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RethinkEd's Multi-Tiered System of Supports (MTSS) Solution

by Christina Whalen, PhD, BCBA (Director of Research)

Executive Summary

MTSS is a preventative framework used to support all students' academics, behavior, social emotional and mental health needs. RethinkEd's comprehensive solution provides intervention, curriculum, behavior management tools, progress monitoring, analytics, and professional development to achieve best practices in an MTSS framework for all 3 tiers of support. Academic, social-emotional wellness, and behavior are all targeted using evidence-based lesson plans, videos, activities, and resources. RethinkEd's MTSS is a proactive and preventative solution that is designed to identify and meet the needs of all students.

KEYWORDS

MTSS, SEL, Mental Health, Professional Development, Analytics, Special Education

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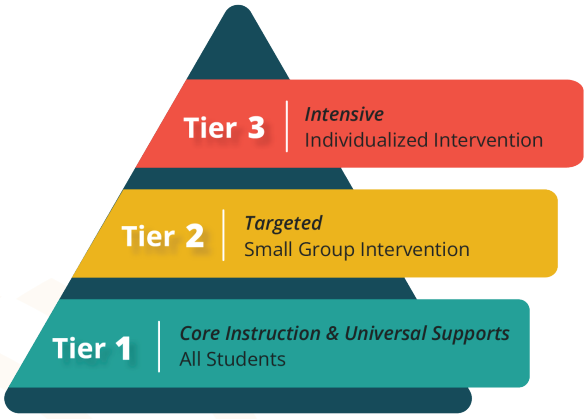
MTSS

A Multi-tiered System of Supports (MTSS) is an evidence-based framework that is used by schools to support all students with academics, behavior, social and emotional needs, and mental health. In addition, MTSS supports adults by improving teacher effectiveness through professional development, providing resources, and supporting adult wellness. It is a 3-tiered framework that is meant to support the whole child through comprehensive examination of schoolwide systems and data-based problem solving through purposeful, integrated dialogue at the systems and problem-solving levels. MTSS focuses on aligning and integrating multiple academic, behavior, and social-emotional initiatives, supports and resources to systematically provide a full range of supports to all students. This framework includes preventative strategies and interventions to target support for students who need it, and the primary outcome should be to identify issues quickly and provide effective supports.

The MTSS framework offers preventative strategies and interventions that support all students and staff by identifying issues and providing effective supports and improving outcomes for all students.



Tier 1: Universal supports for all students. Effective with 80-90% of students.

Tier 2: Students with some risk factors. Effective with 5-15% of students.

Tier 3: Students at high risk. Effective with 1-5% of students.

Frameworks that support academic, behavior, and social-emotional learning are typically managed in silos, despite the overlap in common outcomes, features, and resources. Using an MTSS approach, schools are better able to organize, align, and integrate the work that is already being done to support the whole school and the whole student. This results in a more efficient approach to service delivery, improved student outcomes, and less duplicative efforts on the part of staff. Implementing MTSS with fidelity keeps equity at the core of education by ensuring instruction is evidence-based, developmentally appropriate, and culturally responsive. It also ensures that supports are matched to student need by analyzing data and making data-based decisions.

Best practices for MTSS should include (Prater, Lee, Wilk, & Solano, 2022):

- Universal screening/assessment
- Evidence-based practices
- Progress monitoring
- Data-based decision making
- Fidelity of implementation
- Research-based curriculum

RethinkEd's MTSS Solution

RethinkEd offers a comprehensive set of multi-tiered resources to align to the MTSS framework including progress monitoring, academics, behavior, Social Emotional Learning (SEL), mental health, intervention tools, analytics, and professional development. The program includes all the best practices that should be targeted and is designed to reduce educator burden and improve cross-functional team collaboration. Instructional tools provide content and resources for behavior, SEL, mental health, and academics. Simple

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data tracking helps to identify students at risk and intervention planning is embedded to facilitate planning and provide consistency in documentation. On-going progress monitoring provides meaningful insights to identify what is and is not working within the system.

Districts can expect the following outcomes using the MTSS program:

Outcome	Multi Tiered Systems of Suppport	Wellness Solution	Behavior	Academic Intervention
	MTSS	Social Emotional Learning, Mental Health, RethinkCare	Behavior Support	Academic Intervention (Vizzle)
Increased Positive Climate & Culture	✓	✓	✓	✓
Reduced Staff Turnover & Burnout	✓	✓	✓	✓
Fewer Discipline Referrals	✓	✓	✓	✓
Higher Academic Acheivement Scores	✓	✓	✓	✓
Increased Attendance	✓	✓	✓	✓
Fewer Suspensions & Expulsions	✓	✓	✓	✓
Equitable & Inclusive Learning Community	✓	✓	✓	✓
Reduced Disproportionality	✓	✓	✓	✓
Decreased Behavior Referrals	✓	✓	✓	✓
Increased College & Career Readiness	✓	✓	✓	✓
Bullying Prevention	✓	✓	✓	✓
Increased Defensibility & Compliance	✓	✓	✓	✓

The RethinkEd MTSS solution includes 5 major components that each include a collaboration chat feature for team members to discuss and plan together during each phase of implementation.

The 5 components include:

Learn: Professional development training modules for administrators and educators that is on-demand, interactive, practical, and designed by experts in education and psychology. Instruct: Behavior tools and a variety of add-on programs for instruction including academics, SEL, and mental health.

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Track: A point system and incident reporting allow educators to track and reinforce student behavior. This also allows for educators to flag students who may need additional intervention.

Intervene: RethinkEd's intervention tools are designed to address the various needs of all students. For students needing additional or more intensive academic, social-emotional,

or behavioral intervention, RethinkEd provides embedded tools for planning, setting goals, recommending interventions, and has built-in supports for behavior contracts, behavior plans, and IEP planning.

Analyze: Pre-post skill assessments, quizzes, and simple, yet sophisticated data tracking help educators and administrators to track progress for a single student, classrooms, schools, or district level. For students needing additional behavioral supports, behavior contracts and self-monitoring tools are available, as well as Tier 3 comprehensive data tracking including ABC data (Antecedent, Behavior Consequence), frequency, duration, and intensity.

Learn: Professional Development

To educate adults on MTSS, RethinkEd offers a library of professional development modules that are independent, on-demand and online so that educators can access and complete modules at their convenience.

