



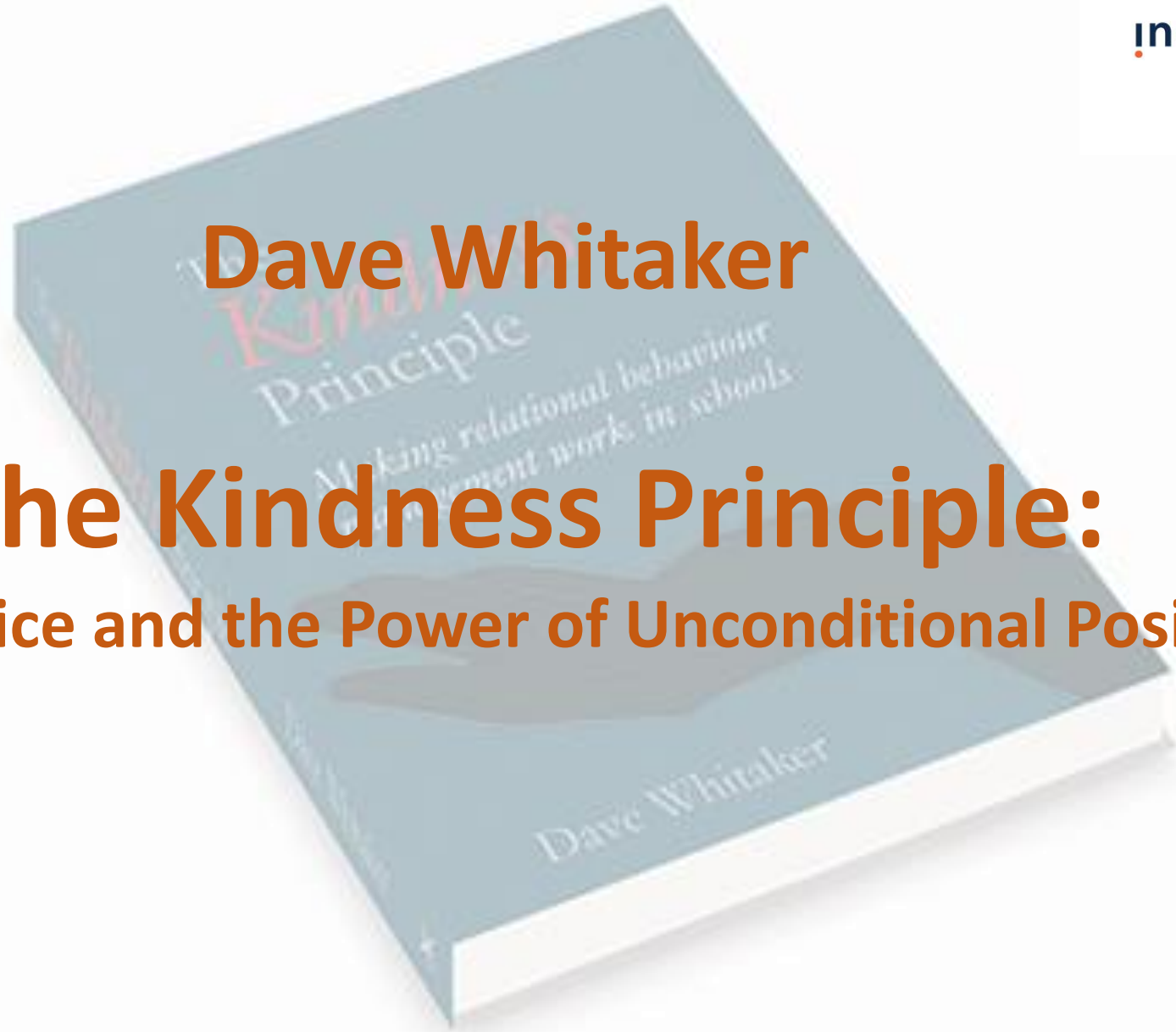
Positive
Regard

independent
thinking 

Dave Whitaker

The Kindness Principle:

Relational Practice and the Power of Unconditional Positive Regard





According to the 'Broaden and Build' theory, experiences and expressions of joy, however short-lived can contribute to the development of social, physical and intellectual skills in the long term and can counterbalance the lingering effect of negative emotions *(Fredrickson, 2001; Fredrickson, 2013; Krumrei-Mancuso, 2020)*.

