

The 100% RESPECT! Campaign – Part 1 –

The Defining RESPECT! Activity (DRA)

I Introduction –

The underlying philosophy of the 100% RESPECT! Campaign is that everyone, regardless of age, class, gender, color, nationality, sexual orientation, etc. is equal and does, in fact, deserve 100% respect. It acknowledges, also, that we are all different, and that in the school community we each fulfill certain roles, e.g., student, teacher, para - educator, principal, etc.

The second pillar upon which the Campaign rests is that of interactivity. Since we are all very different people, coming together to do a common purpose, (public school in the U.S.) and each of us brings in our (to some degree, at least) differing world views, there is a great need for constant communication between all members of the school community. If we don't communicate with each other how will we really know what the other is thinking or feeling? If we don't talk to each other, we will be left to assume where the other person is coming from. ... and, you know where assuming gets us?!!

In order to bridge all the gaps/divides/different life experiences that the above social differences put before us, I needed to create structures and activities that would include all members of the school community in the development of what respectful behavior meant to them. That would give us a common language and goals. I also needed to develop ways that we could hold each other accountable for any violations of the agreements that we had collectively defined.

II The Defining RESPECT! Activity (DRA) – Getting Everyone on the Same Page

- In Advisory, during 4 sessions at the end of September, all students participate in defining what respectful behavior should look like: 1) student to student, 2) student to staff, and 3) staff to student
- Staff has meetings in which they, too, define respectful behavior in these 3 arenas
- A 'RESPECT! Rep' is chosen from each Advisory
- The Reps work with your RJAT to review all the charts created in Advisories and staff meetings and craft them into 3 comprehensive lists of RESPECT! Guidelines
- See Guidelines example

III Town Hall Meetings – Making Things Clear to All and Voting for Change

- The Guidelines are presented to each grade in Town Hall Meetings. The size of each grade will determine the venue that you use for this meeting. For small schools, with grade sizes under 100, many times the library can be a big, yet intimate spot.
- The Guidelines are presented by the RESPECT! Reps on each grade. Examples given, questions taken and clarifications made. They are ratified by each grade.
- Afterwards, they are posted in classrooms and hallways
- One final note on the guidelines. The 3rd category; Teacher to Student RESPECT! is what really separates the 100% RESPECT! Campaign from other attempts or functioning programs geared at

including students in on setting behavioral norms. This project asks staff to change/respond to student feedback on what respectful/disrespectful adult behavior looks and feels like to teens/preteens. Again, it puts students and teachers (and later all adults in the building), on an equal footing. *The work that the staff has to do regarding how they relate to their students is seen as staff professional development.* Learning what is respectful to teens and altering your behavior accordingly, makes you better able to communicate with your students and opens them to learning, academically and emotionally from you.

IV Developing Consistent Restorative Responses – The Hard Part!

- At the end of August, in a series of workshops, we'll be working with your Deans and Counselors to work up a menu of restorative responses to violations of the Guidelines
- Examples are: Peer Mediation, 'The Talk' – a version of the classic Restorative Chat, a 'No Excuses Mediation' – a version of the Restorative Conference, Community Service, a Repairing the Harm Circle and more.

V Conclusion –

If done faithfully, this beginning piece of our Campaign will get everyone in your school on the same page to begin moving away from punitive discipline and toward creating a restorative culture in your school.

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Elements of the "100% RESPECT! Campaign" used with
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