

Lake Rotoiti School - Positive Behaviour for Learning

We value: 3 R's Respect, Rights, Responsibilities.

Statement of Purpose: Everyone is responsible for positive behaviours for learning. We actively encourage all to be proactive in keeping ourselves and others, physically and emotionally engaged in our learning.

Our Board of Trustees is committed to developing, monitoring and reviewing positive behaviours for learning and embed a rights respecting culture within our school community.

In a 3R culture we:

- are responsible for our own actions, thoughts and words
- respect the rights and views of others
- understand that communication is essential
- discuss what may affect anyone's health or wellbeing
- recognise that disciplinary action is only appropriate where there is intent to do harm to persons or property

We help ākongā to understand their responsibilities in creating a learning environment where everyone's mana tangata is nurtured.

Mission statement:

All tamariki are treated with respect; to feel supported and to belong. Tamariki develop an understanding of responsibilities that build a rights respecting culture. We value Mana tangata. This is a concept that encompasses the idea that every person, no matter who they are or what they have done, has the right to be treated as a person with dignity, and who deserves to be cared for.

Values:

Belonging: This is done through

	Definition	Action
Whanaungatanga	relationship between people	Participation and respect
Manaakitanga	obligation to provide reciprocal and unquantified caring	Accountability
Rangatiratanga	maintenance of group collectiveness	Honesty and humility
Kotahitanga	unity – getting on together	empowerment
Wairuatanga	spirituality at the centre of all actions and relationships	Hope, support

Goals:

- Maximize learning opportunities
- Focus on making things right for all
- Encourage healing
- Empowerment
- Collaborative
- Create and foster relationships

Our Actions:

Through teaching rights and responsibilities we model a 'just culture' blended with the 'restorative practice' model. This is a values - support model of shared accountability. It will be used to develop a culture that holds us accountable on how we respond to behaviours fairly and justly.

A just culture is a culture of trust, a restorative practice model is a culture of building relationships. By combining these two models LRS develops a relational trust model.

Justice is sought through understanding, dialogue and reparation.

Justice is achieved when: people take responsibility for their actions, people's needs are met, healing of individuals and relationships is encouraged.

In the wake of an incident, a restorative just culture asks: 'who is hurt, what do they need, and whose obligation is it to meet that need?' It doesn't dwell on questions of rules and violations and consequences. Instead, it gathers those affected by an incident and collaborates on collectively addressing the harms and needs created by it, in a way that is respectful to all parties. It holds people accountable by looking forward to what must be done to repair, to heal and to prevent or change.

Working with others we **problem solve** together, we are **respectful** to and of each other, approaches are **collaborative**, and involve discussions where individuals explore the effect of their actions and take **responsibility** of their behaviour.

Behavioral Choices – we coach our tamariki to be consistent and honest in their behaviors, guiding them to make the best choices, providing support to learn from their mistakes and opportunity to make adequate changes.

Learning Choices – we work towards a learning culture, where tamariki foster an understanding of responsibility toward their actions. We promote honesty, integrity and empathy. Understanding the impact of actions.

Accountability and Justice – Kaiako promote fairness and justice through collaborative processes. This can be done through:

Using Restorative Foundations:

- Engagement: involving individuals in decisions that affect them by listening to their views and genuinely taking their opinions into account
- Explanation: Explaining the reason behind a decision to everyone who has been involved or who is affected by it.
- Expectations – clarity, making sure that everyone clearly understands a decision and what is expected.
- Resources to guide: Continuum
- Restorative approaches

Questions to ask:

- Who has been affected?
- How have they been affected?
- What needs to happen to put things right or change?

In our Kete:

- Keeping the small things small.
- 2 by 10. 2 minutes of time 10 days in a row
- 1 percenters - small strategies add up effectively
- Be firm, be fair, be brief, be gone.
- Gently relentless – Warm demander. Don't give up, be calm, and positive
- The 4 R's - routines, responsibilities, respect, relationships
- Ask rather than tell.
- Connect before correct!!!
- Relaxed vigilance and slightly relaxed vigilance
- Transactional Analysis
- Restorative Conversations
- The mediated conversation
- No blame Conference

“Humans are happier, more productive and more likely to make positive changes in their behaviour when those in positions of authority do things with them, rather than to them or for them.” (Wachtek 2004)