



# FNSBSD Collaboration with Safe & Civil Schools

Tuesday, November 18, 2025



RANDY SPRICK'S  
**safe&civil**  
S C H O O L S

Belonging ~ Community ~ Creativity ~ Growth



# Positive Climate, Successful Students

- After working with students with emotional and behavioral issues as a teacher's aide, Randy Sprick discovered his passion that ultimately led to him founding Safe & Civil Schools in 1985.
- Focused his research on shaping student behavior through positive and proactive interactions.
- Safe & Civil Schools believes in the power educators have to shape the lives of our future generations.
  - The positive climate of a school sets the foundation for learning and creativity.



# Empowers Staff

- As educators, we are all responsible for fostering a positive climate, creating a place where students want to be, want to learn, and can thrive.
  - Grounded in the key principle that behavior is learned and can therefore be shaped.
  - Educators are our school's most important assets for shaping behavior.
- Educators have the power to create positive, proactive, and caring settings that influence student behavior and provide an environment in which they can thrive.
- Safe and Civil Schools approach is rooted in data-driven practices that allow educators to celebrate their successes.



# Variables for Behavior Change

**S**

Structure/Organize

Structure

**T**

Teach expectations

Teach

**O**

Observe/Monitor

Observe

**I**

Interact positively

Interact

**C**

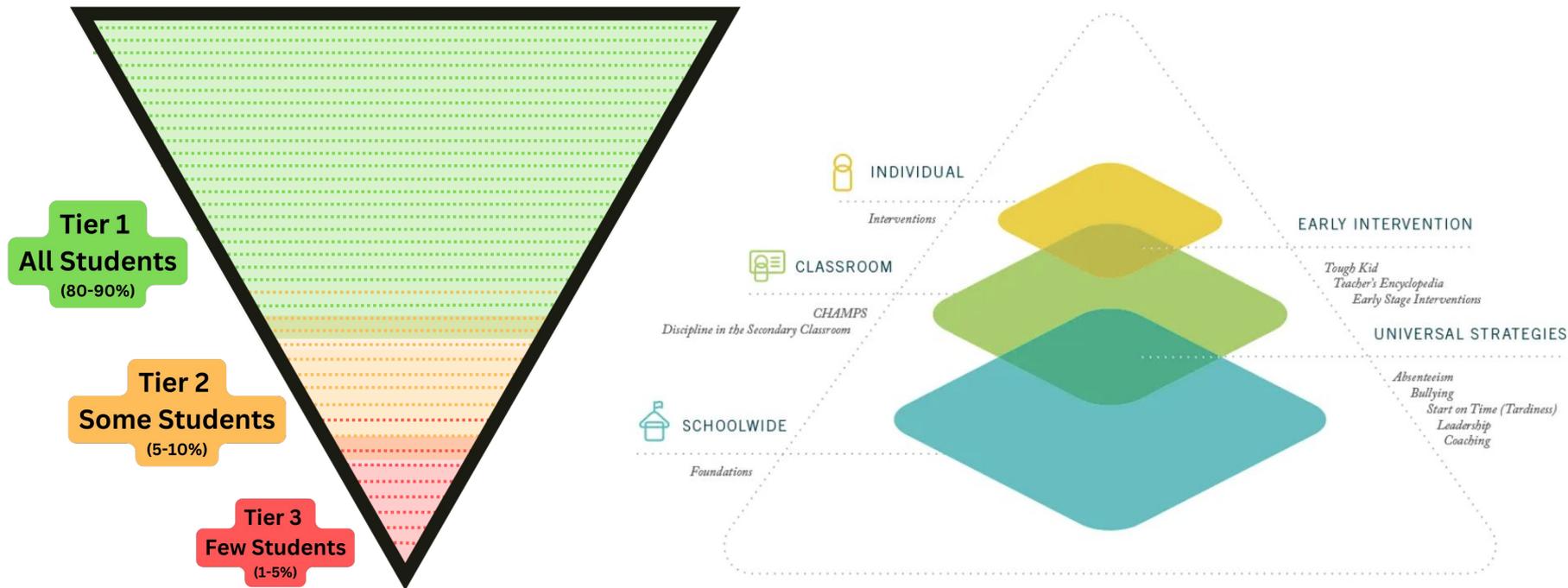
Correct fluently

Correct





# Multi-Tiered System of Supports





# Classroom Level Supports

The goal of classroom management is to help **develop** a classroom of students that is respectful, responsible, motivated, and highly engaged in meaningful tasks.

