

Creating A Unified School Culture with Clarity and Focus

How to Ensure Equitable Experiences for
ALL Students



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Discipline Data

In the first year of implementing
a new School Climate System:

● Reduced incidents from
233 to 121

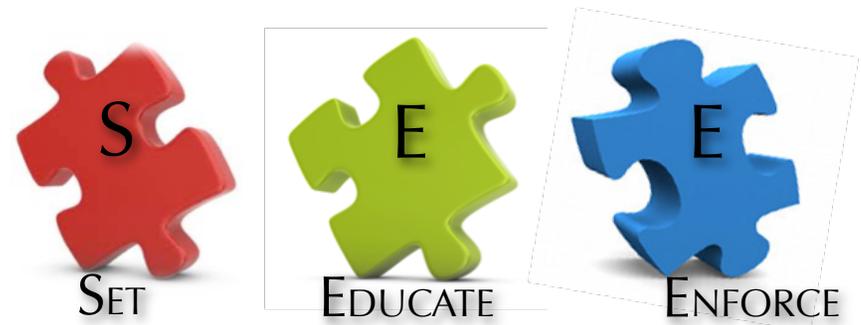
In five years:

● Reduced to 93 incidents

At your schools...

How many academic hours are students losing
to discipline incidents?

How many students know the school rules?



Expectations

SEE

S _____

E _____

E _____

Set Expectations
Collaborate as a staff about behavior expectations. Identify critical behaviors for success and agree about what behaviors specifically look like and sound like. Make a commitment to individually uphold the universal expectations.

Educate Expectations
Deliberately and explicitly teach the behavior expectations. Re-teach the behavior expectations as needed.

Enforce Expectations
Closely align rewards and consequences to the behavior expectations and use them consistently.

Set Expectations

Stakeholders
Code of Conduct
Common Language
Promote Visually

At your schools...

What conduct is a priority?

Any behavior concerns?

Los Pen's Character Pledge

Character is doing the right thing, even when no one is watching!



I will be **trustworthy**.

I will be **respectful**.

I will be **responsible**.

I will be **fair**.

I will be **caring**.

I will be a good **citizen**.

Based
on
Character
Counts

What
would
you use?

LOS PEN STAFF CODE OF CONDUCT	
<p>TRUSTWORTHINESS</p> <ul style="list-style-type: none"> Return borrowed items in timely fashion <ul style="list-style-type: none"> Confidentiality File own books in Book Room No using copy codes accidentally left on machine <ul style="list-style-type: none"> Abide by the NEU Endorsement Be candid with colleagues 	<p>RESPECT</p> <ul style="list-style-type: none"> Resolve conflicts peacefully Every idea is important Show Active Listening "Please" and "Thank you" Embrace differences Consider each other's feelings <ul style="list-style-type: none"> Tolerance Respectful of people's time <ul style="list-style-type: none"> Meet deadlines Staffroom etiquette Respect one another's professional experiences
<p>RESPONSIBILITY</p> <ul style="list-style-type: none"> Be on time to meetings and picking up students <ul style="list-style-type: none"> Timely response to all forms of communication - especially emails Walk students to class, the playground, and to the front of the school at dismissal Commitment to attend and actively participate in team meetings Committee leaders to communicate to staff <ul style="list-style-type: none"> Be organized Ownership of actions and consequences <ul style="list-style-type: none"> Accountable for learning 	<p>FAIRNESS</p> <ul style="list-style-type: none"> Confidential with all Respect confidentiality of others Spotlight fairness in our own lives Share work load among team/staff members <ul style="list-style-type: none"> Contribute to school-wide duties Give people the benefit of the doubt Model what fairness looks like for kids <ul style="list-style-type: none"> Keep open mind to change
<p>CARING</p> <ul style="list-style-type: none"> Greet fellow staff members Stop and have genuine conversations <ul style="list-style-type: none"> Greet parents Sign greeting cards Support colleagues (professional and personal issues) <ul style="list-style-type: none"> Give compliments 	<p>CITIZENSHIP</p> <ul style="list-style-type: none"> Vote/Keep informed of state and district issues Reach out to community/college partners Take care of our classrooms - keep clean <ul style="list-style-type: none"> Greener school Respect for our school community Reach out to our community partners <ul style="list-style-type: none"> Teach citizenship to students Participate in Family/Parent Nights Stay positive about EVERYTHING!

Staff has the same Code of Conduct as the students and parents.

Staff divides into six groups to collaborate about the specific behaviors of each characteristic. Everyone annually renews the commitment to the Code of Conduct and signs the Endorsement.

The Parent Code of Conduct is based on the same six behavior expectations. They have been personalized for parents and are included in their handbook.