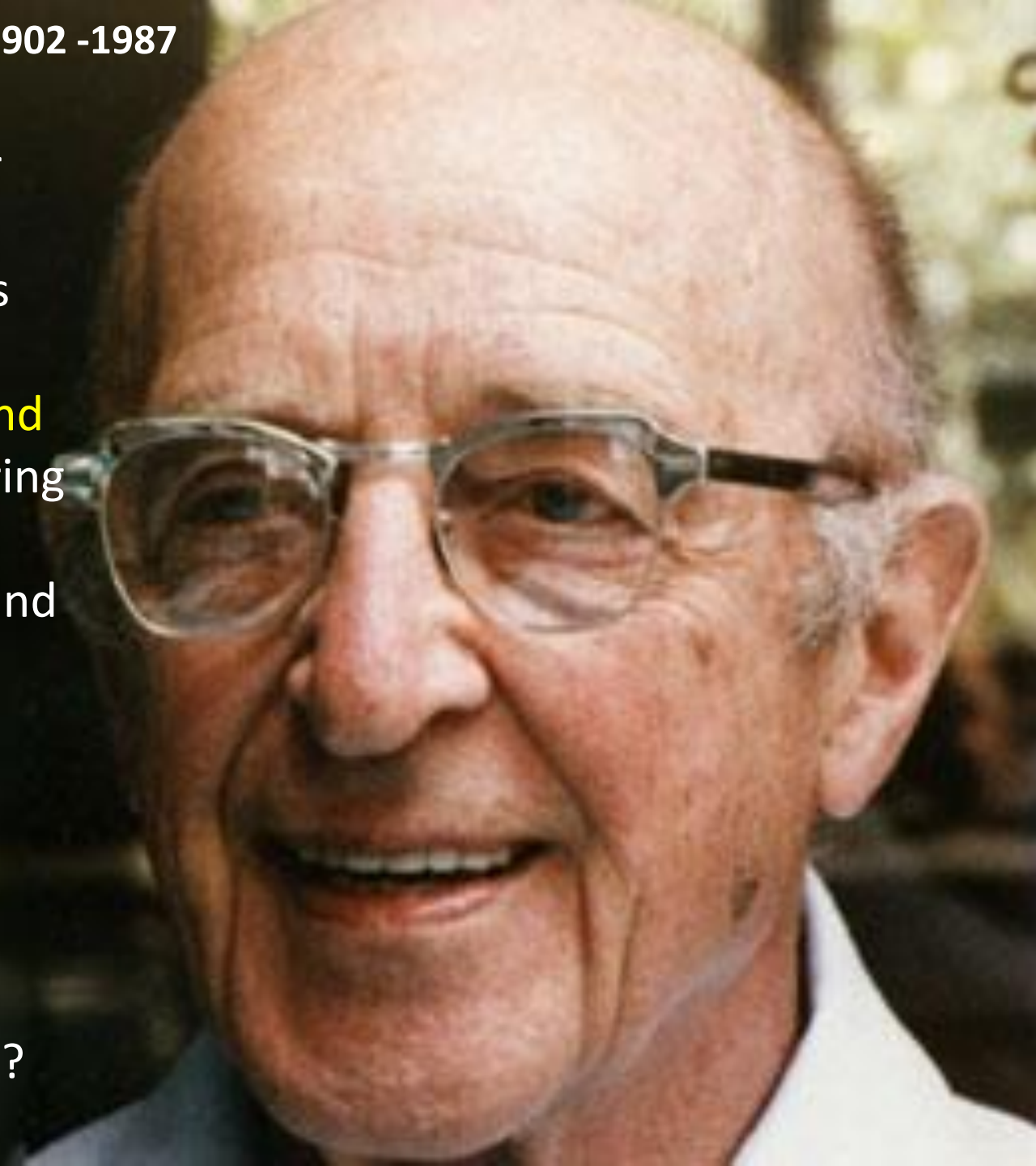


Unconditional Positive Regard

Carl Rogers 1902 -1987

“The therapist experiences a warm caring for the client – a **caring** which is not possessive, which demands **no personal gratification**. It is an atmosphere which simply demonstrates ‘**I care**’; not ‘**I care for you if you behave thus and so**.’ [...] It involves an acceptance of and a caring for the client as a *separate* person, with permission for him to have his own feelings and experiences, and to find his own meanings in them. To the degree that the therapist can provide this **safety-creating climate** of **unconditional positive regard**, significant learning is likely to take place”.

If a therapist can do this, then surely you can too?



Unconditional Positive Regard:

Four things?

1. Genuineness
2. Acceptance
3. Empathy
4. Self-Actualisation



Cultural positioning. . .





News

Williamson calls for silent corridors 'to be the norm'



James Carr

28 Feb 2020, 12:09

[More from this author](#)



[See discussion](#)