- Equips educators with tools and strategies to manage student behavior and proactively prevent problems in the classroom
  - Flexible to meet the needs of each classroom and educator
  - Tier 1 strategy impacts all students
  - Responsive to the needs of the district
  - Systemwide approach supports sustainability





# Strategic Plan Connections

## Pillar 1: Achieving Educational Excellence

- We will have high expectations, challenging learning experiences, and strong teaching practices to ensure all students have access to an excellent education.

## Pillar 4: Investing in our People

- We will invest time and resources to create a team culture of continuous learning and growth, where we value staff and celebrate their accomplishments and contributes to student success.

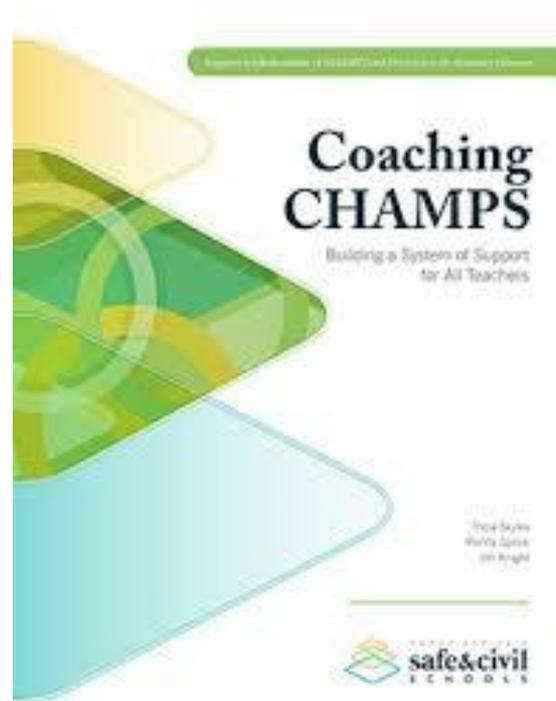




# Professional Development Fall 2025

## August 12:

- Text: *Coaching CHAMPS*
- Audience: Building Administrators, Instructional Coaches, T&L Staff
  - 70 staff trained
- Goal of Sustainability: Develop our ability as a district to support educators and provide continuing learning opportunities for current and future educators.





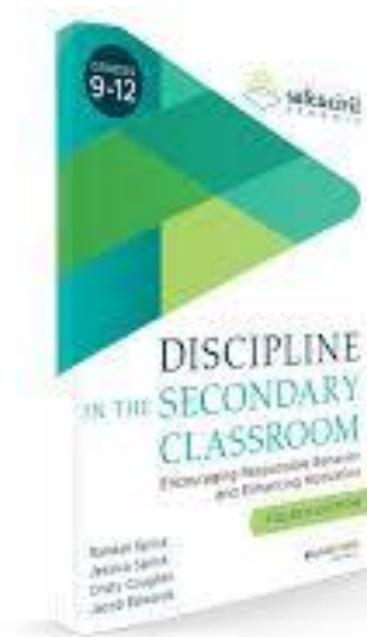
# Professional Development Fall 2025

## August 13 & 14:

- Text: *Discipline in the Secondary Classroom*
- Audience: High School Certified Educators and Building Administrators
  - 190 staff trained

## September 25 & 26:

- Text: *CHAMPS*
- Audience: Middle School Certified Educators and Building Administrators
  - 135 staff trained

