

TIPS AND SUGGESTIONS

for Enhancing School Readiness for Implementing PAX: Good Behavior Game



Below are some tips and suggestions for actions you can take to help assess and enhance the readiness of your school.

- ★ Use Hexagon tool to further assess readiness and clarify needs. Gather data that will provide a baseline of the school's current status and can be used to develop a rationale for implementation.
- ★ Present to your superintendent or school board about your school needs and the importance of implementing PAX GBG. Include the "why" PAX GBG should be implemented, what is required for implementation and what the district should do to set schools up for success.
- ★ Work with staff and school personnel to create a sense of urgency and clear rationale for the need for PAX GBG (suicide prevention, substance abuse prevention, behavior problems in the classroom, student achievement).
- ★ Identify all the new initiatives currently occurring within your school or district to determine fit of PAX GBG. Create a timeline that identifies the best time to implement PAX GBG. Having too many changes underway that exceed teacher's capacity to change may impede successful implementation
- ★ For any effort, especially if the school is not at a high level of readiness, consider starting small rather than launching an organization-wide effort.
- ★ Identify champions to lead the initiative and make sure they clearly understand the rationale for the effort and their roles.
- ★ Identify a problem your teachers have that they want or need to fix. (What keeps you up at night? What can we fix?) Focusing on a problem the teachers want to address can help keep it motivated.
- ★ Reinforce the use of the tool or process through ongoing coaching and leadership support and recognition.
- ★ Involve key influencers in the process. These can be leaders, but they can also be staff. Which individuals tend to have the greatest influence on other team members? Who do team members look to when deciding if something is useful or a waste of time? Ideally, you'd like them to be champions, but even if they aren't champions at the beginning of the effort, try to find ways to involve them in decisions (e.g., which problems to address, which tools to use).
- ★ Identify ways that PAX GBG strategies can be incorporated into instruction and improve student outcomes.
- ★ Seek behavioral commitments from school leaders. Ask them to help launch the effort, agree to follow-up on progress, reinforce key behaviors, and exhibit the behaviors themselves.
- ★ Emphasize the ongoing effort required to reinforce and maintain PAX GBG over time. This includes the need for PLCs, staff meetings, announcements and newsletters. Identify times and places coaching can occur and provide time for teachers to access coaching