Group learning and professional learning communities are also available to districts, as well as capacity building and team development support. Rethink Ed's MTSS Training Suite is the most comprehensive and scalable training solution designed to foster the success of every student and every educator. Rethink's MTSS Training provides professional development to help educators meet the academic, behavioral, and social emotional needs of the whole child, while promoting a positive school culture and climate. Professional development MTSS modules provide on-demand training through engaging videos and interactive courses with embedded checks for comprehension. Each module provides 30 minutes of

training and includes activities for group learning and individual self-reflection exercises. Pathways are provided for staff working with all tiers of learners, supporting whole class, small group, and individualized instruction.

In the RethinkEd MTSS Professional Development (PD) Series, staff will learn the components of MTSS including understanding and implementing the MTSS framework, establishing a collaborative MTSS team, and making data-driven decisions. They will also learn effective coaching including building relationships with trainees, observation, assessment, providing feedback, and developing action plans. Staff will also learn how to create a positive school climate by creating safe and caring classrooms, building relationships with students, and supporting the well-being of all staff. The fundamentals of effective classrooms will also be taught including classroom management systems, Universal Design for Learning (UDL), increasing student motivation, and managing challenging behaviors. Strategies for parent and family engagement will also be covered including how to build positive relationships with families, effective communication, and collaborating on student goals and intervention.

District/School Wide Training Topics

What is MTSS?	Classroom Management Systems
Data-Based Decision Making and Problem Solving	Feedback and Reinforcement Systems
An Introduction to Effective Coaching	Universal Design for Learning
Creating a Safe and Caring Classroom	

Professional development modules are provided for all tiers of support once staff have completed the foundational components.

Tier 1 Training Topics (Universal Supports for all Students)

Academic	Differentiated Instruction and Scaffolding
Academic	Tracking Tier 1 Academic Progress
Academic	Introduction to Tier 1 Academic Strategies and Interventions
Social Emotional	Strategies for Tier 1 Social and Emotional Instruction
Social Emotional	Tracking Tier 1 Social and Emotional Learning
Social Emotional	Introduction to Tier 1 Social, Emotional, and Mental Health Strategies and Interventions
Behavior	Fostering Pro-Social Behaviors
Behavior	Tracking Tier 1 Behavior Progress
Behavior	Introduction to Tier 1 Behavior Strategies and Interventions

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Tier 2 Training Topics (Students requiring more structured, targeted supports)

Academic	Strategies for Small Group Academic Instruction
Academic	Tracking Tier 2 Academic Progress
Academic	Introduction to Tier 2 Academic Strategies and Interventions
Social Emotional	Strategies for Small Group Social and Emotional Instruction
Social Emotional	Tracking Tier 2 Social and Emotional Learning
Social Emotional	Introduction to Tier 1 Social, Emotional, and Mental Health Strategies and Interventions
Behavior	Teaching Pro-Social Behaviors
Behavior	Tracking Tier 2 Behavior Progress
Behavior	Introduction to Tier 2 Behavior Interventions

Tier 3 Behavior Training Topics (Students requiring intensive/ individualized supports)

Functional Behavior Assessments
Teaching Replacement Behaviors
Tracking Tier 3 Behavior Progress
An Introduction to Tier 3 Behavior Interventions
Understanding Functions of Behavior

Parent and Family Engagement

Building Positive Relationships with Your Students' Families and Caregivers
Helping Families and Caregivers Support and Monitor Student Learning
Collaborating on Student Goals and Interventions

In addition to the PD for MTSS, RethinkEd also provides a large library of PD modules to help educators build their knowledge and skills in SEL, mental health, trauma, Applied Behavior Analysis (ABA), special education, disability awareness, and wellness activities for themselves. This comprehensive library of PD ensures that educators are provided with the tools that they need to serve the academic, social emotional, mental health, and behavioral needs of all students in all 3 tiers of support.

Instruct: Optional Add-On Embedded Instructional Tools for Academics, SEL, and Mental Health

Unlike some programs whose focus is more reactive, Rethink's preventative and pro-active approach aligns seamlessly with the MTSS framework and is designed to assist educators in identification and intervention for all 3 tiers of support. It is designed to teach educators to work through the MTSS framework step-by-step and provides the tools needed throughout to assess, intervene, and measure progress. All content is designed to make planning, implementation, assessment, and data tracking efficient and user friendly. Teachers and other school staff can develop an intervention plan for a student at any level quickly and easily and track the student's progress through the RethinkEd platform. While each program has value on its own, the suite of RethinkEd programs is complimentary and when used together can meet the needs of students at all levels.

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Vizzle Academic Solutions

Vizzle is a K-12 web-based, interactive visual and instructional learning platform with grade level and multi-tiered standards-aligned lessons that provide access for all students to bridge the learning gap and achieve academic success. Vizzle provides simple tools, seamless integration, and intuitive reporting for educators. The program includes fun, interactive, and effective lessons for students to allow full engagement and that help students meet their learning goals. Vizzle provides over 40,000 interactive lessons, courses, and activities in all core subjects (Math, ELA, Science and Social Studies) as well as content for life skills, vocational/transition, and speech. The program includes customizable content to support a student's unique needs and skill level as well as lesson plans and course options. Units and Courses include pre and post assessment options and every lesson includes automatic data collection and graphing for ease of assessing student comprehension and progress towards Intervention or IEP goals on a continuous basis.

Academic content in Vizzle can help close the gap for students with Tier 1 supports who are trying to catch up in math, science, social studies, or ELA. Often students can fall behind in a particular academic content area due to cognitive abilities, trauma, attendance, mental health issues, etc. When not addressed, the student can fall further and further behind creating a gap between where they are and where they need to be. To close this gap, the Vizzle academic program can help students quickly and effectively learn the skills that they need to catch up in math, science, ELA, or social studies. With on-demand lessons that are engaging and age-appropriate, students can work toward learning recovery while not interrupting their other school activities.

Digital and Engaging K-12 Academic Intervention for Math, ELA, Science and Social Studies

SEL Program

To meet the complex and diverse needs of students, MTSS requires more than targeting academic and behavioral instruction (SWIFT Education Center, 2020). SEL has been shown to improve academics, behavior, and student well-being (Durlak, et al., 2011) and when integrated into an MTSS framework with fidelity, outcomes can be even more effective (Albrecht & Brunner, 2019). RethinkEd's SEL incorporates the best practices of MTSS and provides a comprehensive, evidence-based and CASEL aligned curriculum that meets the social and emotional needs of K-12 students with all 3 tiers of support.