Parent Code of Conduct

We ask that all parents follow the same Code of Conduct as the Students and Staff. For parents, the six pillars may also include the following:

Trustworthiness
 Pick your child up on time • Keep your promises • Be honest with your children and others • Help your child with homework, but don't do it for them • Don't gossip • If you have a concern, speak directly with the people involved

Respect
 Use respectful words and actions, especially with your children • Provide guidelines and firmness for children, but implement them with dignity and respect • Use good manners, not bad language • Deal peacefully with anger, insults and disagreements

Responsibility
 Attend school activities • Read the school newsletter • Review papers and information from school and return them in a timely matter • Model for your children taking accountability for your choices • Teach your child to be accountable for their choices

Fairness
 Understand, follow, and support the school rules • Listen to others, especially your children • Do your part to help out at school • Don't blame others carelessly (including your children)

Caring
 Be kind • Tell your children that you love them • Help people in need

Citizenship
 Do your part to improve your school and community • Cooperate • Be involved in school • Be a good neighbor • Respect authority • Obey the traffic laws, including the parking lot at school

Educate
Student Expectations

Morning Meetings
Greeting
Topic of the Day
Activity

What are your First 25?

Classroom Lessons
Character
Social Skills
Bullying Prevention

Educate
Parent Expectations

Parent Forums
Mandatory Meeting
Behavior Expectations
Academic Expectations
Attendance
Involvement Opportunities
Parent University

Parent University
Create presentations from bestsellers
Personally invite parents

Friday Flag Assembly

Pledge
 Character Theme of the Month
 Student Recognition
 School Spirit with College Chants

Students ~ Staff ~ Parents

STUDENT HANDBOOK

Letter from the Principal

NEU Campus Info

Code of Conduct
 Character Violations
 Classroom Management Plan
 Character Counts – Six Pillars

College Readiness

No Excuses University Academic Expectations
 MAPS Log
 Student Goal Organizer
 Student College Readiness Survey
 Leadership Opportunities

STAFF HANDBOOK – NEU Endorsement

Letter from the Principal
 Mission, Vision, Commitment
 Who Participates

NEU Campus Info

Code of Conduct
 Calendar
 LP Collaboration Commitment
 Discipline Plan

College Readiness

College Readiness is as Easy as A-G
 Promoting College Readiness at Each Grade Level
 LP Assessment Plan
 Assessment Data

PARENT HANDBOOK

Letter from the Principal
 Mission, Vision, Commitment
 Who Participates

NEU Campus Info

Code of Conduct
 Daily Schedule
 Calendar of Events
 To and From School
 Meeting Student Needs
 Health Information

Parent Information

Parent Code of Conduct
 Parent Education
 Parent Endorsement
 Volunteer
 Resources

College Readiness

TAKE 5
 A-G College Requirement
 Accountability
 Student Goal
 Parent Goal
 College Financing
 Student Leadership

Enforce

Expectations

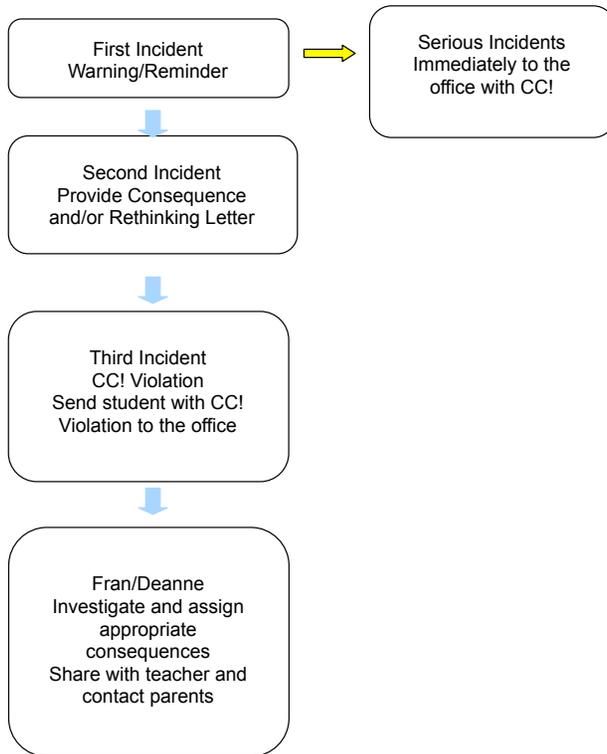
Are you trying to change
 behavior, or are you
 trying to make them pay
 for it?

Discipline

Attention
 Power
 Revenge
 Avoidance



NEU Yard Duty Discipline



**Report or discuss all discipline concerns to Fran.
If Fran is not available, talk to Deanne.
When teachers arrive to pick up students, please let them know if a
student has been sent to the office.**

Name: _____

Date: _____

Teacher: _____

RECESS RETHINKING LETTER



You are receiving a consequence for your negative choices. Please think about what you have done and answer these questions.

