



Systematic Supervision: An Introduction

Systematic Supervision is a Positive Behavior Support plan for the whole school community. Research shows that punishment is not effective when used alone to correct misbehavior. Systematic Supervision is an effective alternative that encourages positive behavior instead of reacting to negative behavior. So what is Systematic Supervision? Here are the elements:



1. Make a positive connection with every student

Students who receive a lot of positive attention are less likely to seek negative attention.

2. Establish behavior expectations

It's unrealistic to require students to meet expectations without first letting them know what is expected of them. Establish a small set of rules that are easy to remember.

3. Monitor by moving and scanning

Once you've taught the expectations, follow through by monitoring student behavior. The best way to monitor is to move and scan. Keep your eyes and ears open as you move around and connect with as many students as possible.

4. Notice and reinforce positive behavior

As you move and scan, notice when students meet behavior expectations. If you let students know that their behavior is valued and appreciated, you are encouraging them to keep practicing the positive behavior.

5. Respond immediately to problem behavior

Responding quickly and appropriately to a problem is more effective than ignoring it, losing your temper, or resorting to harsh punishment. Offer the student the choice of cooperating or facing an appropriate consequence. Follow through by either acknowledging the student's cooperation or following through with the consequence.

6. Collect data and work as a team

Behavior logs are a tool for monitoring and sharing information. A behavior team composed of staff from all areas of the school meets regularly to examine the logs in order to get a clear picture of what's going on. They share strategies, areas of concern, and positive achievements with all staff.

Systematic Supervision isn't just for the classroom.

It can be implemented in any school-related setting, including these:



- Hallways
- Cafeterias
- Restrooms



- Playgrounds



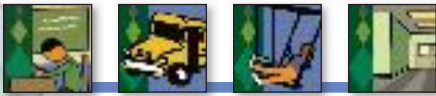
- School busses



- Classrooms



- At home



1 Make a positive connection with every student

Here's how

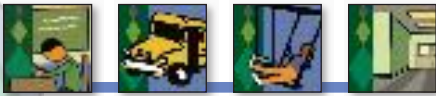
- Try to learn each student's name at the beginning of the year.
- Greet each student.
- All students – even challenging students – should receive positive attention often.
- Show interest in students and concern for their well-being.
- Make positive comments as often as you can.
- Recognize students for the everyday efforts they make.
- Make sure you have many more positive interactions with each student than negative or corrective interactions.

Effects

- Students who receive a lot of positive attention are less likely to seek negative attention.
- Your behavior shows students how to act respectfully.
- Giving genuine praise makes students feel good about themselves.
- School becomes enjoyable for students and staff.
- When students are treated respectfully, they feel welcome and valued, even when their behavior is being corrected. (On the other hand, when staff members ignore students or treat them disrespectfully, students feel unwelcome, unwanted, and unvalued. This has a negative effect on the entire school community.)

Tips

- It's okay to be warm and caring to students. Let them feel you appreciate them.
- Creating positive connections may be challenging, and it may take time. Some students aren't used to having adults treat them positively or respectfully. At first, it may seem strange to them. But in time, they will appreciate the attention you give them.
- When there is a disruption, you can keep students on a positive track by giving them attention even as you deal with the problem behavior, and by keeping them on task.



2 Establish behavior expectations

It's unrealistic to require students to meet expectations without first letting them know how you expect them to behave.

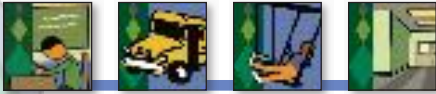
Here's how

- Aim for a few simple behavior expectations that are easy to remember.
- Teach students the expectations and make sure they understand how they apply in various school settings.
- Post behavior expectations throughout the school.
- Teach the expectations at the beginning of the school year and repeat them periodically so that everyone remembers.

★ Tips

- Be positive: emphasize what students should do rather than what they shouldn't do.
- In establishing expectations, your students will be more involved if they are able to share ideas and participate.
- Students learn best by concrete examples. Explain how the behavior expectations are applied in a variety of settings: in the hallway, in class, on the playground, in restrooms, while waiting for the school bus, etc.
- Here's an example of a simple and practical set of behavior expectations:
 - Be safe
 - Be responsible
 - Be respectful





3 Monitor by moving and scanning

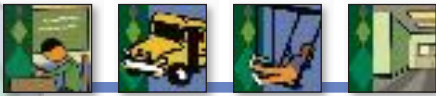
Once you've taught the expectations, follow through by monitoring student behavior. The best way to monitor is to move and scan.

Here's how

- Watch and listen to what's going on around you, and be alert to subtle as well as obvious behaviors, positive or negative.
- Move around—reach as many places and connect with as many students as possible.
- Visit all areas, being sure to visit known problem areas and challenging students.
- When you move, use random patterns. Be unpredictable in your movement.
- Even bus drivers can move and scan. Check the rear-view mirror to monitor student behavior. When you stop, take advantage of the opportunity to stand and look around.

