

Win Win Discipline

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“Win Win Discipline is an effective approach to classroom discipline. It is designed to handle problems at the moment of the disruption with powerful and proven discipline strategies.”

Dr. Spencer Kagan, 2002

3 probable ways students basic needs are played out in the classroom

- ❑ Students' needs are being met and they are not posing a discipline problem
- ❑ Students' needs are not being met, but they are handling their needs in a mature and responsible way
- ❑ Students' needs are not being met and they act out and become a discipline problem

Process

4 STEPS

STEP 1

Identify the behavior (ABCD)

Agression

Break class rules

Confrontations

Disengage

STEP 2

Identify the
position

The Seven Positions

- Attention Seeking
- Avoiding Embarrassment
- Anger Venting
- Control Seeking
- Energetic
- Bored
- Uninformed

STEP 3

Respond in the moment of
disruption with a carefully
selected Win-Win
Structure

Win-Win Structures

- End the disruption quickly and refocus students
- Communicate that the disruptive behavior is unacceptable
- Acknowledge students position
- Work with students to find solutions
- Take steps to create long term learning of responsible behavior and life skills

Five P's of Win-Win Discipline

1. Pillars (philosophy)
2. Procedures (ounces of prevention)
3. Positions (place students are)
4. Process (strategies for the moment of disruption and follow-up)
5. Programs (pounds of prevention)

Pillars (Philosophy)



Same Side - teacher teams up with disruptive student and work together



Collaborative Solutions - teacher and student co-create the win-win solution to the behavior problems



Learned Responsibility - goal of Win-Win Discipline - teacher help student learn how to make responsible choices and how to behave

STEP 4

Structure a
Win-Win
Follow Up

Follow Up

- Participate in Same Side Chat
- Use Responsible Thinking
- Reestablish Expectations
- Use Replacement Behavior