Top London academies face more
claims of emotional harm
acts on crisis

Govt...
investigation into

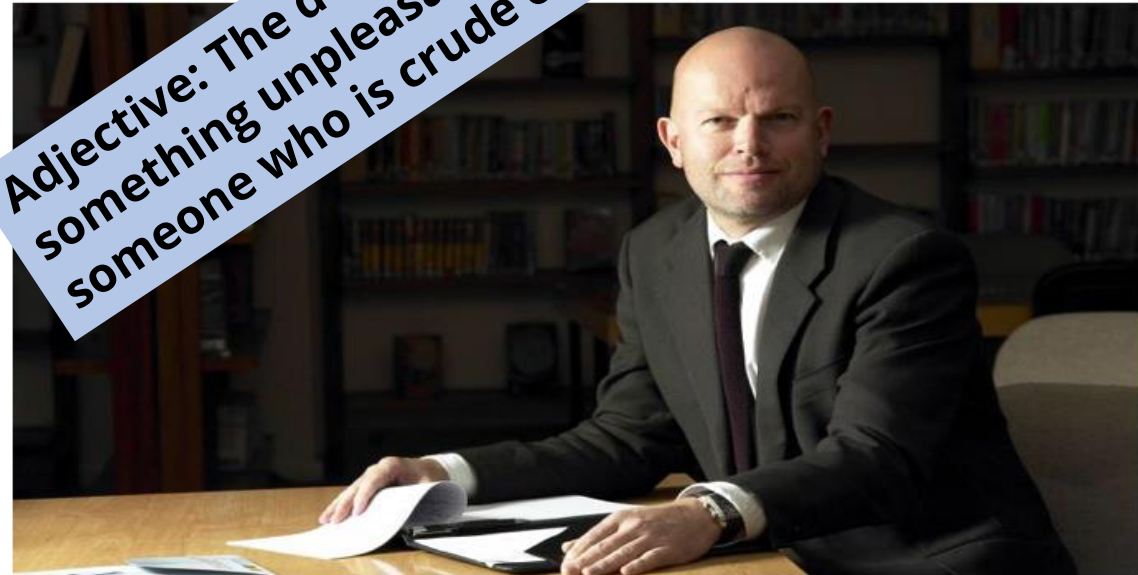
'Healthy Fear'



Teachers at top academy in Hackney
'screamed at' and humiliated pupils, say
angry parents

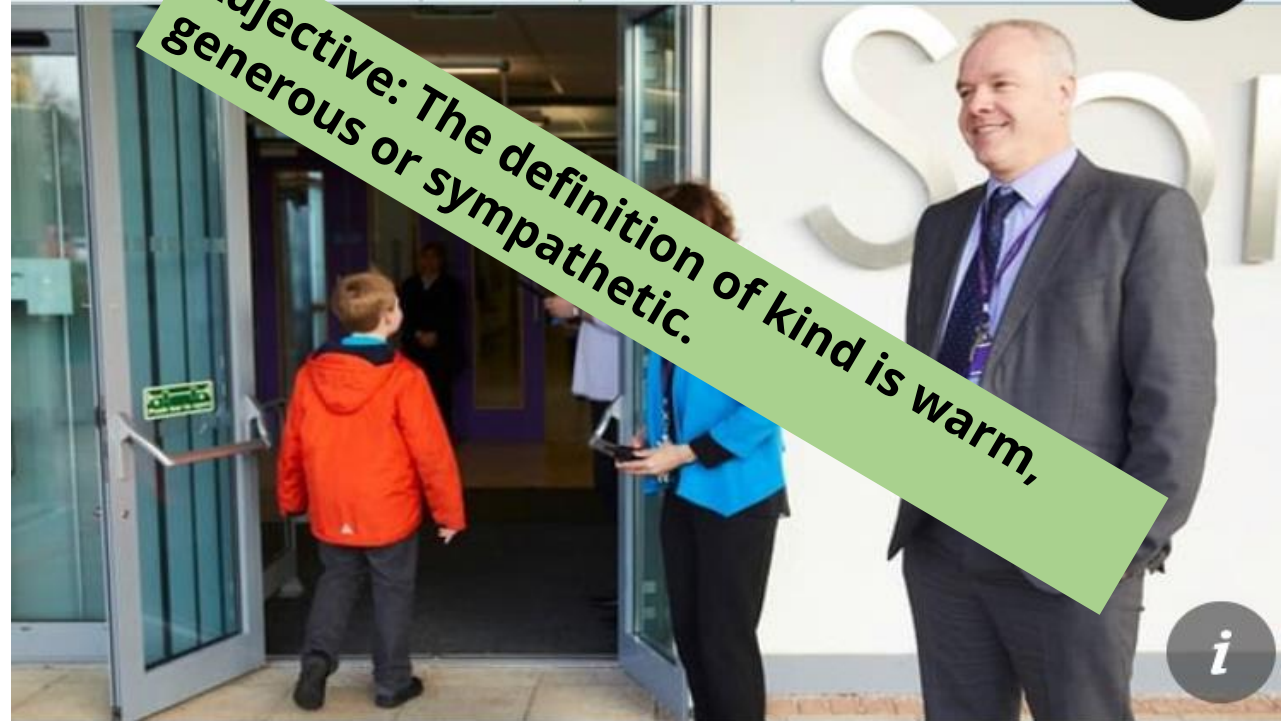
Long Read: Big rewards and 'really harsh' punishments

By Kate Parker



Punishments have to be "really harsh"

Adjective: The definition of harsh is someone or something unpleasant to the senses or feelings, or someone who is crude or extremely cruel.



Adjective: The definition of kind is warm, generous or sympathetic.

'We batter them with kindness': schools that reject super-strict values

OPINION: Why are no-excuses schools moving beyond no excuses?

