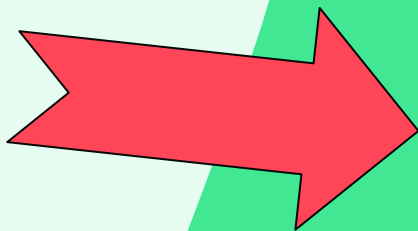




Welcome, and thank you!

Please find a seat &
open a digital packet
(QR code or link)



<http://bit.ly/4eC7W5B>

**Complete the starter in
the packet...good luck
understanding what
these kids wrote!**



Implementation with Intentionality

Character Strong Year 1

**South-Doyle Middle School's
Journey through 2024-25**



Anthony Norris

**Executive Principal
South-Doyle Middle
School**

David Pearson

**Teacher, 7th Grade
South-Doyle Middle
School**



Implementation with Intentionality



Objective: To provide insight for implementing Character Strong by detailing our step-by-step process for year 1.

Why: Very intentional planning helped us successfully incorporate Character Strong.



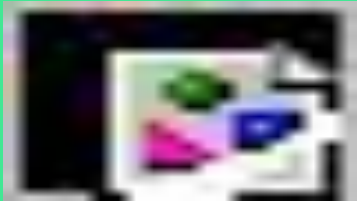
Student Demographics, 2023-24



South-Doyle Middle School

6-8 Grades

Knoxville, TN



800 Students - Geographically, culturally, economically diverse

- 68% White/Caucasian, 32% BHN (Black, Hispanic, Native American)
- 80% Economically Disadvantaged





Unflattering Data, 2023-24



South-Doyle Middle School

6-8 Grades

Knoxville, TN



2023-24 Data:

- **High discipline** and **chronic absenteeism**
- Proportionately higher with at-risk students

Discipline Records	Chronic Absenteeism
2,945 Official Discipline Records (ODRs) <ul style="list-style-type: none">• 45% of ODRs - Non Compliance or Disruption• 412 Out of School Suspensions	30% school-wide <ul style="list-style-type: none">• 42% African American• 45% Economically Disadvantaged



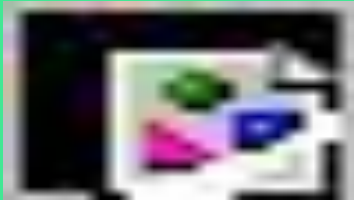
Structures & Supports, 2023-24



**South-Doyle
Middle School**

6-8 Grades

Knoxville, TN



- Grades are organized into 3 suites. Students have all core classes in the same suite.
- Based around a culture of **interventions** and **restorative practices**.

14 teachers

1 Behavior Support Specialist

Each Grade Level

2 Administrators

1 Counselor

**That's who we are and
where we were at.**



**Let's now learn about
each other's schools.**



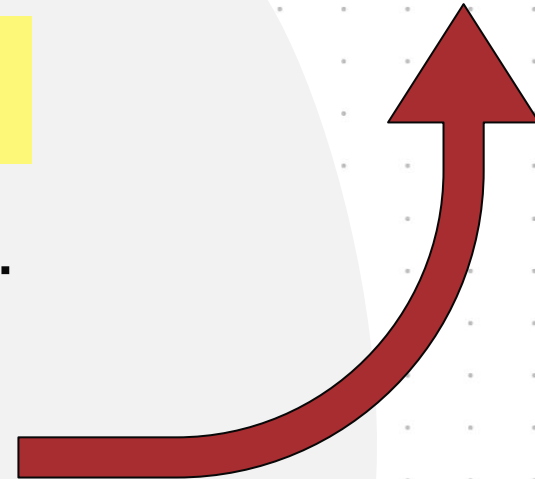
Turn & Talk

With the person sitting next to you...

- Say hi and stand up!
- Determine who will share first.
- Each partner will share for a minute, then listen for a minute.

Who goes first?

The partner with longer last name



A rectangular box with a grey border and a white background, containing the text '01:00'.


01:00

A yellow speech bubble with a black outline, pointing downwards towards the 'Turn & Talk' title.

Turn & Talk

Describe your school's culture. What do you want it to be? What is it really like?

What systems of support does your school already have for students?

A yellow squiggle or scribble, located at the bottom left of the slide.

SDMS...A House with No Foundation

“If you’re here then it is probably
because your **tier 1 is weak.**”

-Dr. Clay Cook





Turn & Talk

With another person sitting next to you...