Tier 1, Tier 2, and Tier 3 curricula target SEL and include student self-assessment and a teacher classroom rating scale, as well as a full suite of professional development modules to support all content areas. Lessons and activities can be assigned to students and student-facing activities are included as well as group lessons. Rethink SEL helps students develop self-awareness, self-management, responsible decision-making, relationships skills, and social awareness skills.

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The RethinkEd SEL program is comprised of 40 on-demand learning modules for adults. Tiered curriculum options include a K-12 grade levelled curriculum with 390 lessons for students receiving Tier 1 and Tier 2 supports and a K-12 grade banded curriculum including 120 lessons for students requiring more intensive learning supports. Also included are 2 SEL assessments tools (student self-assessment and teacher rating scale), a parent/caregiver portal and supports, a digital student learning center, and all resources and videos offered in English and Spanish.

RethinkEd SEL Student Curriculum Topics

Awareness of Self & Others	Self Management	Social Skills	Social Awareness	Self-Care
Self-Knowledge	Self-Control	Fairness	Cultural Competence	Mindfulness
Emotions	Stress Management	Respect	Empathy	Self-Efficacy
Values	Focus	Friendship	Safe & Ethical Behavior	Optimism
Wants & Needs	Problem Solving	Relationships	Support Systems	Self-Compassion
Learning Skills	Goal Setting	Cooperation	Social Contributions	Self-Advocacy
Growth Mindset	Resilience	Conflict Resolution	Actions & Consequences	Healthy Boundaries

Mental Health Suite

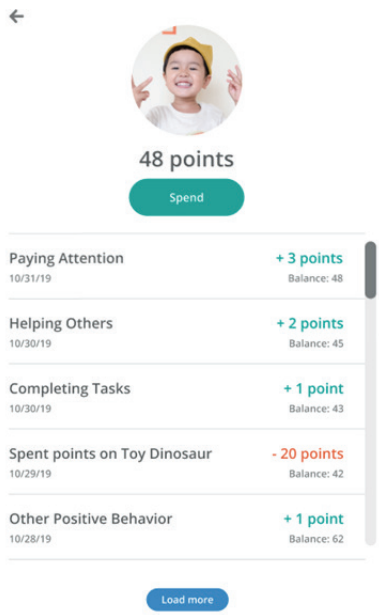
Tier 1 supports also include a Mental Health curriculum that creates awareness and offers preventative strategies to support a healthy and inclusive environment. Social Emotional Learning (SEL) can help with mental health although mental illness requires more intensive supports from trained professionals. Rather than looking at SEL and mental illness as 2 separate things, we should look at them as complimentary supports for students. In addition to the SEL content, RethinkEd also offers 11 mental health modules for students and for professional development. It is important to increase awareness and understanding of mental health for educators and for students and the engaging and informative content helps to decrease the stigma associated with mental illness, improves understanding, offers effective strategies for prevention and coping, and teaches how to accept and help others. Every child needs to feel included and safe. Mental health awareness and understanding can also act as a preventative support system and can help in the development of resilience, coping, self-advocacy, and support systems. When mental illness issues arise, students who have a strong foundation will be more inclined to seek and accept help. Implementing the RethinkEd SEL curriculum in conjunction with the RethinkEd Mental Health series can help destigmatize mental illness and help toward building a foundation for students to build resilience and strength that will help them overcome adverse situations in a healthy way.

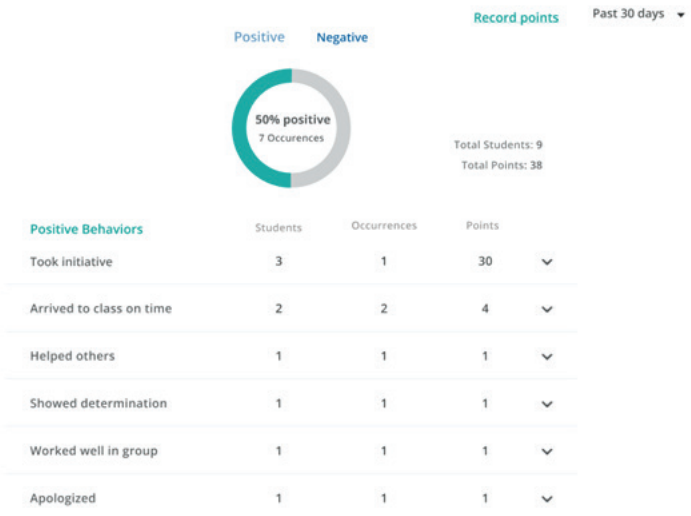
RethinkEd Mental Health Curriculum Topics

Anxiety	Reducing the Risk of Suicide
Bullying & Violence	Substance Use Disorders
Depression	Trauma
Human Trafficking	Developing Healthy Identities
Mental Wellness	Digital Citizenship & Online Safety
Kindness to Animals	

