

## Minnewashta Belief Statement

Respect yourself and others.      Be safe and have fun.      Do your best.

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## Staff Language

The adults in our school are constant role mod with their words and with their tone of voice and body language. Staff use language to support our belief statement, focusing on respect, safety, fun, and doing our best. We model teamwork and problem-solving.

### [Types of Language](#)

- Restitution
  - “It’s okay to make a mistake.”
  - “What would be a better choice?”
  - “What can you do to repair the damage and show that you are sorry?”
- Redirection/Empowerment
  - “Show me what it looks like/sounds like...”
- Reinforcement/Encouragement
  - Kindness counts!
  - Specific praise
- 30 Second Interventions

- How is this working for you?
- Is what you're doing okay now?
- What can I do to help you so you can?
- Do you want to figure out a better way? How can I help you?
- What's your job? What's my job?
- My number one job is to keep you safe.
- Point to the person you're in charge of. Who is the boss of you?
- What did we agree to?
- Can you do that?
- When will you be ready to start?
- Is what you're doing helping or hurting?
- Are you the kind of person you want to be?
- Am I the kind of person I want to be?
- It looks like you have a problem. How could I help you solve it?
- Mountain or molehill?

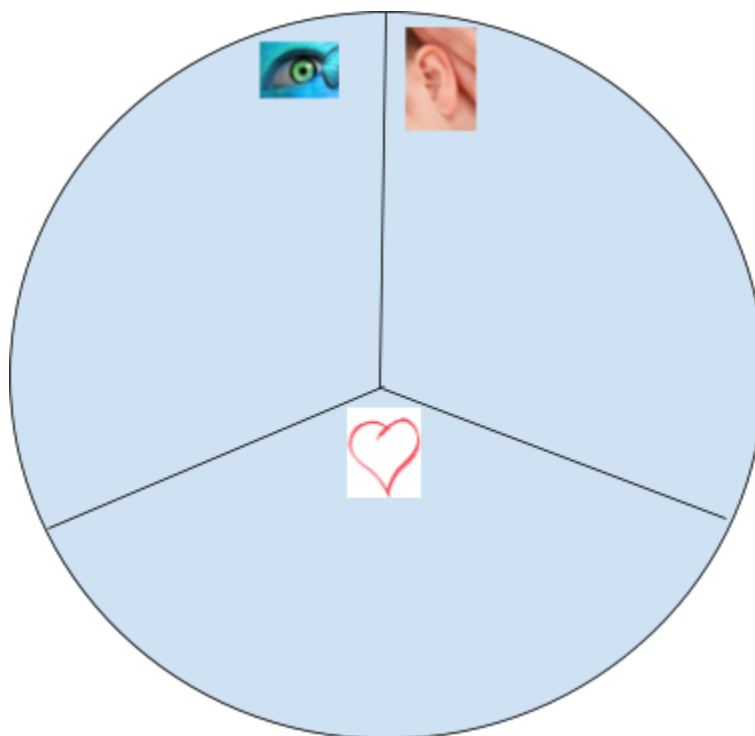
#### Belief Statement

We will...




Respect ourselves do Roughhousing another word choice models do Roughhousing another  
word choice & others      Be safe and have fun      Do your best

#### **Common Language**

#### Y Chart



### Thumbs Up/Thumbs Down

		
Following directions	Intentionally not following directions	Hurting someone on purpose
Listening respectfully	Complaining	Destroying Property
Positive comments and encouraging words	Negative, mean, or teasing comments	Harassing or bully behavior
Trying as hard as you can or doing your best	Rough housing	Using Weapons
	Arguing with adults	Engaging in activity that is against laws

Teachers may also use other word choice to encourage positive choices. For example, "What is my job? What is your job?" See models listed above under Staff Language.

## Families

We believe that families are vital partners with us in educating our students, both socially and academically. Families should always feel welcome in our classrooms. If we are concerned about a student, we will take a problem-solving rather than a judgmental stance. We will listen to families to learn what they know to help the student. We will do our best to help families focus on the issues of the moment, and we will always share with them the positive attributes we see in their children. Finally, we will also try to include the student within this conversation whenever possible.

### Four Specific Agreements to build trust among staff at Minnewashta added 2015

1. Time
2. Hats and Dress Code
3. Electronic Devices
4. Lounge and general courtesy

#### Time

Specific guidelines for staff about TIME that build respect and trust

- Staff will
  - be on time to work each day
  - be on time for meetings
  - use time wisely when working with a group
  - pick up and drop off students on time

This includes the expectation that classroom teachers should be dismissing their class from the lunch tables daily. If students are lined up for you, then you are late. You should be in the cafeteria for the last 3-5 minutes with your students.

#### Hats & Dress Code

Specific guidelines for staff and students about [HATS and DRESS CODE](#) Policy #504 that build respect and trust

- Staff will
  - follow and implement the district's dress and grooming district policy
    - The following dress and grooming items are prohibited by policy:
      - Clothing that does not cover the midriff and chest, clothing that does not cover undergarments, and undergarments worn as outer garments are all examples of dress that create a distracting environment.

- Clothing includes words or pictures that are obscene, vulgar, sexually explicit, convey sexual innuendo, abuse, or discrimination, or promote or advertise alcohol, chemicals, tobacco, or any other illegal product minors.
- Clothing and other items or grooming in a manner that represents and promotes threat/hate groups or gangs
- Jewelry that presents a safety hazard to self and others
- Hats, caps, bandanas, and other head attire during the school day. Exceptions will be made for religious and medical reasons. This limitation does not apply if it is a grade level or classroom specific incentive/reward or as students go and come from the outside in the winter
- Wearing of masks, painted faces, disguises, or grooming that limits or prevents the identification of a student

#### Electronic Devices

There are specific guidelines for students about [USE OF CELLULAR PHONES, DIGITAL IMAGING DEVICES, AND OTHER PERSONAL ELECTRONIC DEVICES](#) Policy #526 that builds respect and trust.

We hold high expectations for student behavior, academic integrity, and responsible use of existing technologies, such as cellular phones, digital picture/video cameras, and phones and other personal electronic devices capable of capturing and transmitting data or images. Students who possess and use such devices at school or school-sponsored events shall demonstrate tremendous respect for the educational environment and the rights and privacy of all individuals within the school community.

#### Lounge and General Courtesy

Specific guidelines for staff about STAFF LOUNGE, WORKROOM, and GREETINGS that build respect and trust

- Staff will
  - use inclusive language
  - not leave food or dirty items on tables, in the sink, or on the floor
  - greet each other
  - remove items from refrigerator weekly
  - only consume items left in the refrigerator that belong to them
  - clean up the area after working in workroom

