

*Strip out the negative emotion and be professionally rational. I mean completely strip it out. Refuse to entertain the screw face, irritated tone or sharp word. Do not allow yourself to shout, point or give even the whiff of physical authority. Make your response to even the most appalling behaviour matter of fact. Be outwardly shocked by nothing. If you resist the urge to respond emotionally for 30 days it becomes routine, easy, normal. Even working in the most extreme circumstances. – Paul Dix 'When the adults change, everything changes'*

Paul Dix - The Five Pillars of Pivotal Practice  
**Consistent, calm adult behaviour** – consistency, adult behaviour, emotional control, teacher expectations  
**First attention to best conduct** – rewards, recognition, praise, motivation, engagement  
**Relentless routines** – rules, routines, follow-up, teacher habits, non-verbal cues,  
**Scripting difficult interventions** – de-escalation, disruption, delivering sanctions, confrontation  
**Restorative conversations** – restorative practice, structuring sanctions, working with the most troubled, developing relationships

## Ten Steps to certainty

1. When children escalate take them back to the original behaviour before you deal with the secondary behaviours.
2. Display your consistency clearly on the walls of the classroom. Encourage the children to keep you on track.
3. Manage escalating inappropriate behaviour with an emotionless, almost scripted response.
4. Use phone calls and positive notes homes to reinforce your positive certainty. This works even in the most inconsistent homes.
5. Map rules, routines, learning habits and rituals for individuals and for specific activities that are becoming difficult to manage.
6. Have a clear tariff for appropriate and inappropriate behaviour. Send it home to parents and to be prepared to concede when you have a bad day and don't apply it correctly.
7. Use the term when you are speaking to children about their behaviour: 'if you choose to stay on task throughout this activity you can be certain that I will catch you and give you praise and reward. If you choose to ignore the routine/make a house under the desk/eat lily's rubber you can be certain that you will receive a sanction that I will enforce'.
8. Don't judge yourself too harshly when you fall off the wagon and behave inconsistently. Apologise and get back to your consistent habits and routines.
9. Resist the temptation to deal with minor indiscretions with high level sanctions. In effect you are a crying wolf, so when you really need support for behaviour that does warrant a high level sanction your colleagues- may not be so keen to support you.
10. Aim to deliver and execute on the same day so that every child can start each day with a clean sheet.

# Paul Dix *This is how we do it here*