

## Hierarchy of Consequences for Misbehavior at North Elementary

It is the belief of North Elementary School that all students have the right to learn in a safe and caring environment. Students are expected to respect the rights and property of others and to act on the belief that each individual has value. We believe that learning is enhanced and fostered as students accept responsibility for their own actions and decisions.

All staff and students are expected to learn and live by the following Stephen Covey's "Seven Habits of Highly Effective People." These habits are known to our students as part of our "Leader in Me" program:

Habit #1: Be Proactive--*I'm in charge of me!*

Habit #2: Begin with the End in Mind--*Have a plan!*

Habit #3: Put First Things First--*Work, then play!*

Habit #4: Think Win-Win--*We can all win!*

Habit #5: Seek First to Understand, Then to be Understood--*Listen before you talk!*

Habit #6: Synergize!--*Together is Better!*

Habit #7: Sharpen the Saw--*Balance Feels Best!*

All our rules, all our expectations, all our incentives, all our consequences will be based on these 7 Habits. We firmly believe that if children will internalize these while young, then their chances for educational, emotional, financial, and social success will be greatly increased. Parents are urged to learn and live the Habits as well...as our teachers and staff are striving to do.

### **Incentives for Proper Behavior**

North Elementary believes that the best way to shape the behavior of a child is through love, compassion, kindness, and appropriate incentives. These may be tangible or intangible, big or small, and given randomly or consistently. Most children will work harder to earn a reward than they will to avoid a punishment.

### **Consequences for Misbehavior**

While we hope that the opportunity to give rewards are frequent and pervasive, there may be times when a child chooses to misbehave in such a way that the teacher or other adult in the school must intervene. Most of the time students will respond to gentle reminders, warnings, or "in-the-classroom" consequences; however, when a misbehavior becomes so severe or chronic that the administration must intervene, the following hierarchy of consequences listed below will be followed.

When school employees deem it necessary, students will be disciplined and the misbehavior logged in PowerSchool. Parents will be notified by email, phone, text, and/or US mail whenever a child is sent to skills.

North Elementary School will use the following hierarchy of consequences when employees feel it necessary for student misbehavior:

Once the consequence for misbehavior rises above the “classroom” level:

Incident #1: Phone call home by the homeroom teacher

Incident #2: 1 hour of habits practice in Skills Room

Incident #3: 3 hours of habits practice in Skills Room

Incident #4: 1 day of habits practice in Skills Room

Incident #5: 3 days of habits practice in Skills Room.

- Day 1. Full day in Skills Room. (\*Can earn 1 hour back in class on day 2)
- Day 2. Full day in Skills Room less earned classroom time. (\*Can earn 2 hours back in class on day 3)
- Day 3. Full day in Skills Room less earned classroom time.
- Day 4. Back in class full day.

Incident #6: 5 days of habits practice in Skills Room.

- Day 1. Full day in Skills Room. (\*Can earn 1 hour back in class on day 2)
- Day 2. Full day in Skills Room less earned classroom time. (\*Can earn 2 hours back in class on day 3)
- Day 3. Full day in Skills Room less earned classroom time. (\*Can earn 3 hours back in class on day 4)
- Day 4. Full day in Skills Room less earned classroom time. (\*Can earn 4 hours back in class on day 5)
- Day 5. Full day less earned classroom time.
- Day 6. Back in class full day.

*\*Time back in class is earned by being cooperative and completing assigned tasks for that day while in the skills room.*

The hierarchy is progressive and resets if a child receives and “serves his/her time” for consequence #6.

Administration reserves the right to move a student ahead on the hierarchy list or use “Out of School Suspension” if the negative behavior is judged extreme. Exceptions may also be made to this process based on age, disability, etc.

Certain circumstances may justify physically restraining a student either to protect the child or another individual. A school employee may, when acting within the scope of his/her employment, use such physical restraint as may be reasonable and prudent. Since the classroom teacher works most closely with the children, he or she carries the bulk of the discipline responsibility. It is important that teachers work with parents in these matters, and that communication remain open and honest.