A new approach to student management
What are the features of a good levels system?

• Is fair and equitable - natural justice
• Is simple to understand
• Is consistently applied
• Encourages students to be responsible for their behaviour
• Empowers students to improve their behaviour
• Empowers staff to manage student behaviour
• Involves parents through communication
Our present structure

- **Step 0**: very student.
- **Step 1**: poor behaviour merits a warning.
- **Step 2**: Letter home.
- **Step 3**: letter sent home, no school representation, suspension warning.
- **Step 4**: letter sent home, formal suspension.
- **Step 5**: Short suspension.
- **Step 6**: 2nd Short suspension.
- **Step 7**: Long suspension.
- **Step 8 to Step 10**: Further Long suspension through to Expulsion.
Problems with the present structure

- **Lack of consistency**: steps are managed by YA and Deputies based on Student Referral information, which may not be up-to-date.

- **Lack of communication**: Parents have very little idea about problems until step 3.

- **Lack of student responsibility**: students see steps as something that is imposed on them rather than something they can control.

- **Limited mentoring of students**: the system does not promote mentoring of students by all staff.

- **Lack of empowerment for staff**: staff have limited involvement in the management of student behaviour. Students do not see the teacher’s input as important.
A proposal to improve the present structure

• Maintain the basic steps structure but incorporate colours.

• All students start on **GREEN**, this is current step 0.

• the student is able to access school activities

• the student is recognised as a positive member of the school community

• Students are rewarded for positive behaviours through the MERIT SYSTEM.
BHS Merit Scheme 2010

Students show pride in being a member of Bowral High School by:

1. maintaining good behaviour
2. attending school
3. wearing uniform
4. applying themselves to their studies
5. achieving excellent results in their classes
6. participating in cultural activities
7. participating in sporting activities
8. being a student leader
9. displaying community spirit

During the school year Bowral High School recognises student achievement with the following awards:

**BRONZE AWARD**
- criteria 1, 2 & 3 plus one other criteria
- this is the starting point
- students receive a certificate
- 1 house point
- no additional privileges

**SILVER AWARD**
- Bronze award plus criteria 1, 2 & 3 rechecked plus 2 new criteria (at least two areas from 4 – 9 must be shown)
- students receive certificate & pass with their photograph
- 2 house points
- 5 discount coupons to use local businesses

**GOLD AWARD**
- Silver award plus criteria 1, 2 & 3 rechecked plus 3 new criteria (at least three areas from 4 – 9 must be shown)
- students receive certificate & pass with their photograph
- 3 house points
- in-school privileges (bus & canteen)
- 10 discount coupons from local businesses

**PLATINUM AWARD**
- Gold award plus criteria 1, 2 & 3 rechecked plus 4 new criteria (at least four areas from 4 – 9 must be shown)
- students receive certificate & pass with their photograph
- 4 house points
- in-school privileges (bus & canteen)
- platinum excursion at end of year
- 30 discount coupons from local businesses

The awards are valid for the school year with the gold and platinum expiring at the end of term 1 of the following year.

Criteria sheets will be stored in roll folders — year advisers validate each award step.

Bronze and Silver level awards are received at Year Assemblies; Gold and Platinum level awards are received at Formal Assemblies.

Any student who is unable to maintain criteria 1, 2 & 3 will have their awards (passes and privileges) removed.

Each year local businesses will be approached during term 1 to ask them to participate in the scheme. These businesses will receive a card to display and their support will be acknowledged in the school newsletter and on the school website.
A proposal to improve the present structure

• If a student’s behaviour interferes with the learning and/or safety of others, then the following levels may be used.

• **YELLOW** level.

• the student’s behaviour in one of their classes is not what is expected by the class teacher – the teacher has recorded this behaviour using SRS and has used various in-class strategies to improve behaviour – but the student is continuing to behave poorly.

• a **YELLOW** letter is sent home informing parents of continuing problems with student’s behaviour and the student is required to earn points by positive work and behaviour.

• the class teacher uses a **YELLOW** RESOLUTION sheet to record 0, 1 or 2 each lesson during the following fortnight, this card is stored by the teacher.

• the student is required to earn at least 75% of available points during this time.
A proposal to improve the present structure

- **YELLOW** level continued...

- any 0 point lessons would be accompanied by an SRS and referral to Head Teacher. The Class Teacher and Head Teacher would impose some penalty and counsel the student about the importance of improving their behaviour.

- once the required points are reached (this could be before the end of the fortnight) the student, teacher and parent sign the **YELLOW** RESOLUTION card and the student returns to **GREEN** LEVEL.

- if at the end of the fortnight the student has not been able to improve their behaviour then they are placed on **ORANGE** LEVEL by the Head Teacher.
# Bowral High School Student Yellow Resolution Sheet

**Name:** ____________________________  **Year:** __________  **Date:** / /

**My behaviour that is unacceptable:** _____________________________________

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**Periods**  | **Period 1** | **Period 2** | **Period 3** | **Period 4** | **Period 5** | **Period 6** | **Period 7** | **Period 8** | **Tally**
---|---|---|---|---|---|---|---|---|
| 0 1 2 | 0 1 2 | 0 1 2 | 0 1 2 | 0 1 2 | 0 1 2 | 0 1 2 | 0 1 2 |

**Teachers Initials**

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**Detentions**  | **Detention** | **Detention** | **Detention** | **Detention** | **Detention** | **Detention** | **Tally**
---|---|---|---|---|---|---|
| 0 1 2 | 0 1 2 | 0 1 2 | 0 1 2 | 0 1 2 | 0 1 2 | 0 1 2 |

**Teachers Initials**

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**Student Monitored by:** ____________________________

**Subject:** ____________________________

**0 = No Improvement  1 = Improved  2 = Much Improved**

*(A 0 must be accompanied by a SRS and referred to HT)*

**TOTAL POINTS REQUIRED FOR RESOLUTION**

**DATE FOR RESOLUTION** / /

(Calculate by multiplying number of classes in a cycle by 1.5 eg: 4 classes per fortnight x 1.5 = 6 therefore the points required for resolution for this matter = 6)

**Total Points earned:**

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**THIS MATTER IS NOW RESOLVED:** Please sign below

**Student** ____________________________

**Teacher** ____________________________

**Parent** ____________________________

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Please send signed copy to Front Office.