Charter networks like KIPP, Noble and Achievement First rethink strict discipline

by JOANNE W. GOLANN June 10, 2021

Teaching union calls zero-tolerance school policies 'inhumane'

NEU says some schools' strict behaviour codes are 'damaging to pupil mental health'



The NEU conference was told some children were spending harmful amounts of time in isolation. Photograph: Photofusion/UiG/Getty Images
A teaching union has described increasingly draconian behaviour policies in schools in England as "inhumane" and "damaging to pupil mental health".

For too long, policymakers have stood by no-excuses charters because of their academic results, including impressive high school graduation and college attendance rates. But it is not enough to get students to the college door – especially when many of these students are not making it to the other side. If we want to create truly equitable schools, we need to look beyond test scores and achievement gaps and commit to creating spaces that support, affirm and humanize all students. It is too costly not to do so.

Joanne W. Golann is an assistant professor of Public Policy and Education at Peabody College, Vanderbilt University. She is author of the new book, “Scripting the Moves: Culture and Control in a ‘No-Excuses’ Charter School” (Princeton University Press, 2021).

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News Analysis Teaching & Learning Scotland Leadership Puzzles Tes Explains More from

US 'no excuses' pioneers relax school discipline

US 'no excuses' pioneers relax school discipline

Classroom behaviour management technique and silent corridors scrapped at Uncommon Schools, as KIPP ditches 'Work hard. Be nice' slogan, to dismay of UK's 'strictest head'

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Why all schools should be 'warm-strict' on behaviour

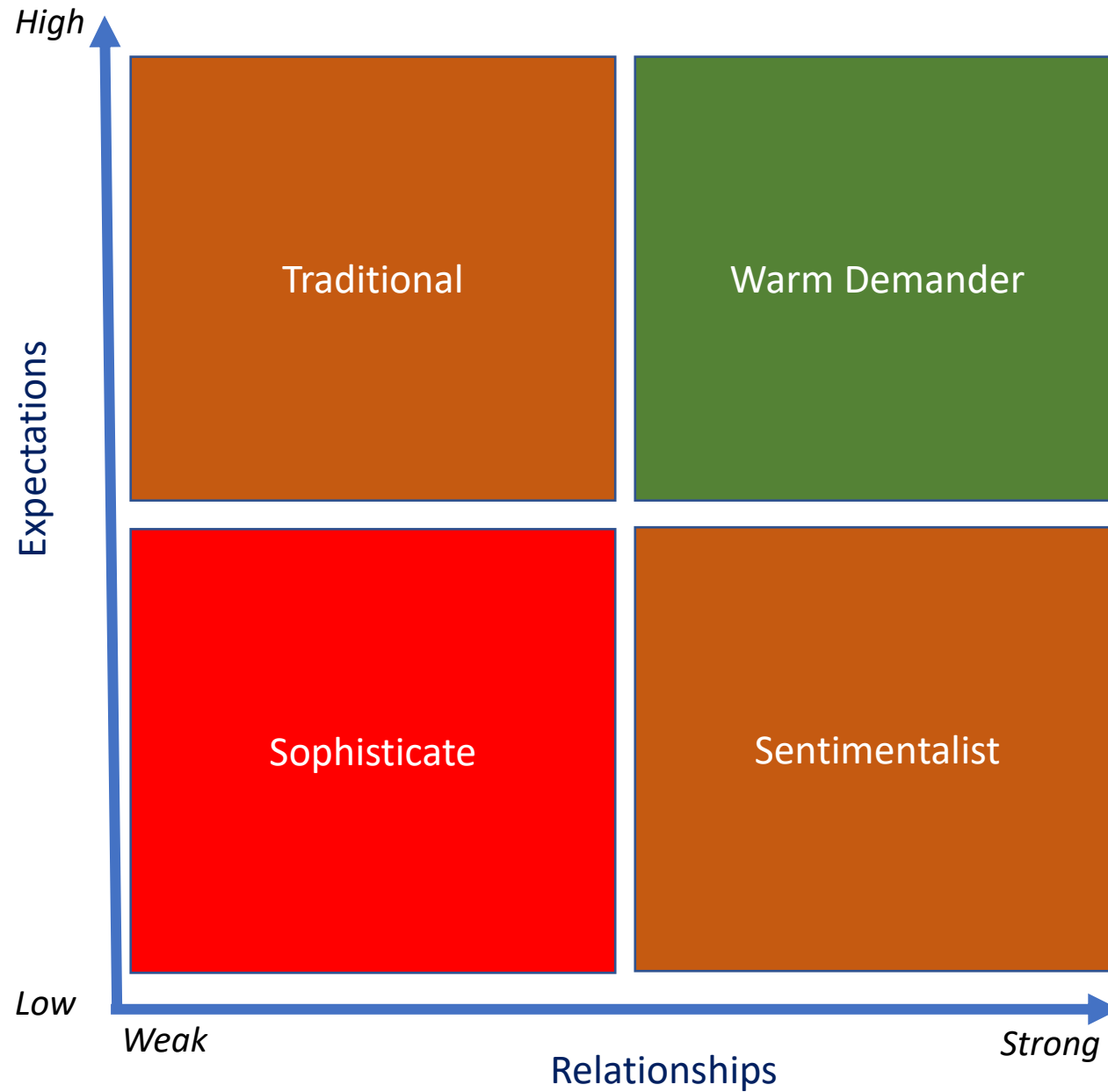
Why all schools should be 'warm-strict' on behaviour

One former head explains why he believes a strict but 'loving' approach to behaviour management is achieving results

How do you describe strict?

draconian, exacting, harsh, rigid, rigorous, scrupulous, severe, stern, stringent, tough, meticulous, precise, religious, austere, dead set, disciplinary, dour, firm, forbidding, grim.

