# 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!

## 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

## PRIMARY MESSAGES

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

## WHAT DO YOU NOTICE ABOUT THIS GRASS?

## POST-EDUCATION CONFERENCE RATIONALIZATION SYNDROME

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

**HOW DO YOU FEEL?**

## THE COST OF TOXIC BEHAVIOR

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

## THE PROGRAM CEMETERY

"Build a platform for the effortless execution of what is essential."

-Greg Mc Keown

**The Disciplined Pursuit of the Essentials**

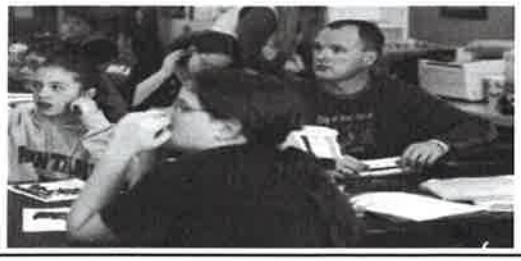
## WHAT WE EXPECT FROM OUR STUDENTS

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

## THE "TALK IS CHEAP PLAN"

| | | |
|---|---|---|
| **T**each | | **M**odel |
| **E**nforce | | **E**nforce |
| **A**dvocate | **VS** | **A**dvocate |
| **M**odel | | **T**each |

## MODEL



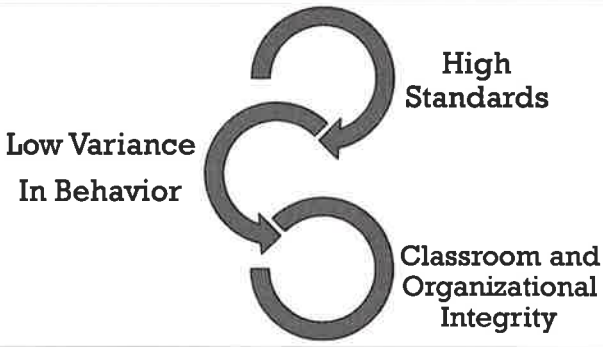
**MRS. SAUBUCK**

# ENFORCE

***JOHNNY MCGREW***

# ADVOCATE

# TEACH




## 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 | Avg. 9.4 |
| Range 0 - 4 | 5-10 | Range 6 – 10 | Range 7 – 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 | Avg. 9.7 |
| Range 0-5 | 7-10 | Range 7 - 10 | Range 7 – 10 | Range 8-10 |

# RESULTS

| Math Year One | Math Year Four |
|---|---|
| 32% Below Basic | 3% Below Basic |
| 6% Advanced | 31% Advanced |
| **Reading Year One** | **Reading Year Four** |
| 20% Below Basic | 0% Below Basic |
| .9% Advanced | 77% Advanced |

**TIME TO SEE HOW YOU FEEL**

**OUR STUDENTS ARE WATCHING AND WAITING!**

# 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