Track: Point System, Incident Reporting, and Behavior

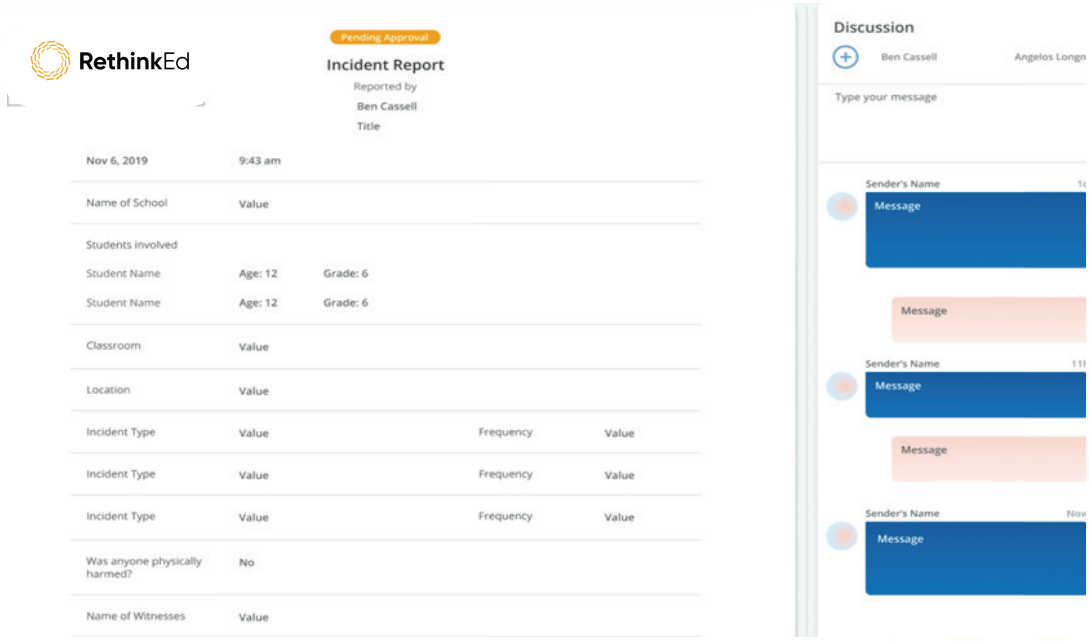
One of the fundamental components for an effective MTSS framework is to have systems for assessing skills to identify students who need interventions and to assess progress using analytics that assist the education team in making data-based decisions. PBIS (Positive Behavior Intervention and Supports) is an evidence-based system that is designed to prevent behavioral challenges, respond appropriately to behavioral challenges, and to pro-actively teach positive replacement behaviors with the purpose of creating a safe and positive learning environment. Using the principles of PBIS, the RethinkEd point system and incident reporting allow educators to track and reinforce student behavior. This point system is designed as a preventative tool to prevent unwanted behaviors that may interfere with the delivery of engaging instruction, and to reinforce pro-social behaviors to help students be more successful in the classroom academically and socially. This system also allows for educators to flag students who may need additional intervention.





The point system embedded in RethinkEd helps teachers to track positive and negative behaviors. Points can be awarded for positive behaviors and teachers can create a classroom store where students can turn points in for rewards. The classroom point system allows for setting goals that align with district goals and reports are available at a district, building, or classroom level. The point system is an opportunity to identify students who could potentially need additional behavior supports. When more serious incidents or infractions occur, teachers can document using the RethinkEd incident reporting.

Incident reporting records major incidents and infractions and includes witnesses, actions taken, and any custom fields required by the district. This system provides a formal incident report documenting the event that includes an approval process by administration prior to sharing the report with students and family members. These reports can be used to analyze trends in incidents and actions taken in relation to specific classrooms, student demographic information, grade, or building. Like the point system, incident reporting alerts districts to identify students who may be at risk and in need of additional behavioral supports. The built-in discussion board is a helpful tool for discussing the behavior, what actions to take, and how to address the incident moving forward.



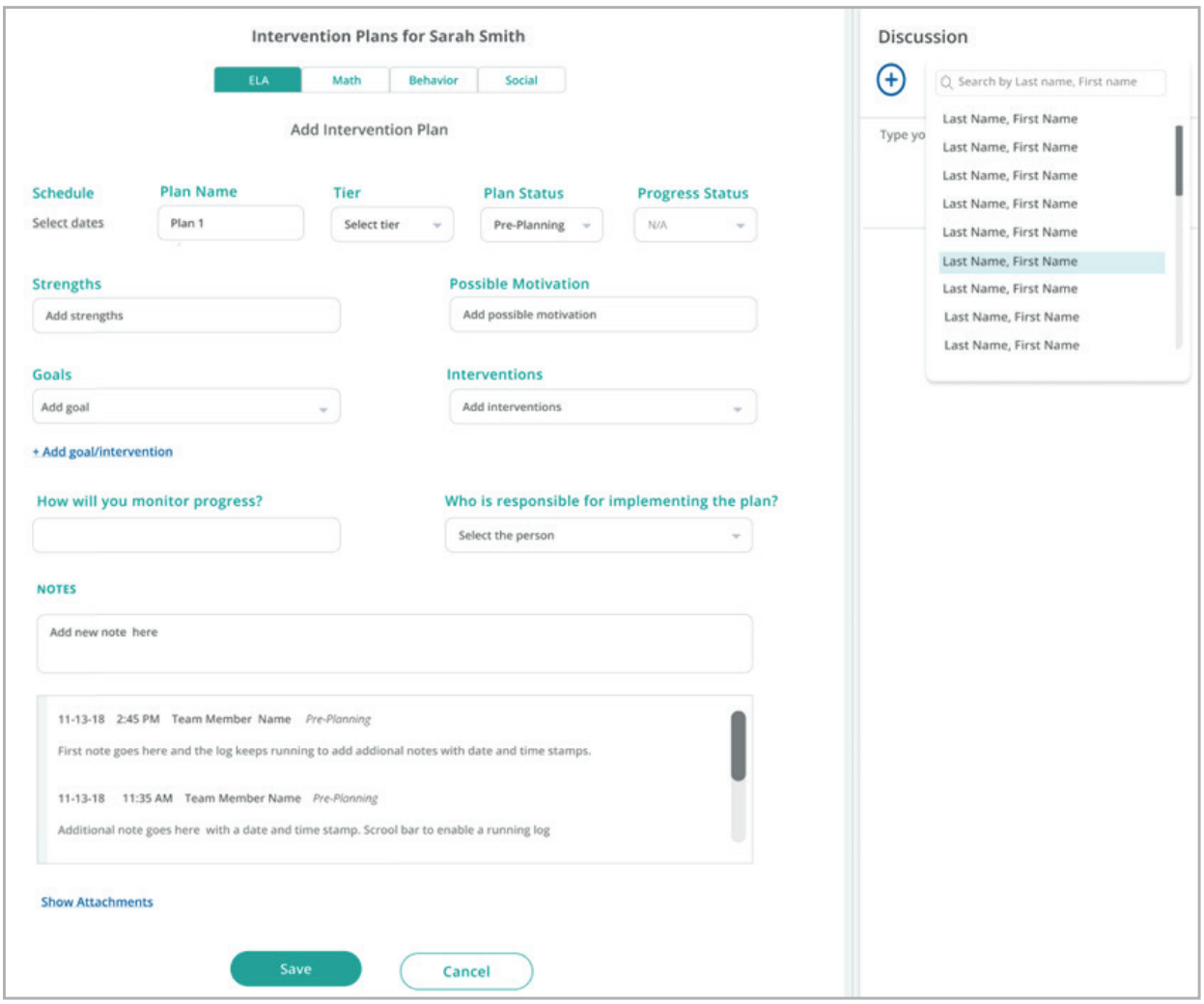
Students needing more intensive Tier 3 behavioral supports may require an individualized behavior plan. Tools for measurement of behavior, intervention planning, and progress monitoring for these students is described below.