Teacher Warmth – Expectations & Relationships



From Kleinfeld, 1972

What is a warm teacher?

Warm demanders **approach students, particularly those whose behavior causes trouble in the classroom, with unconditional positive regard, a genuine caring in spite of what that student might do or say** (Rogers, 1957). At the heart of unconditional positive regard is a belief in the individual's capacity to succeed



Global Teacher of the Year - The Graham Norton Show

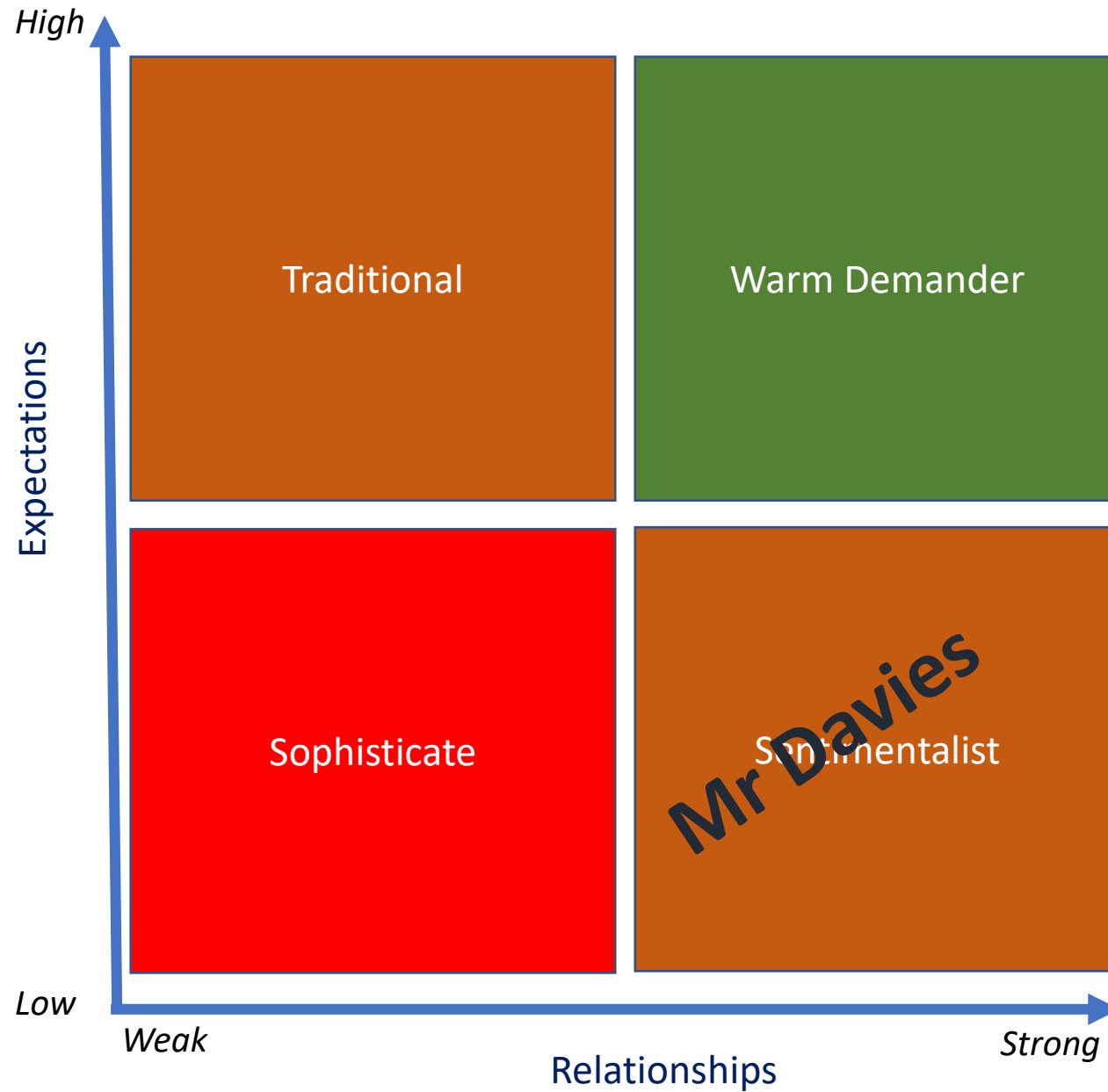
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More videos

