

How to HELP Teachers with Discipline

A positive school culture will never be created without its teachers on board. Unless teachers are supported by championing their ability to succeed and ensuring they feel appreciated, the culture will begin to crack. Teachers have a difficult job; one that requires them to develop both the academic and social-emotional well being of a child daily, some students requiring more time than others. When teachers are not given the proper supports to help their students with the most intensive challenges, they will begin to feel resentment toward their administration and/or vexation toward the student.

For the purpose of this article, we are referring to students in need of a tier 3 behavior response (most intensive; both general education and special education in your school). By tier 3 response, we are referencing, but not limiting it to: students on medication for behavior, students not properly medicated, students requiring constant attention and multiple staff to stabilize, students with intensive behavior plans, students not responding to tier 1 or 2 supports, and/or students transitioned into a general education classroom from alternative education without proper interventions and supports in place.

Here are some ways you can HELP teachers in these cases. *Note: Use the acronym HELP as you are assessing whether you are helping teachers or not in cases where they are working with the most challenging students in your school.*

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Hear the teacher out. Teachers need to feel safe to share when they need help to their administrators. Teachers who truly care about students will try every strategy in their arsenal to support a student



levels worrying about the impending placement of this student knowing they will be left to manage these behaviors alone without supportive leadership.

We really empathize with the many great teachers out there who are not receiving adequate support when working with tier 3 level behaviors in their classrooms. They need HELP in these cases, and the administrators and support providers need to work closely with them in these cases. However, when there are administrators and support providers who don't know how to provide adequate help and support for this level of behavior, it is a perfect storm of nonintervention. A system designed to help teachers respond is needed in these instances. Use *The PBIS Tier One Handbook* and *Don't Suspend Me!* to help create systems that support behaviors at all levels. Also, keep watch for our new book that confronts Tier 2 and Tier 3 systematic needs called *The PBIS Tier Two/Tier Three Handbook*. With these three books, tight systematic behavior systems can be created that will support all students and significantly improve the culture and climate of your school.

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DISCIPLINE / HELP / MTSS / PBIS / POSITIVE BEHAVIOR SUPPORTS



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