



Post Fellowship Reporting - Project Summary

Report Title: Kagan's Win-Win Discipline:
Differentiated Behavior Instruction

Name: Diana Blair

Other Team Members:

Program: Oklahoma Program

Trip Dates: 11/30/-0001 - 11/30/-0001

Location Visited: Orlando, FL

Post Fellowship Reporting Template: PFR Template 01

Project Summary: The current trend in education is to implement the most effective, research-based instructional methods, in order to increase student academic achievement and standardized test scores. The constant pressure to increase academic achievement often overshadows the need to meet students' emotional needs. My student population is heavily influenced by negative environmental factors which result in negative behavior. I wanted to learn how to meet the emotional needs of these students, in order to help them build life skills and maximize their academic potential.

I attended the Win-Win Discipline workshop at the Kagan Summer Academy at Walt Disney World. While at the workshop I was inspired to help my students meet their emotional needs in a positive way, and lead them to the ultimate goal of "learned responsibility" for their behavior. This means helping the student to acknowledge their subconscious emotional through responsible, positive behavior. Just as I differentiate my instruction to meet individual academic needs, I must differentiate my methods of discipline to meet individual emotional needs.

Career Impact: * I am able to categorize behaviors into four types of disruptions (aggression, breaking the rules, confrontation, and disengagement), and initiate an appropriate response to each.
*I am able to identify unconscious emotional needs of students based on one of seven student positions, or motivations, for behavior.
*I have learned how to validate student positions, collaborate with students to generate solutions, and teach students responsible behaviors to meet their needs.
*I have learned 20 structures, step-by-step procedures, to respond to each type of disruption and student position in an effective, individualized manner.
*I am able to develop to a discipline program based on the "Three Pillars" or foundations of the Win-Win philosophy (Same-Side, Collaborative Solutions, and Learned Responsibility).
*I am able to effectively communicate the Win-Win philosophy to my colleagues and support them in the implementation of the program.

Classroom/Community Impact:*Improved positive relationships between students, students and teachers, and teachers and parents.
*Improved student self esteem and confidence.
*School-wide implementation of individualized discipline plans allows consistency and supportive collaboration among colleagues.
*An increase in class building and teambuilding activities to build stronger relationships.
*Increased focus on creating and implementing preventative procedures and moment of disruption strategies in order to decrease behavior disruptions.
*Increased awareness, and acceptance, of student positions for negative behaviors.
*Teacher self-evaluations of appropriateness of consequences in our classrooms.

Open Response: *I have presented the ABCD tally to my peers, and they will be tracking which types of disruptions they face daily by the entire class and individual students.
*I have presented the seven student positions, or motivations, for negative behaviors, so that the teachers can validate the emotional needs of students more effectively, while not accepting the inappropriate behavior.
* I will be presenting various preventative procedures, moment of disruption structures, and follow-up options to my colleagues, and we will collaborate to support the implementation of Win-Win Discipline philosophy and methods.
*Students will track their own disruptive behaviors and complete a self evaluation of their progress towards learning responsible behavior and positive ways to meet emotional needs.
*Tammy Bright and I will collaborate to compare school data on tally sheets throughout the year and establish a consistent dialogue.

Quote: "Any one-size-fits-all discipline program is a hit-and-miss because students are in different positions and a strategy that works well with one fails miserably with another." Dr. Spencer Kagan

Photos:



We've arrived and are excited to learn!



I received great materials and resources!



Moment of Disruption Structures

Responsible Thinking Questions



The Win-Win philosophy

The Seven Gifts of Win-Win Discipline



Visual Cues for Some of the Student Positions

My colleague and I with Dr. Spencer Kagan