Intervene: Targeting the Needs of All Students

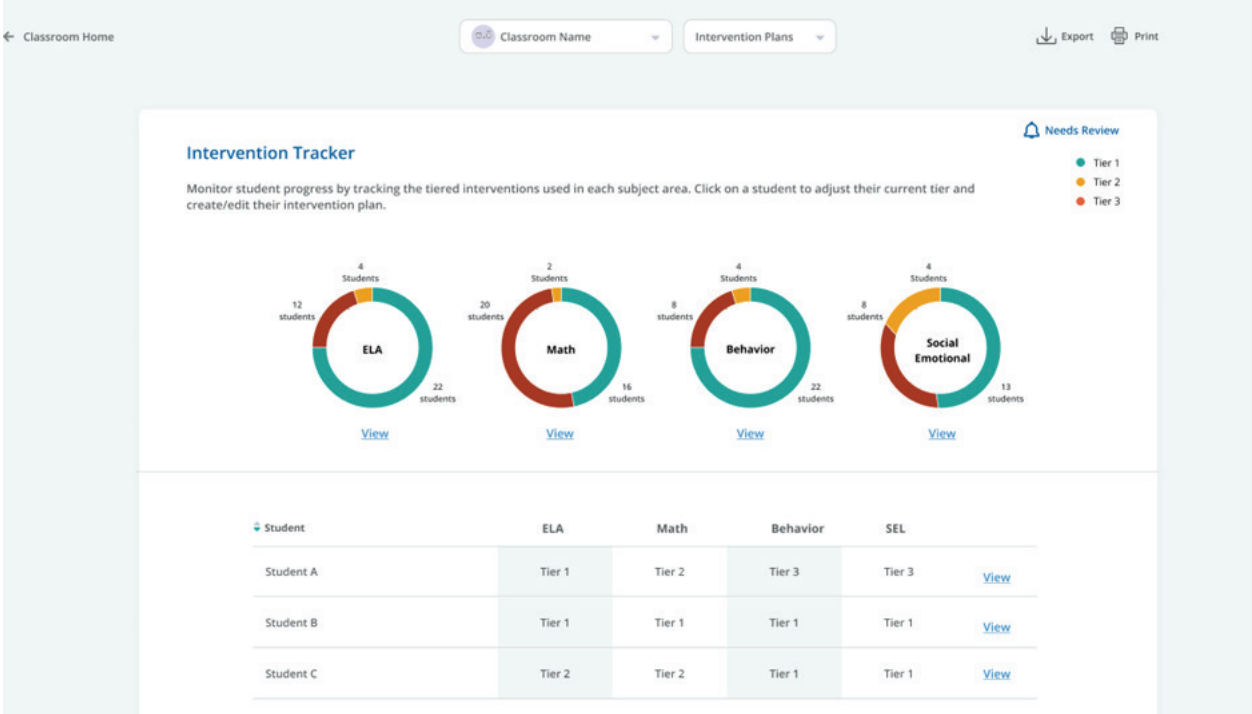
One of the most common mistakes that schools make when implementing MTSS is to target Tier 2 and Tier 3 separate from Tier 1. All students receive Tier 1 foundational strategies and interventions, but some students will require additional supports. When students need additional supports, RethinkEd provides several add-on options that help educators to build intervention plans for academics, SEL, and behavior. Collaboration and pre-planning tools help educators to prepare and work with colleagues. A goal bank and suggested interventions are included in the planning tools but educators can also customize their plans. Tracking tools allow for quick, efficient looks at how a student is progressing and when changes need to be made to the intervention plan. Intervention planning tools include:

- Goal bank and suggested evidenced-based interventions
- Collaboration and pre-planning tools
- Intervention plan review tools
- Customizable options (Example: district approved interventions)

Sample Intervention Plan



Sample Intervention Plan

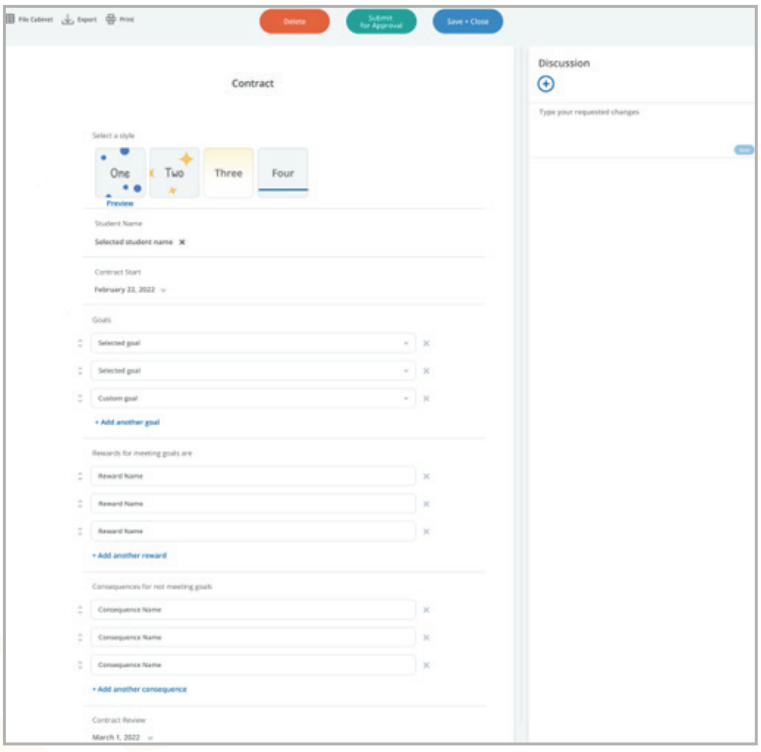


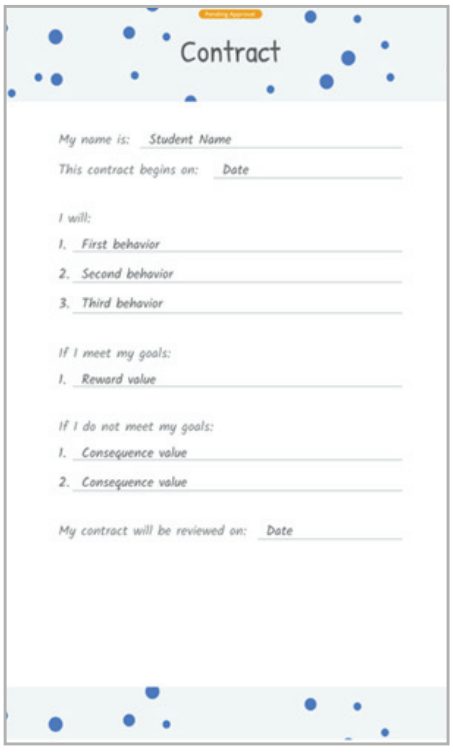
Behavioral challenges are common and on the rise in schools. While point systems and incident reporting may help most students, some students will need more intensive behavioral supports. RethinkEd provides behavioral supports at each tier and includes tracking, analytics, and intervention. For all students (Tier 1), teachers can use the RethinkEd point system to track behaviors for the purpose of providing students with feedback and reinforcement and guiding instructional decisions. Behavior incidents can also be easily tracked in RethinkEd's incident reporting system.

