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**PRESENTATION: MASTER GUIDE SEMINAR: DISCIPLINE**

**#ONETEAMPLAYBOOK NAD VIRTUAL CONFERENCE 2020**

**Introduction of speaker**

**Working with the youth of our Church is one of the highest callings we can experience.**

**It is also a growing experience, one that can be improved upon and learned.**

**A key part of this experience is our relationship with Jesus Christ. With this relationship, we will always seek to use Biblical principles and ask God's guidance in this endeavor.**

**>>>POLL QUESTION: How comfortable are you with the concept of discipline in working with children?**

**-Very Comfortable**

**-Comfortable**

**-Somewhat Comfortable**

**-Somewhat Uncomfortable**

**-Uncomfortable**

**Did this seem like a trick question as you selected your answer?**

**SO...WHAT IS DISCIPLINE?**

- To teach, to train, to educate**
- To make a disciple, or disciples**

**TO DISCIPLINE OTHERS, WE MUST BE DISCIPLINED IN OUR OWN LIVES.**

**TO DISCIPLINE WELL, WE MUST BE AWARE AND IN CONTROL OF OUR OWN BEHAVIOR AND RESPONSES.**

## **DISCIPLINE OR PUNISHMENT:**

**>>>>BREAKOUT SESSSION – 10 minutes**

**In your breakout session, quickly introduce yourselves and where you are from. What is your current position?**

**Discuss between yourselves this question: What is the difference between discipline and punishment?**

**When working with our children and youth, we will be constantly leading them, teaching them, and correcting them....BUT we will not use punishment.**

**Punishment suggests negative behavior that hurts someone physically or emotionally. It can too often be accompanied by irritation, anger, power play, and / or force. Punishment can create fear and resentment.**

## **GOOD DISCIPLINE:**

- **Provides an environment that is conducive to cheerful attitudes and cooperative behavior.**
- **Emphasizes guidance over restraint.**
- **Is constructive rather than destructive.**

**Good discipline encourages self-control and purposeful activity.**

**Good discipline prevents many problems.**

## **9 PRINCIPLES IN DISCIPLINING CHILDREN:**

- **Be positive, reasonable, consistent.**
- **Keep rules simple and few in number.**
- **Allow a child the freedom to be honest.**
- **Be willing to admit when YOU are wrong.**
- **Try to discover and solve the real problems behind the problem behavior.**
- **Ask a child what is happening, instead of accuse.**
- **NEVER ridicule a child.**
- **Be a unified, consistent staff.**

**SO, HOW DO WE PUT THIS ALL IN PLACE?**

## **PLANNING IS THE KEY**

### **Adventurers, Pathfinders, Youth**

Whatever group we work with, we will need to plan our program. In addition to time, place, and participants; activities, leaders, teachers, you will want to develop a

## **BEHAVIOR MANAGEMENT PLAN**

- The Club Director and Deputy Director will develop the calendar of activities and budget for the year, the groupings of children and youth with counselors, and the basic behavior management plan. Your Area Coordinator is available for advice.
- They then share the plan with the staff and ask for recommendations, suggestions, and other input.
- The completed schedule, budget, and behavior plan are then presented to the Church board by the Director, and following their approval, shared with the parents and children, answering questions, and providing a copy.
- The parent meeting can be combined with registration, parents night, or just be informational.

>>>>>POLL QUESTION: Have you ever been involved with decision making in a behavior plan? YES /NO

## **STEPS IN DEVELOPING A BEHAVIOR MANAGEMENT PLAN:**

- Considering your planned activities for the year, establish your rules. Have clearly defined, maintainable, and sensible limits in place. EXAMPLE: Do not hurt others, yourself, or things.
- Anticipate situations and difficulties that may occur in a given activity and prepare ways to intervene. EXAMPLE: On a group hike – Stay with your counselor (Have 2 adults with each group); Stay on the trail; Do not engage in rough play; Do not harm plants or animals, etc.
- Establish discipline procedures specifically connected to good management.
  - Have small groups (units, award/honor classes) monitored by 2 adults.
  - Have activities/ materials ready to go when children arrive.

## **OBJECTIVES**

- The objective of discipline in our programs is for children and youth to learn skills, self-control, self-reliance, respect, and trust in God.
- Our job as leaders is to teach, to model, and to help children of all backgrounds to become better, more confident adults who care about others and love and follow Christ.

## **APPLICATIONS: DISOBEDIENCE AND CONSEQUENCES**

When children disobey or misbehave in a group activity, they effect their own experience, and that of others. Adult leaders need to intervene and provide consequences that relate to the situation and the behavior of the child.

Consequences should be as natural as possible, fitted to the misbehavior of the child and be a learning experience. **EXAMPLES:** Consistent lack of cooperation may result in monitored time out; Disobeying on an outing may result in not being allowed to go on the next outing.

**THINK ABOUT THIS:** It is easier and better to intervene in a difficult situation if you have developed a caring relationship with a child. Praise the positive things children do in good times to develop good relationships, remind them of those things when making corrections. After intervening in a child's behavior, look for the best time to talk about the incident and then reason with the child and point out the realities of the situation.

Use **PROXIMITY** to encourage children to act properly. Be present. Use touch appropriately, such as a tap or hand on shoulder.

**DIVERT** a child into a different activity or a quieter spot when frustration occurs.

### **OTHER HELPFUL TECHNIQUES:**

- Verbal interaction. Using a mild voice, ask a child about their actions. "Is this helping you finish your project."
- The "broken record" - Please sit down here...please sit down here..."
- Caution tickets handed out as a reminder, follow up.
- Written contract, parents notified.
- Parent conference.
- Suspension (for consistent infractions or violence). Provide a chance to return.

### **IN REVIEW: PLAN, PLAN, PLAN!!**

Plan your year, conference activities, AY Classwork, Honors /Instructors, March and Drill, Ceremonies. Plan the program, plan responses, plan and pray to succeed. Have a BMP!

Establish positive authority. Study to inspire respect and confidence. Give respect to others. Be consistent: in requests, follow-through, and methods of discipline. Be united as a staff, and in communication with parents.

Avoid conflict. "Pick your battles." Be in control of yourself. Do not be drawn into debates or arguments with a child, (or staff for that matter.) Again have another staff member present when correcting a child. **DO NOT** threaten a child with consequences you cannot or will not carry out. Be a good example: self-controlled, with a kind, caring attitude.

**PRAY A LOT, PLAN A LOT, BE PREPARED. GOD BLESS YOUR MINISTRIES.**