Tap or swipe up to see all



Teacher Warmth – Expectations & Relationships

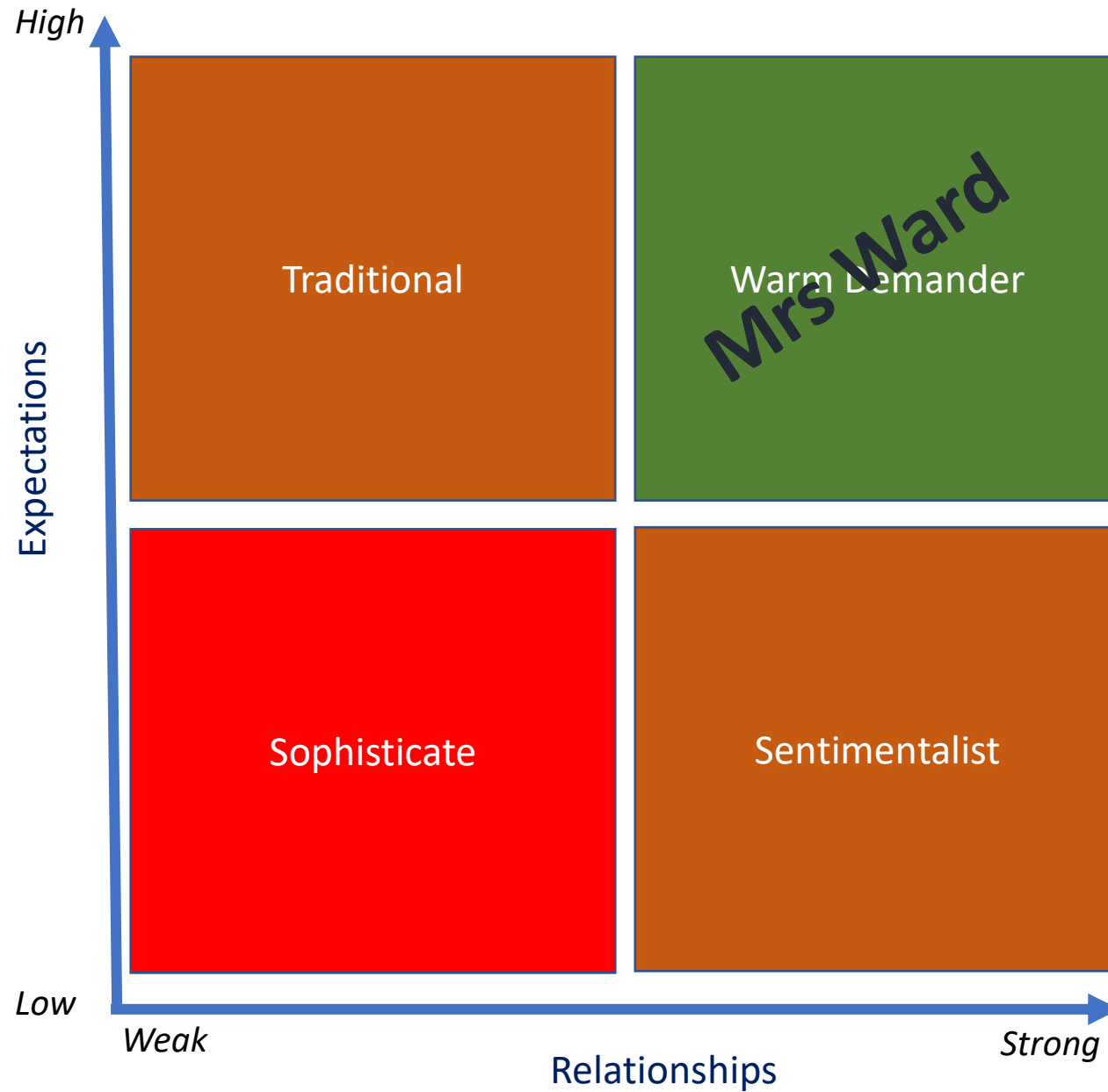