For students who are not responding to Tier 1 supports and are identified as needing a Tier 2 intervention, RethinkEd provides a user-friendly behavior management toolbox where educators can track student behavior and use the built-in graphing to progress monitor intervention effectiveness and see if the behavior is improving. A student needing Tier

2 behavioral supports can have a behavior contract that outlines the student's behavior goals, rewards for following the contract, and consequences if the contract is not followed. Behavior contracts are available in the RethinkEd platform and make it easy and quick for teachers to create a contract and digitally collect student signatures or print the contract out for a physical signature. Behavior contracts have an administrative approval process to ensure that contracts contain district-approved rewards and consequences. The RethinkEd system will periodically prompt the teacher and the student to review the contract and ensure student success.

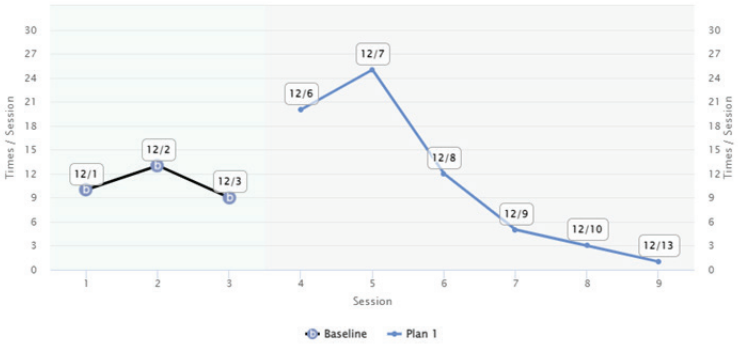
Examples of Contract Creation Tool and Contract



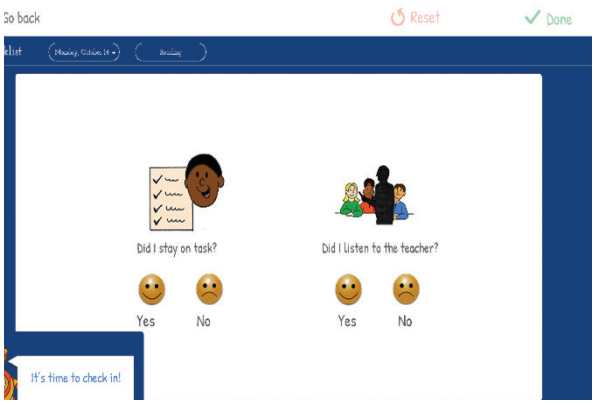


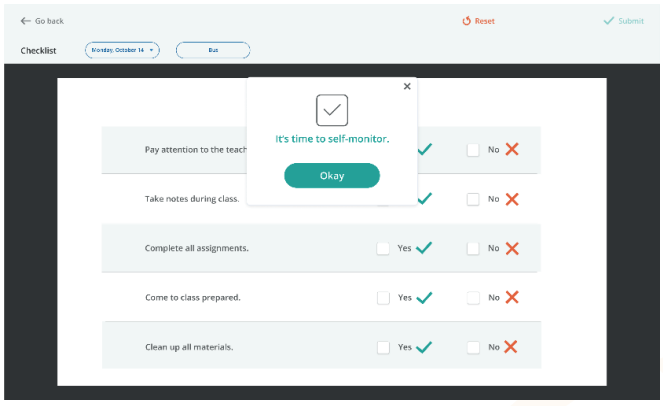
Progress on the student behaviors can be tracked simply in the RethinkEd platform. Notes can be added to data points and automated graphing allows educators to easily see if a behavior is improving. Reports are available at the student, classroom, building, or district level.

Students can also track their own progress using the self-monitoring tool in RethinkEd. The data that the student collects on themselves can be compared to the teacher-collected data to facilitate meaningful discussions with the student regarding their behavior.



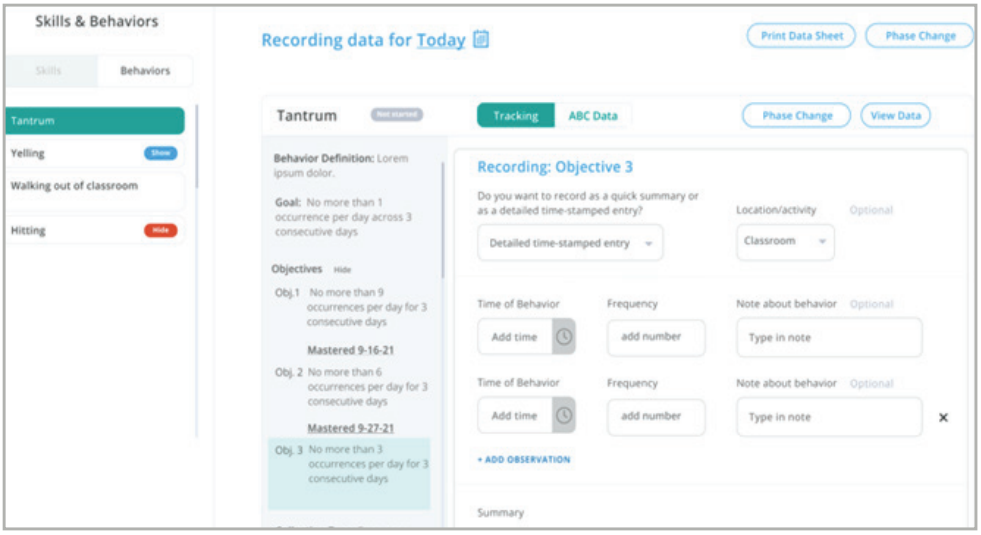
Example of Self-Monitoring Tool for Younger (Left) and Older (Right) Students

