

## **WINS BEHAVIOR POLICY**

### **Premise**

The School recognizes its obligation to ensure that students grow in their understanding of themselves and the effect their behavior has on those around them. This policy is aimed at establishing and maintaining an environment in which everyone is happy, secure and valued, and where all members of the School community can flourish. This policy therefore applies to all students though its specific applications may take different forms according to the age of the students.

### **Positive behavior improvement**

WINS seeks to build a stimulating and supportive environment for its students in which all members of the community feel safe, respected and valued.

WINS therefore wishes to support positive behavior as it promotes the above, as well as enhancing learning throughout the community.

Positive behavior, both in terms of academic achievement(s) as well as service and community related behavior will be rewarded in several ways:

- ¥ positive comments both oral and written from the teachers
- ¥ celebration during school events
- ¥ award certificates awarded at the Graduation Ceremony

The school has appointed a PBIS committee of teachers who are in charge of developing and promoting the school culture of reinforcing positive behaviors and supporting and guiding teachers in this approach.

WINS's PBIS is organized around three key phrases:

- Be safe
- Be responsible
- Be respectful

Different appropriate behavior patterns for each category are identified for the various places within the school and students are educated to follow these basic rules of behavior.



Success at following the rules and showing positive behavior patterns is praised by all teachers both verbally and by giving students Winning at WINS tags.

At General Assemblies students that have collected the most Winning at WINS tags in any given month or have shown implementation of the IB Learner Profile attributes are awarded a Learner Profile Award.

## **Consequences for inappropriate behavior**

WINS considers all teachers as mentors and life coaches for the students, with the shared aim of creating a safe and stimulating learning environment for all children at the school. Students are expected to play an active role in this and cooperate by following the school regulations and any further indications provided by the teachers or staff members.

In case a student engages in inappropriate behaviour, teachers and staff will intervene to raise awareness of what is happening and interrupt a negative behaviour pattern. Inappropriate behaviour can take multiple forms and will have different consequences depending on its gravity.

**Informal verbal warnings** : for disrupting a class or classroom activities, interfering with class activities, etc. It will usually be the teacher administering the warning. Repeated warnings will be recorded on Managebac. Students will be asked to reflect upon their behavior and record or share their reflections with their homeroom teacher and their parents.

**Formal verbal warning:** in case of a recurring event, the teacher will inform the section coordinator or the School Manager who will proceed with a formal verbal warning and inform the family. A formal verbal warning will be recorded on Managebac.

**Meeting with student's family:** in suspected cases of bullying, disrespectful behaviour towards other students or staff members, cheating or plagiarism, possession of offensive or unauthorised material. the School Manager will ask to meet with the student and their family to address the issue.

**Suspension:** A student may be suspended for recurring inappropriate behaviour, proven involvement in bullying, drinking, smoking etc. The School Manager will ask to meet with the family and the student and explain the reasons for the suspension and its duration.



**Expulsion:** A student may be expelled for a serious misdemeanour or a collection of less serious misdemeanours, continued bullying, drinking and use or possession of drugs. The School Manager will promptly inform the family and the student will not be allowed back in class or on the school grounds.

Recurring need for warning and suspensions will be recorded on the student's report cards.

## **Anti-bullying**

WINS is committed to providing a safe, caring and friendly environment for all students, therefore any form of bullying is unacceptable. WINS teachers and staff members take responsibility for helping students understand all the different forms bullying can take and the harm it can do and the effects thereof. All incidents of bullying or suspected bullying will be investigated and dealt with appropriately.

Any student who feels they are being bullied or is aware of bullying taking place is encouraged to immediately tell a teacher or member of staff.

## **Policy review**

The School Manager and Academic Coordinator is in charge of the policy revision process.

The School Manager and Academic Coordinator and the program coordinators will be drafting the policy on the basis of the indications provided by IB documents; teachers will be asked to provide feedback on the draft and the policy will be updated accordingly if the input is consistent with IB guidelines and the school vision.

For the first couple of years, the policy will be revised on a yearly basis and either confirmed as is or modified accordingly. The School Manager and Academic Coordinator will be in charge of approving the new version and sharing it with the school community through the school website and on Managebac.

After that, the policy will be revised on a rotational basis at least every evaluation cycle.

The policy was last updated in June 2018.