- Say hi and stand up (if you want to)!
- Determine who will share first.
- Each partner will share for a minute, then listen for a minute.

Who goes first?

The partner who wins a one round rock-paper-scissors game




01:00



Turn & Talk

What Tier 1 supports do you have (or do)?

Which students, in your school, are not receiving Tier 1 supports?



Remember: **ALL**
students receive
Tier 1 supports



Concerns for Implementation

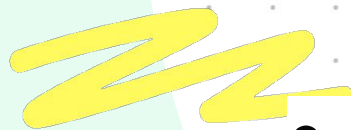
Our kids need this...but how?

How do we get staff buy-in?

- Focus on the 'why'
- Staff agreement that students need support
- Low-Burden, High-Impact

How do we integrate this into the culture we already have?

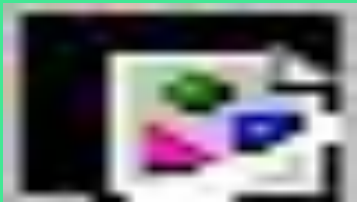
- School language: Be a KEE (Kindness, Energy, Effort)
- KEE Coins (online currency) to reward good behavior
- Restorative practices





Master Schedule

Intentional Implementation Step 1



What: KEE Time

Handout Page 2

When: KEE Time to **start the day**

- 8:30-8:50 am, Mon - Fri

Where: Homerooms, within grade level suites

Who: Intentional scheduling of students and adults

- **2 adults** per room (complementing skills)
- All students from the same suite,
heterogeneous mixing
- “High flyers” equally dispersed



KEE Time

Intentional Implementation Step 2



Soft Start:

- Escorting kids to KEE Time
- Breakfast in KEE Time rooms

Co-Teaching Pairs:

- 2 adults in every classroom

Mon - Fri Themes: 8:30 - 8:50 am

- *Mon* - Motivational Monday
- *Tue* - 'Welcome & Community'
- *Wed* - 'Content'
- *Thu* - 'Character Dare & Closing'
- *Fri* - Finish Line Friday

Turn & Talk

With your first partner...

- Say hi and stand up!
- Determine who will share first.
- You and a partner will create a list for a minute...then repeat.

Who goes first?

The partner who
lives closest to the
Pacific Ocean.

01:00



Turn & Talk

Think about starting every day with a structured time for a Character Strong homeroom theme.

List the disadvantages for 1 minute.

List the advantages for 1 minute.



Support Team

Intentional Implementation Step 3



Character Strong Action Team:

- ~10 staff members
- Implement & experiment
- Assess & provide feedback
- Train & communicate to staff

Coaching with Character Strong Staff:

- Initial training to begin the year
- Quarterly coaching sessions
- Meetings with whole action team

Learning & Adapting

Intentional Implementation Step 4



Staff Challenges

- Lacked understanding of Tier 1 implementation & multi-tiered systems of support (MTSS)
- Collaborative & engaging learning
- Implementation of the Character Strong sessions

Daily Visibility in the School Culture

- Shout Outs
- KEE Network

Turn & Talk

With your second partner...

- Say hi and stand up!
- Determine who will share first.
- Each partner will share for a minute, then listen for a minute.

Who goes first?


The partner who woke up the latest today.

01:00

A yellow speech bubble with a black outline and a small tail pointing towards the bottom left.

Turn & Talk

Discuss your school's staff members.

- What are their strengths?
 - What are their needs?
 - What are the benefits to forming a 'team' to oversee Character Strong?
- 
- A yellow squiggle consisting of three wavy lines.



***“Do our staff members want to
implement this again?”***

2024-25 School Data

Chronic Absenteeism Rate

SY 23/24:
30.5%

Current 24/25:
25.8%

Behavior Incidents

SY
23/24:
2,945

Current
24/25:
2,713

OSS (# of Students with OSS)