From Kleinfeld, 1972

**JUNIOR
BAKE OFF**

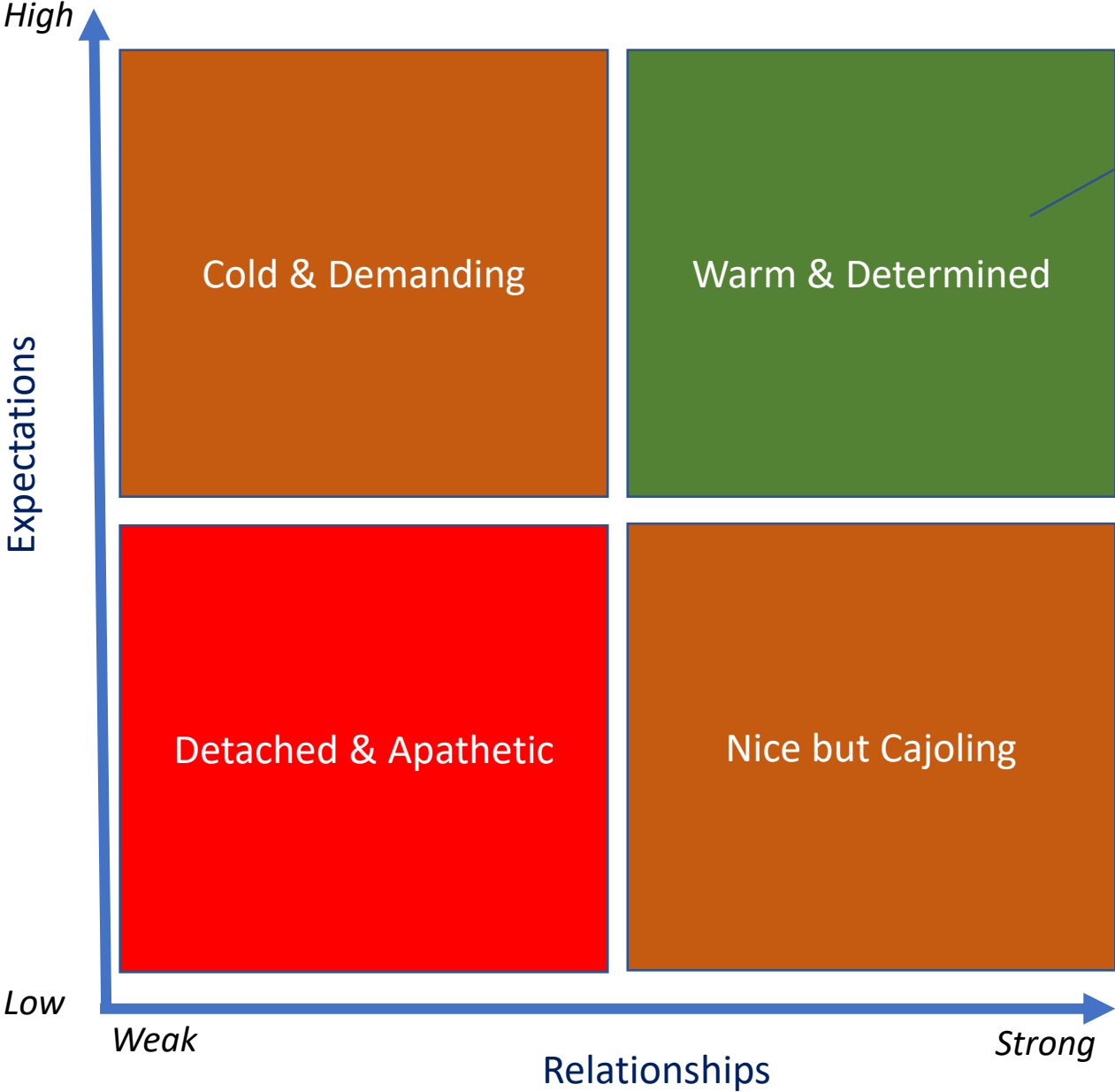
Hi Quique!

