



The Three Faces of Discipline

by Glenn Werkmeister and Scott Jennens

Discipline is the practice of training someone to follow rules. It often goes hand in hand with the term 'punishment'. We believe that discipline sits closer to 'wellbeing', especially in the school context.

Discipline can be divided into Three Faces. Corrective, Supportive & Preventative.

Corrective Discipline

This is often referred to police work. It is important to establish boundaries for the students to know where they stand.

- Set limits and keep them
- Call out inappropriate behavior
- Redirect misbehaviour
- Logical consequences
- Be consistent, firm & accountable

The problem with Corrective Discipline is that it is exhausting, not much fun and usually not the reason we got into teaching.

Supportive Discipline

We like to think of Supportive Discipline as the 'bag of tricks' that teachers build up with experience.

The most skilled teachers can use the right 'trick' with the right student at the right time:

- Catch them being good
- Signals & Proximity
- Restructuring
- Requesting behaviour
- Positive problem solving
- Providing success
- Humour
- Removing distractions

The theory is that the more time and effort that can be put into Supportive Discipline the less will be needed in the Corrective mode.

Preventative Discipline

Have you ever walked into a school that felt like a battleground? What about a school that feels welcoming, happy and positive? The second school exists because staff put in time and effort to maintain the positive vibes.

We love the saying "You sit in shade today because someone in the past planted a seed".

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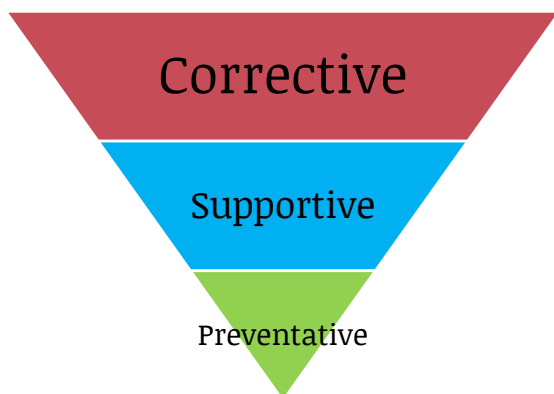
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'Seed planting' is the core of Preventative Discipline:

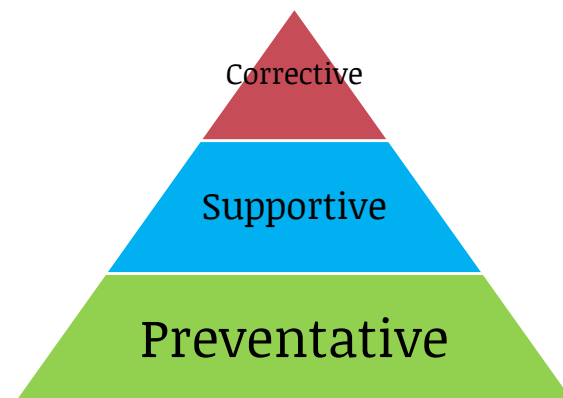
- Sense of Belonging
- Student Participation in Decision Making
- Encouragement & Recognition
- Appropriate Curriculum
- Thoughtful Lesson Plans
- Variety of Personalities & Teaching Styles
- Teaching Social Skills
- Positive Teacher/Student Relationships
- Whole-School Discipline Plan

Again, once you find time to invest in Preventative Discipline, less time will be spent in Supportive Discipline and less frustrating time in Corrective Discipline.

Discipline practice in classrooms often look like this...



Our goal is for discipline practice in classrooms to look like this...



Adapted from Charles, C.M. (2014) Building Classroom Discipline 11th Ed.

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Glenn Werkmeister has dedicated his working life to teaching vulnerable young people. He has been a principal in mainstream schools and a leading teacher in a range of specialist behavioural settings.

Scott Jennens is currently the Partnerships Manager for Resilient Youth. Previously he taught for over 30 years and was the Leading Teacher at Leap & Bounds – a setting for students with challenging behaviours.