

# **STAMPING OUT CHRONIC TOXIC BEHAVIOR TO TRANSFORM SCHOOL CULTURE**



*“The students are watching and waiting”*

**Idaho Prevention &  
Support Conference, 2016**

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**OUR STUDENTS ARE  
WATCHING AND WAITING!**



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**2015 IDAHO YOUTH RISK BEHAVIOR SURVEY**

- 32% Felt hopeless for two or more weeks in last 12 months  
*\*(43% Girls & 21% Boys)*
  
- 20% Seriously Considered Suicide  
*\*(27% Girls & 13% Boys)*
  
- 29% Didn't feel they could talk to any adult at school

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## **PRIMARY MESSAGES**

- **Costs of Toxic Behavior**
- **The Adult Influence on School Culture**
- **The Transformation Formula**

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## **WHAT DO YOU NOTICE ABOUT THIS GRASS?**



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## **POST-EDUCATION CONFERENCE** **RATIONALIZATION SYNDROME**

**“We are not so bad as long as there are others who are worse.”**

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**HOW DO YOU FEEL?**



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**THE COST OF TOXIC BEHAVIOR**



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**WHO ARE THE LOUDEST VOICES ON YOUR STAFF AND HOW MUCH INFLUENCE DO THEY HAVE?**



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## **THE PROGRAM CEMETERY**



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**“Build a platform for the effortless execution of what is essential.”**

**-Greg Mc Keown**

**The Disciplined Pursuit of the Essentials**

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## **WHAT WE EXPECT FROM OUR STUDENTS**

- **Set Agreed Upon Group Goals**
- **Ensure Individual Accountability**
- **Communication and Problem-Solving**
- **Establish positive support structures**

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**THE "TALK IS CHEAP PLAN"**



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**T**each

**M**odel

**E**nforce

**E**nforce

**A**dvocate

**VS**

**A**dvocate

**M**odel

**T**each

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**MODEL**



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**MRS. SAUBUCK**



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**ENFORCE**



**JOHNNY MCGREW**

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**ADVOCATE**



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# TEACH




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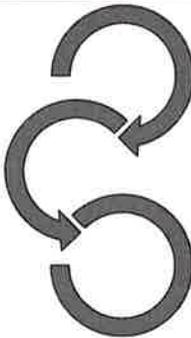
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Low Variance  
In Behavior



High  
Standards

Classroom and  
Organizational  
Integrity

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## CULTURE AUDIT HIGHLIGHTS

1. I feel there is mutual respect between ALL staff members within this school.

Year 1 Fall / Spring	Year 2 Spring	Year 3 Spring	Year 4 Spring
Avg. 2.0	7.5	Avg. 8.3	Avg. 8.8
Range 0 - 4	5-10	Range 6 - 10	Range 7 - 10

2. I feel there is a high level of trust between the staff members in this school and the principal.

Year 1 Fall/Spring	Year 2 Spring	Year 3 Spring	Year 4 Spring
Avg. 2.1	8.2	Avg. 8.9	Avg. 9.5
Range 0-5	7-10	Range 7 - 10	Range 8-10

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# RESULTS

## Math Year One

32% Below Basic  
6% Advanced

## Math Year Four

3% Below Basic  
31% Advanced

## Reading Year One

20% Below Basic  
.9% Advanced

## Reading Year Four

0% Below Basic  
77% Advanced

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### TIME TO SEE HOW YOU FEEL



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### OUR STUDENTS ARE WATCHING AND WAITING!



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## CULTURE AUDIT

Please score each item from **1 (strongly disagree)** to **10 (strongly agree)** in terms of how you feel as a member of this \_\_\_\_\_.

- \_\_\_\_\_ 1. I feel there is a mutual respect between ALL staff members within this \_\_\_\_\_.
- \_\_\_\_\_ 2. I feel there is a genuine caring atmosphere between staff members within this \_\_\_\_\_.
- \_\_\_\_\_ 3. I believe the morale of the staff members within this \_\_\_\_\_ is very cheerful, confident and friendly.
- \_\_\_\_\_ 4. I believe I have an equal opportunity for input on decisions that affect me as a staff member within this \_\_\_\_\_.
- \_\_\_\_\_ 5. I believe I have ample opportunity for professional growth as a staff member within this \_\_\_\_\_.
- \_\_\_\_\_ 6. I feel our school has an effective communication system between the principal and the \_\_\_\_\_.
- \_\_\_\_\_ 7. I feel there is a high level of trust between the staff members within this \_\_\_\_\_ and the principal.
- \_\_\_\_\_ 8. I feel a sense of "belonging" or "connectedness" as a staff member within this \_\_\_\_\_.
- \_\_\_\_\_ 9. I feel there is a high level of trust between staff members within this \_\_\_\_\_.

**START**



**Finish**