Creating a School Family with Conscious Discipline

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What is Conscious Discipline?

Conscious Discipline is a research based, comprehensive, self-regulation program that focuses on promoting social emotional skill changes in teachers, staff, administration and parents so that they can effectively instill these same skills in children created by Dr. Becky Bailey.
Conscious Discipline Supports Optimal Brain Development by Focusing On:

1. **Safety** - by teaching adults how to foster self regulation
2. **Connection** - by creating a school family that provides routines, structures and language that promote daily practice of self regulation
3. **Problem Solving** - through teaching both adults and children skills to help develop executive skill development
Brain Science at the Core of Conscious Discipline

- Survival State - Composure and Assertiveness help students move out of this state.
- Emotional State - Encouragement, Choices and Empathy help students move beyond emotions.
- Executive State - Positive Intent and Consequences work in this state because the student brain is ready to learn.
Adult First

We can’t manage the emotions of our students if we can’t manage our emotions first.
The Brain Learns Through Relationships

- Adult responses to student upset either foster or inhibit a healthy relationship.
- Adult responses also hinder or help build self-regulation in children.
7 Skills of Conscious Discipline
Composure - Survival State Skill

Being the person you want others to become.

- STAR - Smile, Take a breath And Relax
- “I am safe. Keep breathing. I can handle this.”
Assertiveness - Survival State Skill

Saying “no” and being heard: Setting limits respectfully.

- **BIG VOICE**
  - I don’t like it when you **punch me** please **use my name** if you want my attention.
Encouragement - Emotional State Skill

Building the school family

- You did it! Good for you! You did _____ so _____. That was helpful.
Choices - Emotional State Skill

Building self esteem and willpower.

- You have a choice. You can do ____ or _____. Which is better for you?
Empathy - Emotional State Skill

Teaching children to manage their emotions.

- Noticing is Key
  - Your face is going like this. You seem ______. You wanted ______ or were hoping ______.

![Empathy poster](image)
Positive Intent - Executive State Skill

Creating teaching moments with oppositional, shut down and aggressive children.

- You wanted ____. You may not _____. When you want _____, say or do ____. Say it now for practice.
Consequences - Executive State Skill

Helping children learn from their mistakes.

- Natural Consequences
  - You didn’t study... you failed the test.
  - You didn’t complete your work in class... you miss recess.
Our Journey

Park Community Charter School opened as a place based charter school in 2011. Our school has been a part of the Kaukauna Area School District since 1897.
Everyone needs a behavior program right?

PBIS District Wide in Kaukauna.

- Principal District PBIS Coordinator
- School opens with PBIS as the program
  - Consistent Language
  - Focus on Data
  - Rewards for positive behavior
Something doesn’t feel right....

- Kids rewarded for doing what is expected.
- Staff needed to solve all disputes.
- Kids know the routines but the behavior doesn’t change.
- Positive part of PBIS is lost in the focus on data.
What about Conscious Discipline?

- Teacher had used the program when teaching in Alaska.
- Team attended a STAR Conference in Houston Texas in March of 2013
  - 90% Free and Reduced
  - Great Test Scores
  - Amazingly positive environment
Moving Forward - Where do we start?

- Hire a consultant!
  - Elizabeth Montero-Cefalo
- Two day onsite training in August for all staff
- Skype sessions with our CDAT (Conscious Discipline Action Team) monthly
Greetings Matter!

- Certified staff greet kids outside each day
- EAs greet kids on playground before school
- Teachers at doors giving personal greetings to all students as they enter room
Brain Smart Start In all Classrooms

Activity to Unite - Involves everyone doing something that brings everyone together and puts everybody on the same page. Also builds relationships, safety, and endorphins.

Activity to Disengage Stress - Involves deep breathing and stretching. Prepares the brain for cortical learning and turns off stress responses.

Activity to Connect - Involves eye contact, touch, presence and playfulness. Helps build relationships, AND maintains focused attention/motivation to learn.