If not resolved refer to your Head Teacher.
A proposal to improve the present structure

- The ORANGE level.
- if a student has not improved their behaviour on YELLOW LEVEL they will be placed on ORANGE LEVEL by Head Teacher, or
- if a student’s behaviour is totally unacceptable across the school they will be placed on ORANGE LEVEL by Deputy Principal.
- ORANGE LEVEL letter is sent to parent/ guardians.
- the student will be required to collect 80 points during the following fortnight – these points will be recorded on their ORANGE RESOLUTION sheet. The sheet is stapled into their diary and the student must present it at relevant times to staff members.
- the ORANGE RESOLUTION sheet is signed each period
- parents must sign the sheet each day
- students will be required to complete a minimum of four 15 minute detentions as part of their ORANGE RESOLUTION process.
A proposal to improve the present structure

- The **ORANGE** level, continued ...
- if the student loses their **ORANGE LEVEL RESOLUTION** card they will need to begin earning points again.
- a student on **ORANGE LEVEL** may only participate in extra curricular activities such as competitive sport or excursions with the permission of the Deputy Principal or Principal.
- placement on **ORANGE LEVEL** may prevent a student from being able to join some activities in Activity Week.
- when the **ORANGE RESOLUTION** is complete the sheet is signed by monitoring Head Teacher or Deputy Principal, student and parent.
- at resolution of **ORANGE LEVEL** the student returns to **GREEN LEVEL** but they may be monitored on a **GREEN CARD** for the following fortnight.
Bowral High School Student Orange Resolution Sheet

Name: ___________________________ Year: ___________ Date: / /

My behaviour that is unacceptable: __________________________________________

Student Monitored by: ___________________________ Faculty: ___________________________

<table>
<thead>
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<th>Day</th>
<th>Roll Call</th>
<th>Uniform</th>
<th>Period 1</th>
<th>Period 2</th>
<th>Period 3</th>
<th>Period 4</th>
<th>Lunch</th>
<th>Period 5</th>
<th>Parent</th>
<th>Staff</th>
<th>Tally</th>
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Teachers Initials

0 = No Improvement  1 = Improved  2 = Much Improved
(A 0 must be accompanied by a SRS.)

TOTAL POINTS REQUIRED FOR RESOLUTION 80
DATE FOR RESOLUTION / /
A proposal to improve the present structure

- The RED level.
- if the student has been unable to improve their behaviour on ORANGE LEVEL, or
- if the student’s behaviour if serious they will be placed on RED LEVEL.
- a RED LEVEL letter is sent warning of possible suspension and parents are contacted to arrange a meeting where possible.
- the student will be required to earn 100 points during the fortnight, they will carry their RED LEVEL RESOLUTION form in their diary, parents sign the form each day.
- students on RED LEVEL will be required to complete a minimum of eight 15 minute detentions at lunch as part of the RED LEVEL resolution process.
A proposal to improve the present structure

- The **RED** level continued ...
- if the student loses their **RED LEVEL RESOLUTION** card they will need to begin earning points again
- students on **RED LEVEL** will not be able to represent the school or participate in excursions.
- placement on **RED LEVEL** will affect participation in some activities in Activity Week.
- when the resolution is complete the sheet is signed by all parties.
- when the resolution is complete the student returns to **GREEN LEVEL** and may be monitored on a **GREEN CARD** for the following fortnight.
- if the student is unable to improve their behaviour the school may wish to use a School Suspension to further attempt to resolve the matter in accordance with the DET Suspension and Expulsion of School Students Procedures.
# Bowral High School Student Red Resolution Sheet

Name: ___________________________  Year: _____________  Date:   /   /   

My behaviour that is unacceptable: _________________________________________

**Student Monitored by:** ________________________________________________  **Faculty:** ___________________

<table>
<thead>
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<th>Day</th>
<th>Roll Call</th>
<th>Uniform</th>
<th>Period 1</th>
<th>Period 2</th>
<th>Period 3</th>
<th>Period 4</th>
<th>Lunch</th>
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</tbody>
</table>

**Teachers Initials:**

1 = Improved  2 = Much Improved  

(A 0 must be accompanied by a SRS.)

**TOTAL POINTS REQUIRED FOR RESOLUTION**  120

**DATE FOR RESOLUTION**  /   /   

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Features of this approach to student management

• Students are empowered to take responsibility for their own behaviour - they can manage their level by improving their behaviour.

• Students have an incentive to keep their monitoring sheet and get it signed. This enables the monitoring head teacher and parent to mentor the student.

• Communication with home is improved.
Students are rewarded for positive behaviour.

- **PLATINUM LEVEL MERIT AWARD**
- **GOLD LEVEL MERIT AWARD**
- **SILVER LEVEL MERIT AWARD**
- **BRONZE LEVEL MERIT AWARD**

**GREEN LEVEL**

Students are responsible for managing their behaviour – improved behaviour will allow student to move back to green.

- **YELLOW LEVEL** – managed by class teacher; student earns points to return to green.
- **ORANGE LEVEL** – across school monitoring; detentions; additional points before return to green.
- **RED LEVEL** – detentions; no school representation; additional points before return to green.