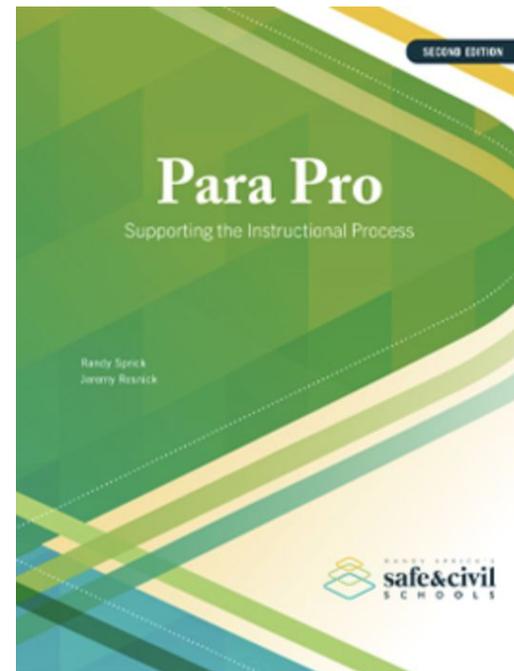




# Professional Development Fall 2025

## September 25 & 26: 4 ½ Day Sessions:

- Text: *Para Pro: Supporting the Instructional Process*
- Audience: Special Education Instructional Paraprofessionals, Speech Aides, Classroom Tutors/Aides, Library Assistants/Associates, ANE, JOM, & Migrant Ed Tutors, Prevention Intervention Specialists, Student Support Behavior Technicians, and Safety Assistants.
  - ~250 staff trained





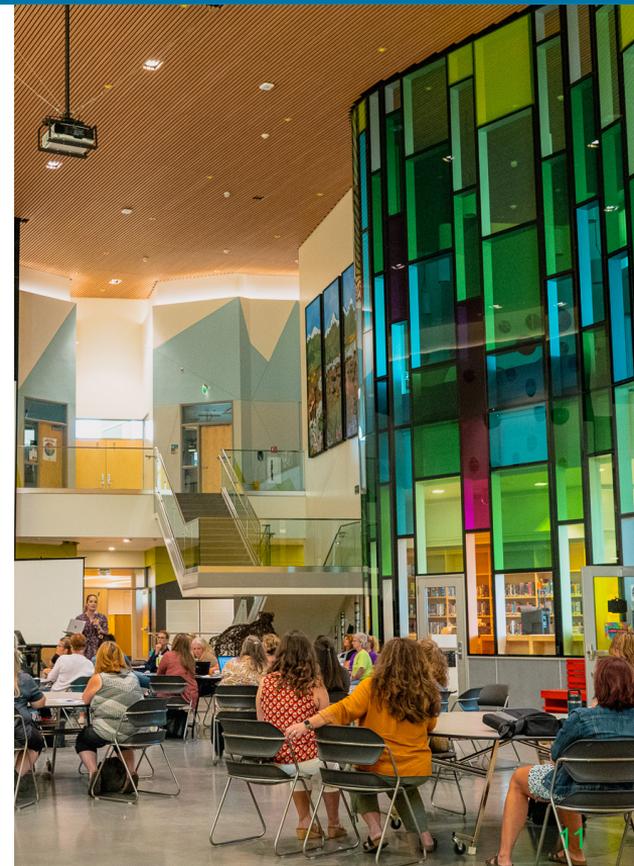
# *Professional Development Fall 2026*

## **August & September:**

- Text: *CHAMPS*
- Audience: Elementary School Certified Educators and Building Administrators
  - ~350 staff will be trained

## **Fall and throughout the Year:**

- Training for New to the District Educators
- Refresher training for Secondary Educators





# District Data Collection: Visible Success

**Observe:** Are expectations being met?

**1. Student behavior.** Are students ...

- Actively engaged in the lesson?
- Are the expectations clearly identified?
- Are students complying with your posted expectations?

**2. Students' connection with instruction.** We will be looking at ...

- Opportunities to respond .
- Percentage of correct/appropriate academic responses.
- Other engaging instructional strategies that have been a focus of staff development.

**Goal:** Collect Trend Data to determine the Collective Needs of schools and the district for additional support



# Thank you.

Questions?