STAMPING OUT CHRONIC TOXIC BEHAVIOR TO TRANSFORM SCHOOL CULTURE

“The students are watching and waiting”


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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 McKeown
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”

Culture Audit
Monitor Progress
Analyze Data
Action Plan
Goals

Teach
Enforce
Advocate
Model

Model

VS

Advocate
Enforce

Teach
### CULTURE AUDIT HIGHLIGHTS

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

<table>
<thead>
<tr>
<th>Year/1 Fall</th>
<th>Year 2 Fall</th>
<th>Year 3 Fall</th>
<th>Year 4 Fall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Avg.</td>
<td>2.0</td>
<td>2.5</td>
<td>3.5</td>
</tr>
<tr>
<td>Range</td>
<td>0+10</td>
<td>5+10</td>
<td>7+10</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
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</tbody>
</table>
### RESULTS

<table>
<thead>
<tr>
<th>Math Year One</th>
<th>Math Year Four</th>
</tr>
</thead>
<tbody>
<tr>
<td>32% Below Basic</td>
<td>3% Below Basic</td>
</tr>
<tr>
<td>6% Advanced</td>
<td>31% Advanced</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Reading Year One</th>
<th>Reading Year Four</th>
</tr>
</thead>
<tbody>
<tr>
<td>20% Below Basic</td>
<td>0% Below Basic</td>
</tr>
<tr>
<td>.9% Advanced</td>
<td>77% Advanced</td>
</tr>
</tbody>
</table>

### TIME TO SEE HOW YOU FEEL

![Images of children expressing different emotions](image-url)

### 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 ________________.