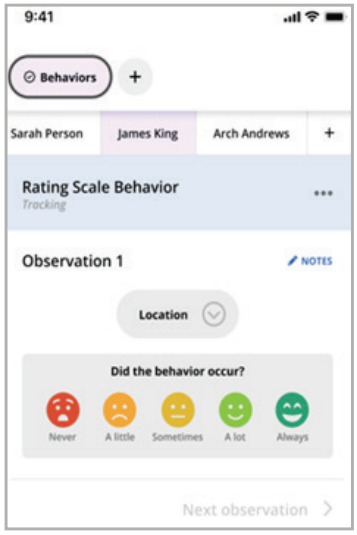




Simple data collection is available, or educators can opt for more advanced data options such as frequency, duration, interval, and intensity if they want more detailed data tracking. An administrative approval process is built-in, and reports are available at the student, classroom, building, or district level.

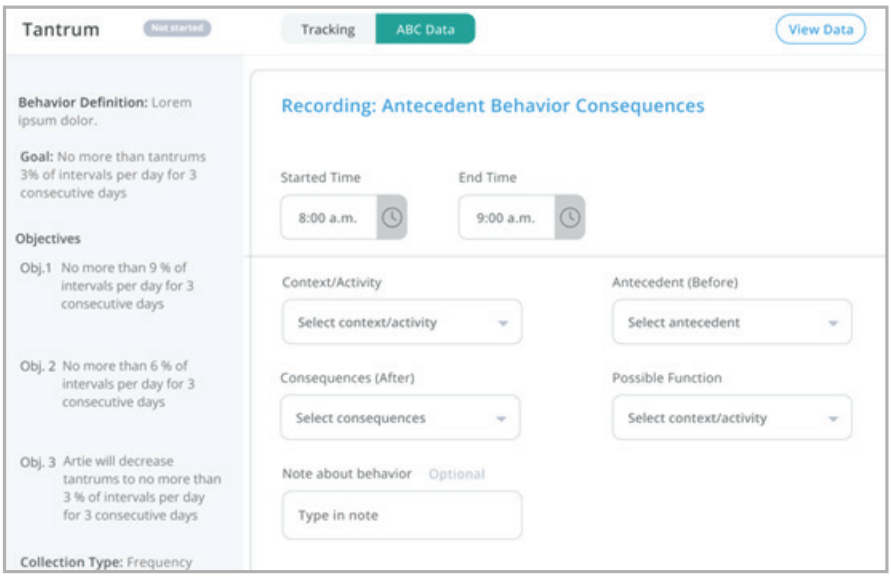
Example of data collection for targeted behavior tracking (desktop & app)





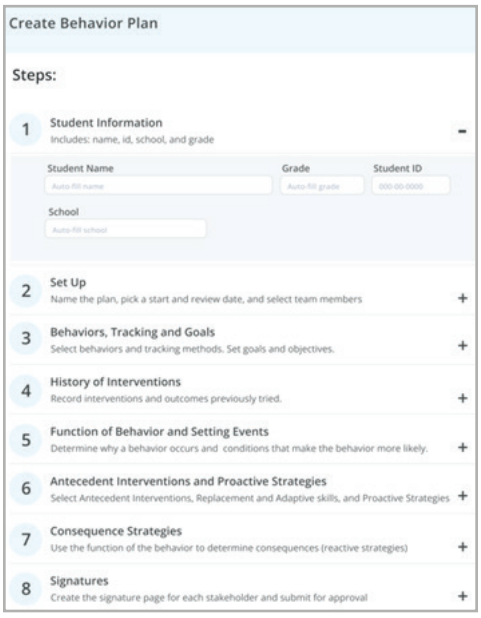
Students identified as needing Tier 3 intervention may require more intensive and individualized supports for behavior. In addition to the tools in Tier 1 and Tier 2 supports, special education teachers and staff can utilize RethinkEd's ABC assessment tools and create an individualized behavior plan for a student. The ABC (Antecedents, Behavior, Consequences) assessment is a tool to help identify the function or purpose of the challenging behavior (e.g. attention seeking, escape/avoidance). Tools are provided for the educator to efficiently and easily record data to establish a baseline and to track the behavior once an intervention is in place. RethinkEd makes creating an individualized behavior plan user-friendly by taking the user step-by-step to determine the best intervention plan. Data tracking can be completed using the desktop platform or the app.

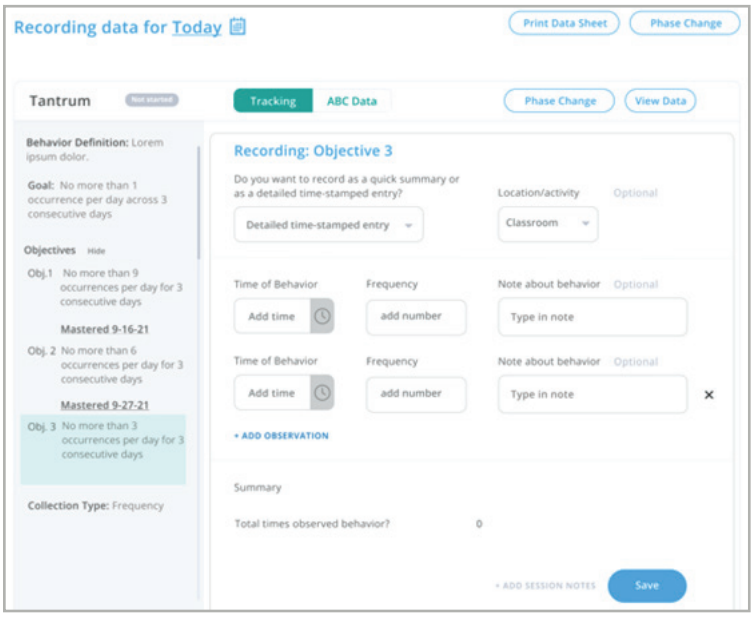
Example of ABC Data Collection Tools (Desktop & Application)