Effects of moving and scanning

- It provides opportunities for positive interactions.
- It gives students feedback on how they're doing, and keeps them on a positive track.
- It allows you to reinforce positive behavior.
- It helps you notice and deal with negative behavior before it can build.
- It allows you to handle more than one situation in a brief amount of time.
- Students are less likely to misbehave when they know a supervisor might show up at any minute.



4 Notice and reinforce positive behavior

When students are following behavior expectations, give them positive reinforcement for their effort. The best way to promote positive behavior is to reinforce it every time you see it, every chance you get. Your job is to look for opportunities to reinforce positive behavior.

Here's how

- Be on the lookout for positive behavior.
- When you notice positive behavior, point it out and acknowledge it.

Effects

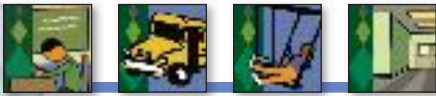
- Students respond to praise. It makes them want to repeat the behavior that is praised. If most comments are positive, students are much more likely to respond with positive behavior.
- Letting students know that their behavior is valued and appreciated encourages them to keep practicing the positive behavior.

★ Tips

- Be specific in your praise.
- If you don't take the time to notice and reinforce, you're losing a valuable teaching opportunity to encourage the behavior you want to see.

Positive reinforcement makes kids feel competent, welcome, and appreciated for their efforts. It brings out the best in everyone.





5 Respond immediately to problem behavior

How do you respond when there's a problem?

- Keep other students on task while you tend to the problem.
- Approach the misbehaving student immediately.
- Identify the problem behavior and relate it to the behavior expectation.
- Give the student a choice: cooperate or face an appropriate consequence.
- If the student is cooperative, acknowledge the student's cooperation.
- If the student is uncooperative, follow through with the consequence.
- Record the incident in a behavior log as soon as possible.

Effects

- Ignoring problem behavior may reinforce it and may send a message to other students that it's okay to not follow directions.
- Responding quickly and appropriately is more effective than ignoring it, losing your temper, or resorting to harsh punishment.

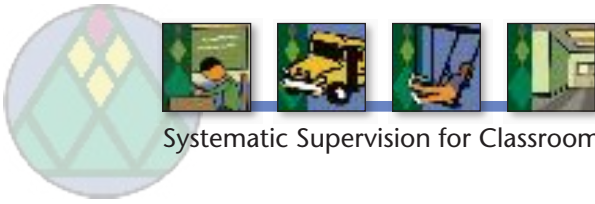
★ Tips: Resist the urge to...

- Overreact or act out of frustration.
- Intimidate or belittle.
- Argue.
- Get drawn into a power struggle.

The Two-Minute Rule



If you can't resolve a behavior problem within two minutes, refer the student to an appropriate staff person. No one benefits if you get into a power struggle with a student. The Two-Minute Rule also makes you available to supervise the other students.



6 Collect data and work as a team

Behavior logs are a tool for monitoring and sharing information. They provide factual information – who, what, where and when – about behaviors, both positive and negative. Behavior logs can help you find out who needs more support and which areas need more supervision.

Behavior logs

- Help staff collect information and work as a team.
- Show how strategies are working, and guide discussion and planning.
- Show who needs more support and which areas need more supervision.

Here's how

- Staff keep behavior logs listing positive and negative behavior.
- Data from behavior logs are entered into a master spreadsheet for a picture of overall trends and individual student's behavior.
- Problem areas, times, situations and behaviors are pinpointed.
- A behavior team composed of staff from all areas of the school meets regularly to examine behavior logs in order to get a clear picture of what's going on.
- The logs provide information that will guide the team's discussion and planning.
- The behavior team sends out a "heads up" message with new strategies, areas of concern, and positive achievements to all staff.
- Every adult in the school makes a commitment to use these strategies.

The image shows a 'Behavior Log' form. At the top, it says 'Behavior Log' and has a date field. Below that is a table with the following columns: 'Time', 'Location', 'Classroom', 'Action', and 'Comments'. The table has several rows for recording data. There is also a 'Name' field at the top left of the table area.



It's hard to remember a lot of rules. Better to have a few rules you can learn, remember, and use anywhere. For example: be safe, be respectful, be responsible. These rules can be applied to any school setting, and include behaviors like the following.



BE SAFE

- Walk instead of running.
- Keep all legs of your chair on the ground.
- Push your chair in when you stand up.
- Keep your hands and feet to yourself.
- Let an adult know when there's a problem.
- Wash your hands after using the toilet.



BE RESPECTFUL

- Use inside voices and appropriate language.
- Raise your hand to speak.
- Listen to others.
- Take your hat off in the classroom.
- Follow directions the first time.
- Say please and thank you.
- Eat quietly and politely.
- Say please and thank you.
- Wait your turn.
- Give others privacy in the restroom.



BE RESPONSIBLE

- Take care of school property.
- Take care of other people's things.
- Take care of your things.
- Look out for your classmates.
- Finish your work on time.
- Clean up after yourself.



Can you think of three other examples of **safe**, **respectful**, or **responsible** behavior that would work in your school?

1 _____

2 _____

3 _____