1. What did I do to receive my warning?

2. What did I do to receive my consequence? What was my consequence?

3. How did my choice affect others?

4. What could I do better next time?

Please check one:

_____ I get the point. I will try harder during recess.

_____ I don't understand. We need to talk about my behavior.

Student Signature

Yard Duty Signature (Place in teacher's mailbox)

Teacher Signature (Please return to Mrs. H's mailbox)

**NEU Noon Duty Discipline
Possible Consequences
2008-09**



Behaviors	Possible consequences
Running in halls	Practice walking; sit on wall; Rethinking Letter
Running on blacktop	Practice walking; sit on wall; Rethinking Letter
Equipment use	Review school rules; watch people use the equipment and recite to yard duty proper use; Rethinking Letter
Handball	Review handball rules; watch people play handball and recite to yard duty proper play; Rethinking Letter
Basketball	Review basketball rules; watch people play basketball and recite to yard duty proper play; Rethinking Letter
Playing in bathroom	Clean up campus; sit on wall; Rethinking Letter
Playing after the bell rings	Pay time back at next recess; stand next to yard duty and assist; Rethinking Letter
Cutting in line	Line up at the end for a period of time; Rethinking Letter
Name calling	Think of compliments to give that person; lose some recess time if they can't treat others nicely; Rethinking Letter
Spitting	Clean up campus; sit on wall; Rethinking Letter
Littering	Clean up campus; sit on wall; Rethinking Letter
Eating in line	Food is thrown away; Rethinking Letter

Character Counts Award

Today your child showed good character by acting:

- Trustworthy
- Responsible
- Respectful
- Fair
- Caring
- As a good citizen

Student Name: _____
 Room #: _____
 Explanation: _____
 Signature: _____

Character Violation

"Character is doing the right thing, even when no one is watching"

Student Name: _____
 Date: _____

Classroom Outside

Violation of the following character trait:

- Trustworthiness Fairness
- Responsibility Caring
- Respect Citizenship

Explanation: _____

Staff Signature: _____
 Student Signature: _____
 Parent Signature: _____

Discipline

Developing Responsibility and Consequences

- Natural Consequences
- Logical Consequences
- "No Rescue Policy"

Discipline

Four Rs of Logical Consequences

- Reasonable
- Related
- Respectful
- Revealed

Discipline

Recess Before Lunch

- Play first, then eat
- Students are calmer
- They're eating!
- Conflicts resolved
- Afternoon behavior

Discipline

Behavior Contracts

- One or two goals
- Specific
- Rewards
- Consequences



People who believe you can change the system are right; so are those that believe you can't.

Michael Josephson

Resources

Character Counts, www.charactercounts.com

Committee for Children, www.cfchildren.org

Developing Capable People, www.capabilitiesinc.com

Positive Discipline, www.positivediscipline.com

"Connections", MakeADifference.com

"This is your life..." and CHARACTER COUNTS!

"Argue for your limitations and sure enough, they're yours." - Richard Bach

In 1962, Decca recording company turned down the opportunity to work with an unknown music group called **the Beatles**. Their rationale was "we don't like their sound and guitar music is on the way out."

"All change involves risk; failure to change also involves risk." - Michael Josephson

As a young man, **Walt Disney**, the great cartoonist and movie producer, was advised to pursue another line of work by a newspaper editor in Kansas City: "You don't have any creative, original ideas."

"Hard work won't guarantee you a thing, but without it you don't stand a chance." - Pat Riley

Michael Jordan, arguably the best basketball player of all time, was cut from his high school basketball team.

"If you are not part of the solution, you are part of the problem. The price of greatness is responsibility." - Winston Churchill

Sandra Day O'Connor, the first woman on the U.S. Supreme Court, could not get a job as a lawyer on graduating from law school. The only job offered to her was that of a legal secretary.

"It's your life, your one and only life - so take excellence very personally." - Scott Johnson

A Munich schoolmaster told ten year old **Albert Einstein**, who later became a brilliant scientist, "You will never amount to much."

"There is as much risk in doing nothing as in doing something." - Trammel Crow

Ludwig van Beethoven, one of the world's major composers, was told by a music teacher that he had no talent for music. In fact, this teacher once remarked about Beethoven, "As a composer he is hopeless."

"People who believe you can't change the system are right; so are those that believe you can."
- Michael Josephson

Thomas Edison, the inventor of the electric light, the phonograph, and more than a hundred other useful items, was told by a teacher that he was too stupid to learn anything.

"Light tomorrow with today." - Elizabeth Barrett Browning

The book *Chicken Soup for the Soul*, written by **Jack Canfield and Mark Hansen**, was turned down by 33 publishers before Health Communications agreed to publish it. Since that time, more than 80 million copies of the *Chicken Soup for the Soul* series have been sold worldwide, with translations in 39 languages.

"Without discipline, there's no life at all." - Katherine Hepburn

Who in your life has inspired you because of the strength of their character?

Do you have the courage, perseverance, and commitment to realize your dreams and overcome others' negativity?

If so, what specifically are your dreams, goals, and plans? - Mark Britzman