Activity to Commit - Involves affirmations and positive thinking. Produces serotonin, teaches responsibility, and promotes mindful attention as it supports maturation of the prefrontal lobe.
Where are we after 5 years?
Training

60% of all staff have attended CD1 Summer Institute

Onsite trainer three times in 5 years.

Book Study for staff every year

Book Study for parents offered

Conscious Discipline events for parents every year.
All Structures In Place

Brain Smart Start

Classroom Jobs

Classroom Safe Place

Friends and Family Board

Time Machine

Celebration Center

We Care Center

Visual Routines
Brain Smart Start - Everywhere

- Every Class Everyday
  - Announcements (April 5th)
- Every Meeting
  - Faculty Meetings
  - Staff BSS each morning
- Assemblies
- Movin and Groovin - Brain Smart Start
Student Opinions on the Brain Smart Start
Classroom Jobs

All major religions and spiritual traditions speak of the value of service to others.

Classroom jobs help students learn that for a community to be successful, each person must do his or her part.
Classroom Safe Place

The Safe Place is a space where students are instructed how and encouraged to attend to their emotional upset through self regulation activities.
Student Opinions on Safe Place
Friends and Family Board

This structure helps students learn who is supporting their success in school. It is often found near the classroom Safe Place.
The Time Machine helps teach children how to assertively handle interpersonal conflicts with each other.
Celebration Center

The purpose of the Celebration Center is to celebrate live events, individual achievements and contributions to the School Family.
We Care Center

The We Care Center provides students a symbolic way to express empathy and affection for others.
Visual Routines

The purpose of Visual Routines is to provide children with images of what they can do to be successful members of a school family.
Continued Improvement

K-Kids Service Club

Student Ambassadors

Extra Connections

Composure Corners
Behavior Results

Behavior Incidents Since Starting Conscious Discipline

Year

12-13
13-14
14-15
15-16
16-17

Behavior Incidents
Results in the Classroom

Park Community Charter School

Significantly Exceeds Expectations!
ELA Proficiency by Subgroups - 3rd & 4th Grade combined

SwD - Students with disabilities  
Economically Disadvantaged
Free and Reduced students performing at or above their non free and reduced peers!

Core Instruction is the same for all students.

Conscious Discipline creates a learning environment that is safe physically and emotionally.
How to Make a Bully from Scratch
## PBIS vs. Conscious Discipline

<table>
<thead>
<tr>
<th>PBIS</th>
<th>CD</th>
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<tbody>
<tr>
<td>Acknowledging positive student behavior is important to increasing reoccurrence of positive behavior.</td>
<td>Yes</td>
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<tr>
<td>Emphasizes that school should have methods for acknowledging positive behavior</td>
<td>Yes</td>
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<tr>
<td>Prescribes methods for the acknowledgement of appropriate behavior</td>
<td>Yes</td>
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<tr>
<td>Encourages schools to provide reinforcements that highlight the fact that everyone is working together to build a positive community rather than focusing on individual earning rewards.</td>
<td>Yes</td>
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<td>Specific instruction and strategies for creating a compassionate school climate.</td>
<td>No</td>
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<tr>
<td>Builds adults self-regulation skills</td>
<td>No</td>
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<tr>
<td>Provides specific researched and brain compatible interventions and strategies</td>
<td>No</td>
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<tr>
<td>Links home and school, embedding resilience factors across all settings</td>
<td>No</td>
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<tr>
<td>Encourages the use of external tangible reward systems</td>
<td>Yes</td>
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Resources

Creating the School Family- Bully-Proofing Classrooms Through Emotional Intelligence, Dr. Becky Bailey, Loving Guidance Inc. Orlando FL. 2011.

Conscious Discipline - Building Resilient Classrooms, Dr. Becky Bailey, Loving Guidance Inc. Orlando FL. 2015

Questions?

WHERE  WHAT  WHEN

WHY  HOW  WHO