

*A workshop to help understand  
and improve the management of  
learner behaviour by  
implementing the  
**“Broken Window”** approach to  
discipline*



**An essential workshop for management, educators, disciplinarians and  
psychological support staff**

One of the key elements that affect the health of the school's environment is the issue of managing learner behaviour through the disciplinary processes of a school. Management, educators and other staff are dealing with problematic behaviour from the learners on a daily basis.

We live in a time where there appears to be a real decline in the area of discipline in general. The result of this decline is seen and felt by educators and school management who deal with the learner. Learners are lacking some basic character elements, such as a good work ethic, taking responsibility for their actions, self-control, open disrespect, defiance to name a few.

There are many factors that contribute to this, such as family life, rights based thinking without responsibility, exposure to violence, learners influence on one another, poverty and/or wealth, conduct of our countries leaders and learners' developmental difficulties.

This workshops aim is as follows:

1. To address the daily difficulties that educators and support staff face when dealing with learners' problematic behaviour.
2. How the theory of "Broken Windows" can be applied in the schools' disciplinary processes?

3. To understand the purpose of discipline within the school environment.
4. The intended effect discipline should have on learner behaviour.
5. Why there is conflict over the implementation of a system of discipline in the school.
6. The various paradigms that influence our approach to discipline.
7. The generational views of discipline held by educators.
8. The example that is set by staff with regards to their personal discipline and the general care of the school's environment.
9. An evaluation of the school's code of conduct, with a view to clarify any sections that are ambiguous.
10. "The Way of the Broken Window" in school life on a daily basis.

## **Broken Windows Discipline**

### **1. INTRODUCTION**

#### ***1.1. Concept of the Broken Window***

- Origin of the theory
- Definition of Broken Windows
- Strengths & Weaknesses
- Practical example: Vandalised building in Berario Park
- Defining discipline /Punitive /Positive / Self-control

### **2. THE MIND BEHIND DISCIPLINE (PSYCHE)**

***Understanding how discipline affects the brain and its outcomes.***

#### ***Nature of human beings***

- People respond to motivation and encouragement
- Heavy handed enforcement tends to breed resentment

#### ***Paradigms of discipline***

- Discovering your discipline paradigm
- Personal paradigm evaluation
- Personal challenges when dealing with day to day action
- Discipline is not bad
- Does it damage a child?
- Core paradigm of Broken Window discipline
- Consistent action
- Always follow through

- Minor infringements that are dealt with quickly and consistently will prevent worse infringements over the long term
- Generation views of discipline
- Understanding the conflict between educators with traditional Vs liberal views regarding disciplinary processes
- Does my paradigm of discipline need to change?

### ***2.1. The intended effect on the learner***

- Establishing boundaries
- Values based behaviour training

## **3. THE “WAY OF THE BROKEN WINDOW”**

### ***3.1. Governance practices***

- Managing Stress
- Management Structures & Responsibilities
- Role of the disciplinary head & team
- Role of the senior educators and/or department heads
- School Psychologist or Intervention support team
- Role of the educator
- Role of the parents
- Role of the learner
- Defining the purpose of discipline in YOUR school

### ***3.2. Reviewing the code of conduct”***

- Overall Structure
- Resolve ambiguous rules and clarify the disciplinary levels and procedures for learner infringements
- Make sure that there is clarity on zero tolerance infringements
- What is missing in the code of conduct
- School processes not embedded in the disciplinary elements of the Code of Conduct
- Communication of the school policy on discipline and the code of conduct

### ***3.3. Other areas of that reflect the level of disciplinary excellence***

- Staff behaviour
- Grounds & Maintenance
- What does a visitor experience when they visit the school?

#### **4. CONCLUDING SUMMARY**

##### 4.1 Strategy going forward

- Establish disciplinary head and team
- Define the purpose and role of discipline in the school
- Review management structures and roles
- Review the code of conduct
- Communication

Set out process for accessing the discipline and its effectiveness with a view to changing things that are not working

#### **Workshop information**

**Time: 13:30 – registration / 14:00 – 16:30 – workshop**

#### **Cost of the workshop:**

**R 395.00** per delegate – please note that due to the interactive nature of this workshop, numbers attending this workshop **will be limited – bookings will be treated on a first come first serve basis**

#### **Delegates will receive:**

- A certificate
- Manual
- Refreshments

**Booking form**

**Broken Window workshop**

Name of school & contact person: \_\_\_\_\_

Tel: \_\_\_\_\_ Fax: \_\_\_\_\_

Cell: \_\_\_\_\_ Email: \_\_\_\_\_

Physical address:  
\_\_\_\_\_

Workshop attending – please tick appropriate block or indicate delegates if attending at different venues:

<b>Date</b>	<b>Venue</b>	<b>Address</b>	<b>Workshop attending</b>
9 March 2016	Eastleigh primary	1 Central Ave, Eastleigh Edenvale	
15 March 2016	Horizon View primary	Galpin Way Horizon view Roodepoort (JHB)	
12 April 2016	Lowveld High school	1 Figtree street Nelspruit	
10 May 2016	Paarl school	Roeland str Brackenfell (CT)	
11 May 2016	Groote Schuur High	76 Palmyra Rd Newlands	
17 May 2016	Greenwood primary	Union Drive Central (PE)	
18 May 2016	Clarendon girls' High	Union Ave Selborn East London	
24 May 2016	St Peters boys prep	105 Witkoppen Rd Paulshof (JHB)	
25 May 2016	Farrarmere primary	39 Kwartz str Farrarmere Benoni	
26 May 2016	Waterkloof primary	306 Milner street Waterkloof (PTA)	
31 May 2016	Pinetown Senior primary	Cnr school rd & Pinetown Church Lane (KZN)	
1 June 2016	Port Edward primary	Lot 115 Fife Rd Port Edward (KZN)	
2 June 2016	General Smuts High	Van Riebeeck str Vereeniging	
7 June 2016	Northridge primary	Cnr Braam Pretorius & Carlo str	

**Delegates attending** - These names are required for certificate purposes: Please note that we will not be held responsible for spelling errors made on this form

1. \_\_\_\_\_ 2. \_\_\_\_\_

3. \_\_\_\_\_ 4. \_\_\_\_\_

If more delegates wish to attend please duplicate this form or type a list and attach it with this form

**Amount per delegate R 395.00 – Total:** \_\_\_\_\_

**Payment:**

All deposits are to be paid in **advance** to secure your booking/please use your schools name as reference and full payment will be required one week before your workshop

**Fax/e-mail** this booking form and payment advice to:

**086 6967807 /031 5726081 /admin@rapewise.co.za**

<b>Payment can be made via EFT to:</b>
<b>Name: Rape Wise      Bank: ABSA</b>
<b>Branch code: 632005 - Account number: 406 497 6342</b>