

A GUIDE FOR REDIRECTING BEHAVIOR

A FLATIRONS KIDS MODEL

REDIRECTING BEHAVIOR INTRO

This model of discipline is for our Preschool, Elementary + Preteen Teams at Flatirons to use on the occasions when kids need to be redirected about certain behaviors. The **GOAL** is not just to provide a structure; but, to also create irresistible environments + experiences where kids can develop relational connections with leaders and others. Always use your best judgement, follow our policies and procedures in regard to physical touch + always refer back to coaches or staff if a situation escalates.

FAQ: WHY DO WE NEED A BEHAVIOR STRUCTURE?

Here are a few beneficial reasons for a redirecting behavior model:

- The quality of your relationships is linked to the quality of your structure
- It allows for better small group connection
- It creates a better large group experience + connection to the content
- A structure builds a foundation for strong relationships + trust that will launch kids to long-lasting faith conversations
- When there is structure, there is more freedom to have FUN

FAQ: WHO IS RESPONSIBLE IN THIS MODEL?

Here is the breakdown of who is involved in making this model a success:

- All Flatirons Kids staff as well as Small Group Coaches + all Small Group Leaders
- Primarily, Small Group Leaders will lead the charge. They are responsible for setting the standard in their small groups. As needed, Large Group Hosts will mention from stage.

FAQ: IS THIS BEHAVIOR MODIFICATION?

No, this is redirecting attention + helping kids understand **WHY** we do what we do. Ultimately, this is **NOT** “Sit down + be quiet!”; but, it’s “Let’s not do that right now; but, let’s focus on _____.” Also, this is not shaming our kids to behave; but, it’s leading them to understand what we are doing. When we help our kids to realize that focusing on the importance of respect to leader, each other + property is part of discipleship, that’s how we win!

THE BASICS TO RESPECT 101

In Flatirons Kids, we lead kids to **respect leaders, respect others + respect property.**

- **LEADERS** - When leaders talk, prompt kids to listen + not distract others. Give full attention to the leader.
- **OTHERS** - When others are sharing in small group, let them share + don’t interrupt.
- **PROPERTY** - Treat things better than you would treat your own things, because they belong to everyone

In the case of consequence + result, here is the proper line of action:

- Warning from Small Group Leader (quietly...not publicly shaming them)
- Remove from activity or group setting (this is when you bring in the Coach/Staff)
- Contact parent (Coach/Staff will handle the conversation with parents)

APPROPRIATE VERBIAGE TO USE:

*Hey everyone! Today, I want to talk for a minute about some expectations we have for you during our time together. These are here to help us have a great time we are going to focus on **RESPECT**.*

*First, we want to **RESPECT LEADERS**. If a leader is talking, please give them your attention. This could be me (the SGL), the Large Group Host or any other volunteer in here. Stay focused on that person when they are leading.*

*Second, we want to **RESPECT EACH OTHER**. Please don't be a distraction for others. We don't want anyone to miss out on what's going on. During Large Group, stay focused on the people on stage + don't distract people. (For younger kids, you may add that this means keeping your hands/feet to themselves). More specifically, don't talk when someone else is talking.*

*Third, we want to **RESPECT PROPERTY**. We want everything to stay nice for everyone. Don't destroy things or rip up papers. And when we're done for the day, we'll clean up everything.*

Can we all agree to this? (Get verbal response) Great! If you have a hard time following this, we'll give you a warning. If you still have a hard time, we'll have you sit out for a few minutes. After that, we'll talk to your family. Do we all agree to this? (Get verbal response) Great! Let's have a great day!

PRACTICAL STEPS TO WIN:

- **Kids MUST sit by Small Group Leader during Large Group...not an option. If you serve in K1/23**, this allows you to help redirect quickly with a tap on the shoulder, then possibly move them right beside you. Do not sit **IN FRONT** of all your kids, but around them. No SGL's should sit behind all the groups...that's the job of a coach. **If you serve in PreTeen**, let them know the reason you all sit together during Large Group is for moments when you'll connect **DURING** the Large Group. If they sit away from you, you can't **LEAD** them.
- Absolutely, **no FREE PLAY during Large Group, especially during worship**. Prompt any kids who are messing with their neighbors or hanging by the water cooler to not do that right now + to focus on the song. Even if kids don't understand the entire song or **WHY** we sing, they can focus on the words + you can answer questions later. If you kids just talking or sitting, this is also a distraction. Redirect their attention to the song. Lastly, if kids see **YOU** engaged, they will also be engaged
 - **SIDE NOTE: Worship is something that we don't FORCE kids to do; but, we do want them to show respect during it...it is another act of discipleship.**
- **Remove distracted/distracting kids - if a kid is distracting others, redirect kindly by giving them a warning + even a task.** If it persists, ask for your coach/staff to step in to help.
- **Own the Room/Small Group Space + Clean Up - the space that you find yourself in will be a reflection of your leadership. Own the space. Clean up after your group (empower your kids to jump in to help...this sets the example to them that we want them to also do the same with the room + their small group space)**
- **During Small Group, restate the expectations as needed (i.e. do it in the Opening SG Time for an entire month)**
- **Never hesitate to go to your coach/staff; but, this should be after a warning**
- **REMEMBER: Relationships need structure; but, the goal is not just the structure, it is relational connection.**