SY 23/24:
182

Current
24/25:
145

Behavior Incidents by Grade Level Over Time

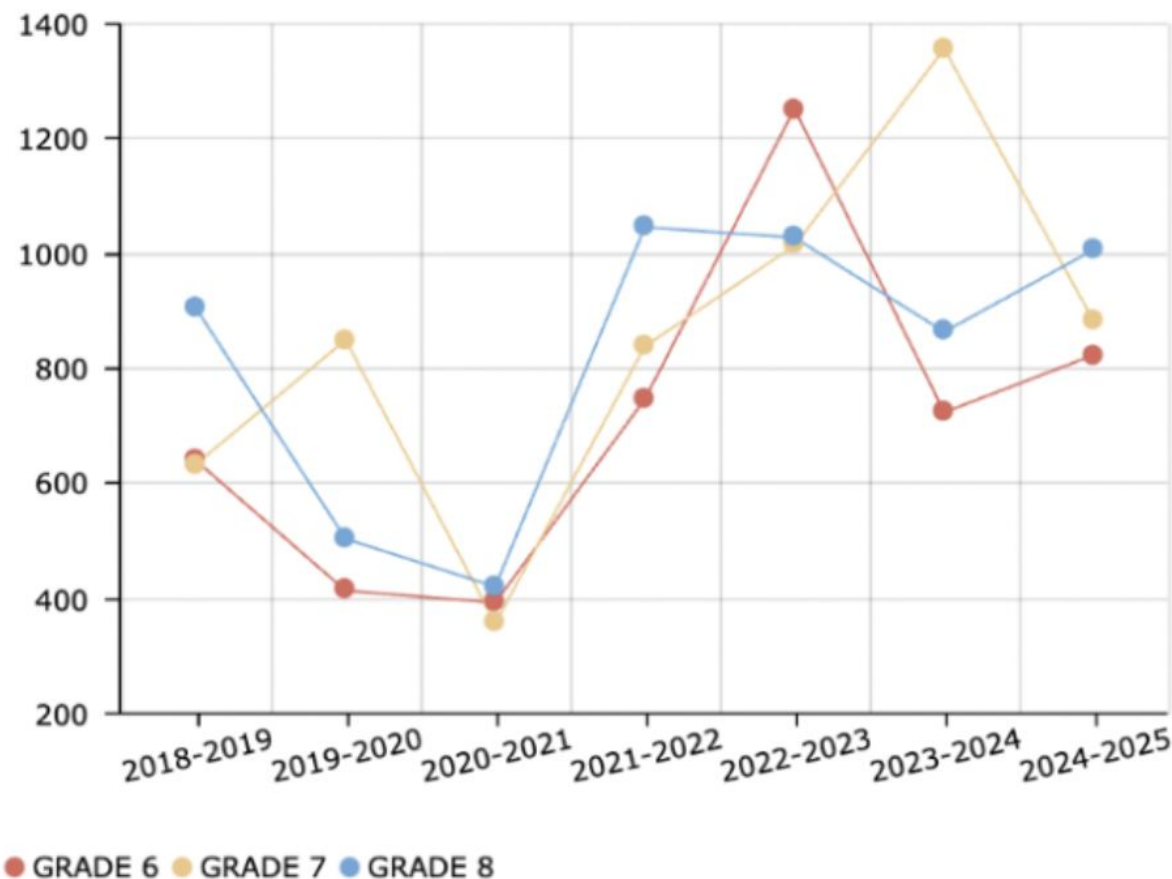
Student Behavior

Behavior

Summary

Time Trend

Multidimensional



2024-25 Anecdotes

Taken from Anne Kilbourne's **6th Grade ELA class**. These are the themes of their school year.

"Good deeds reap good rewards"

Session 10:
Values Exploration

"Drama causes friendship losses"

Session 22:
Strengthening Friendships

"Always try to be the nicest person, though everyone may not be nice to you"

Session 19:
Understanding Values in Conflict Resolution

"Make sure the last thing you say to someone is nice"

Session 31:
Resolving Conflicts with Friends

"Cut toxic people from your life"

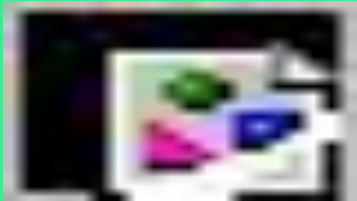
Session 12:
Practicing Values

"Sometimes you need to separate yourself from others"

Session 11:
Applying Values Online



Moving Forward with Intentionality



Consistently Implement Tier 1

- Teacher training, goal setting, fidelity checks

Implementation of Tier 2

- Integrate into KEE Time
- Identify the right students & staff

Character Strong Team

- Integrate with Whole Child & Behavior Teams
- More specific tasks & outcomes to specific members

Reflection, Work Time, Q&A

How can Character Strong be integrated into the school culture you currently have?

- This helps Character Strong feel like part of your school...not just a separate thing.

How can you get your staff to buy into Character Strong?

- No one ever wants to implement a system just because they are made to.

How can you use Character Strong to meet your school goals?

- Discipline? Social skills? Academic achievement?



60 Second Feedback

