

Gill ELEMENTARY SCHOOL

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Christina Suliman, Principal



Dear Gill Parents and Guardians:

Our school has been implementing a Positive Behavior Intervention Support system which is also a Farmington Public Schools initiative K-12 this year. The Michigan State Board of Education adopted a PBIS policy on September 12, 2006. The policy calls for PBIS support for students at both the school-wide and individual levels. PBIS is not a program or a curriculum; it is a team based process for systemic problem solving, planning and evaluation. This proactive approach creates and maintains a safe and effective learning environment for Gill students and staff. It ensures students have social and emotional skills needed to be successful at school. We know that students achieve at a higher level when they know the expectations and feel safe.

As we continue this year in our efforts to teach, recognize and notice positive behavior through Conscious Discipline, our PBIS team has developed a rubric of consequences for behaviors that do not show care and concern for each other and do not support our motto "Be safe, Be Kind, Be Responsible." This rubric aligns with our code of conduct and helps students know that we believe everyone deserves to feel safe, respected, and valued.

At Gill, we have adopted a unified set of school expectations that define our behaviors in our school. These expectations are "Be safe, Be Kind, Be Responsible." Attached is a matrix of expected behavior in all areas our school. We have taken the time this past school year to teach through modeling, demonstrating, role playing, rehearsing, and practicing these expected behaviors. This approach has given our students predictability, consistency and positive interactions which we know all children need to feel safe. However, even with explicit expectations some students will need more support through small group learning or one on one support. We know using reactive strategies toward discipline fails to teach the expected behaviors and may actually be rewarding and maintaining problem behavior. At Gill we use consequences that maintain and strengthen occurrences of appropriate behaviors to reinforce our expected behavior. Our Solution Center focuses on both individual and whole class lessons to reinforce positive behaviors.

We know that students learn best in an environment that is safe and comfortable. It is our sincere belief that Conscious Discipline, the DeBug strategies and the behavior matrix will support our caring community of learners. It is our hope to partner with you in helping our students develop skills which will allow them to interact positively with each other, and therefore learn at their highest potential.

Wishing you well,
Christina Suliman

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