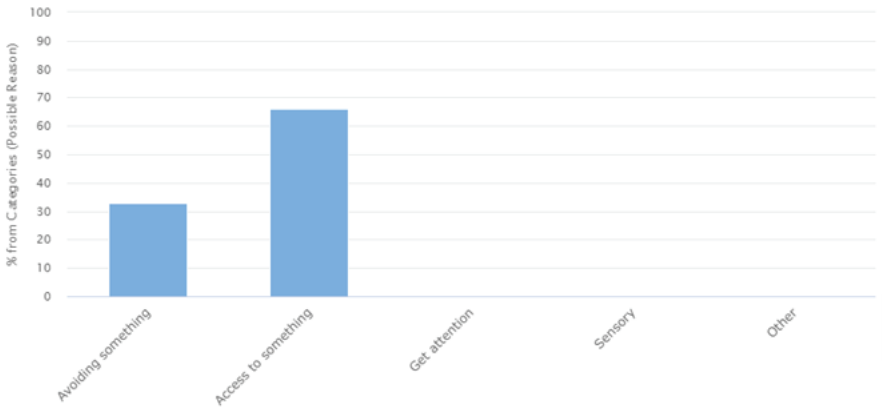
The RethinkEd behavior solution allows educators and staff to create a function-based behavior intervention plan (BIP) using a step-by-step guided template. This template can be customized by the district to ensure consistency and streamlining. Advanced data options (for example frequency, duration, interval, and intensity) are available to meet all data needs. The tool also includes a messaging feature to allow collaboration between teams and an approval feature that ensures the plan meets district standards before sharing with student and family members. The BIP tool allows behavior reporting at student, classroom, building and district levels, and custom alerts can be activated to identify students who are high-risk and/or may need additional support.

Example of Behavior intervention Plan Creation Tool & Desktop Data Collection



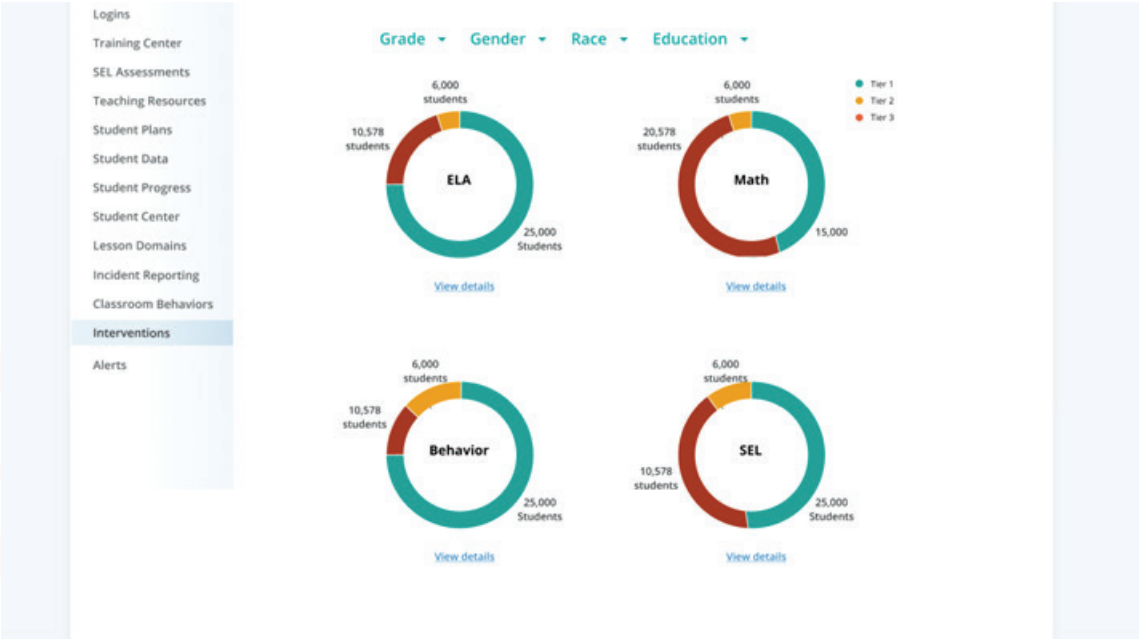


Automatic graphing is included making it simple to identify whether or not the plan is working and to make data-based decisions regarding interventions. For all interventions, progress monitoring is essential to ensure that the students are successful and to see if the intervention is working. Simple, straightforward dashboards in RethinkEd make it efficient and easy to track student progress.



Analyze: Making Data-Based Decisions and Analyzing the Effectiveness of Interventions

Having the ability to make data-driven decisions is one of the most essential ways to ensure that MTSS framework is effective and that the interventions being implemented are working. Taking data, graphing, and progress monitoring can be time-consuming and prone to error when done with pencil and paper. RethinkEd streamlines this process across all tiers of support. Depending on the needs of the district at a specific time, different types of data might be more valuable and so RethinkEd provides meaningful and clear reports at the student, classroom, building, or district level. Demographic reports allow for analyzing intervention outcomes based on student grade, gender, race, and education classification. Districts can easily view the distribution of students across all 3 tiers for academics, behavior, and SEL. This system makes it quick to find students who are not making progress in order to better prioritize district supports and to determine which interventions lead to the highest rate of student success.



The RethinkEd MTSS framework helps districts better understand MTSS to implement more effectively. It provides instructional tools across behavior, SEL, mental health, and academics and includes simple data tracking to identify students at risk. Intervention plans are user-friendly and streamlined with step-by-step planning tools that reduce educator burden and improve cross-functional team collaboration. Straightforward reporting provides meaningful data and insights into what is and is not working across the district. The adoption of an MTSS framework can be daunting but with proven effectiveness in numerous research studies and having a set of tools that simplify the process, implementation can be successful.

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About Us

RethinkEd was founded on a simple, yet powerful idea: To re-think education. To make it better and easier. To unburden school districts and empower educators. To improve outcomes and elevate accountability. To promote collaboration and inspire learning. And most importantly, to make a difference in the school day for everyone – administrators, educators, and students.

The RethinkEd solution is part of RethinkFirst, a global company that is transforming behavioral healthcare. Similar to RethinkFirst's other solutions that are innovating and improving outcomes for clinicians and employers globally, RethinkEd is pioneering EdTech with our relentless pursuit of innovative methods that put evidenced-based, data-informed, digitally delivered instruction and assessments into the hands of educators, clinicians, and parents who share our singularly minded focus: To power the potential of all children and to work together to help them succeed.

Get in touch

info@rethinked.com
(877) 988 - 8871
49 W 27th Street, 8th Floor
New York, NY 10001