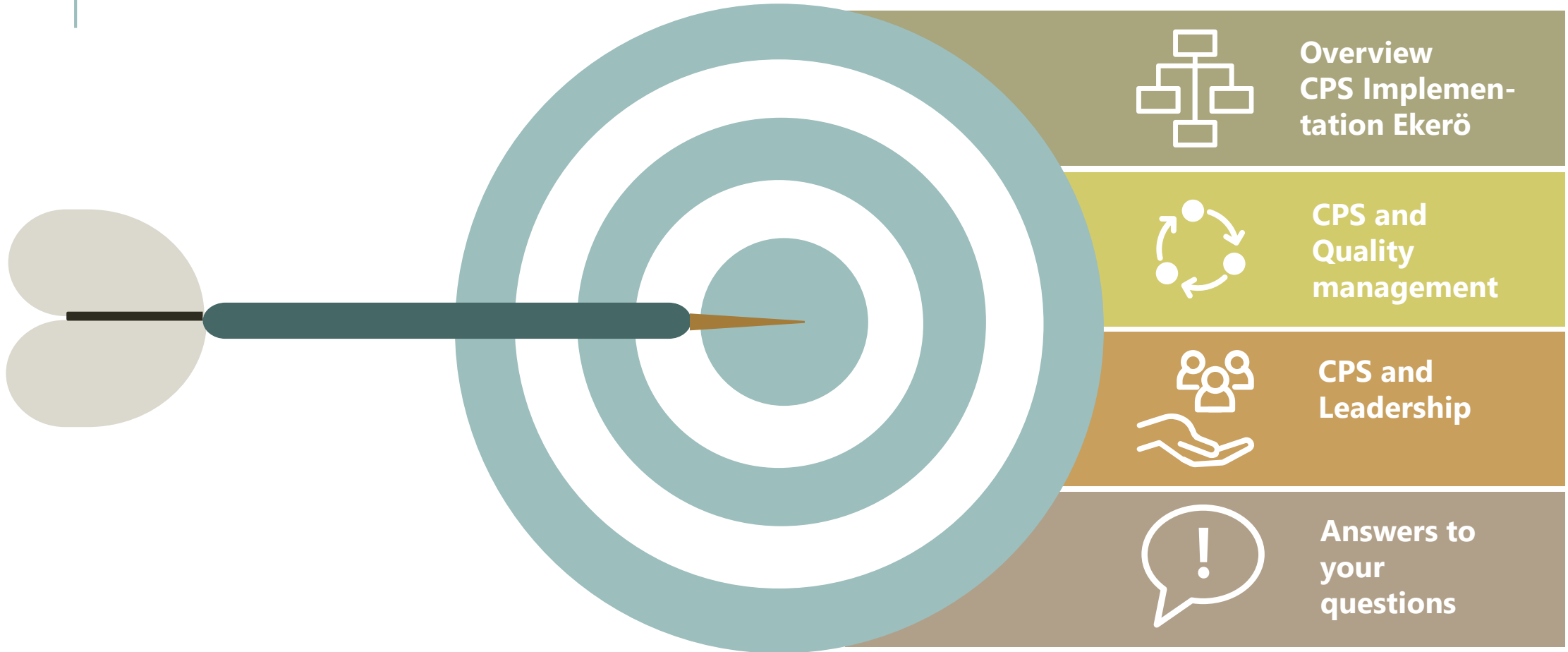


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REACHED TODAY'S GOALS?



Thank you!