Teacher Warmth – Expectations & Relationships



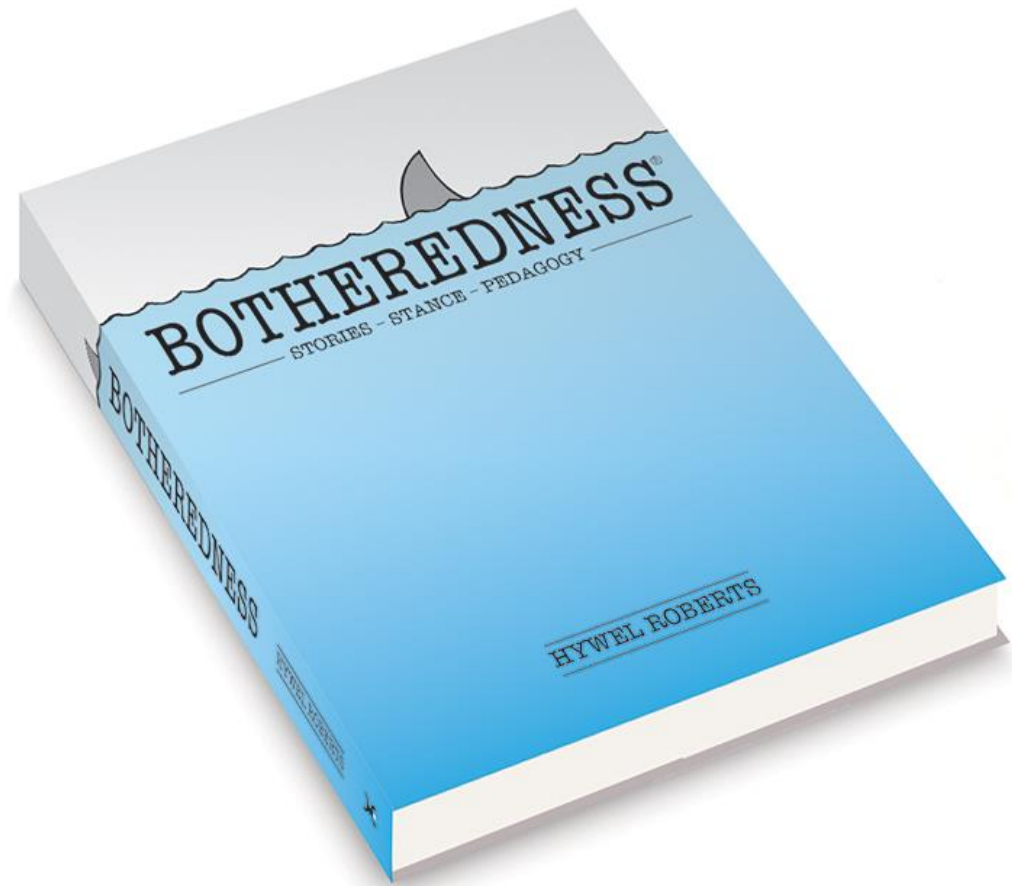
From Kleinfeld, 1972

Cultural Warmth – Relationships & Expectations



Unconditional Positive Regard

Adapted From Kleinfeld, 1972



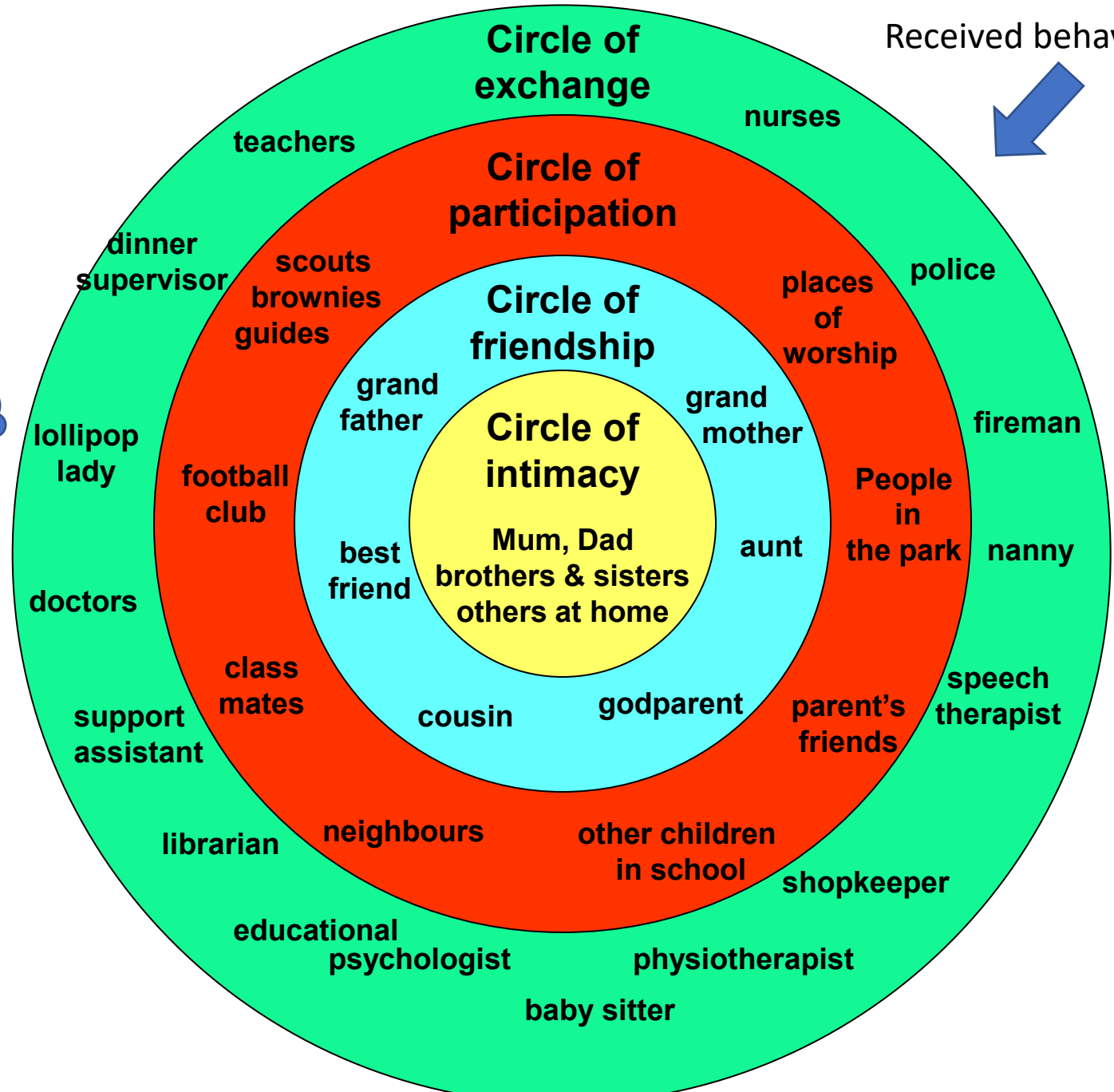
BOTHEREDNESS[®]

STORIES - STANCE - PEDAGOGY

HYWEL ROBERTS

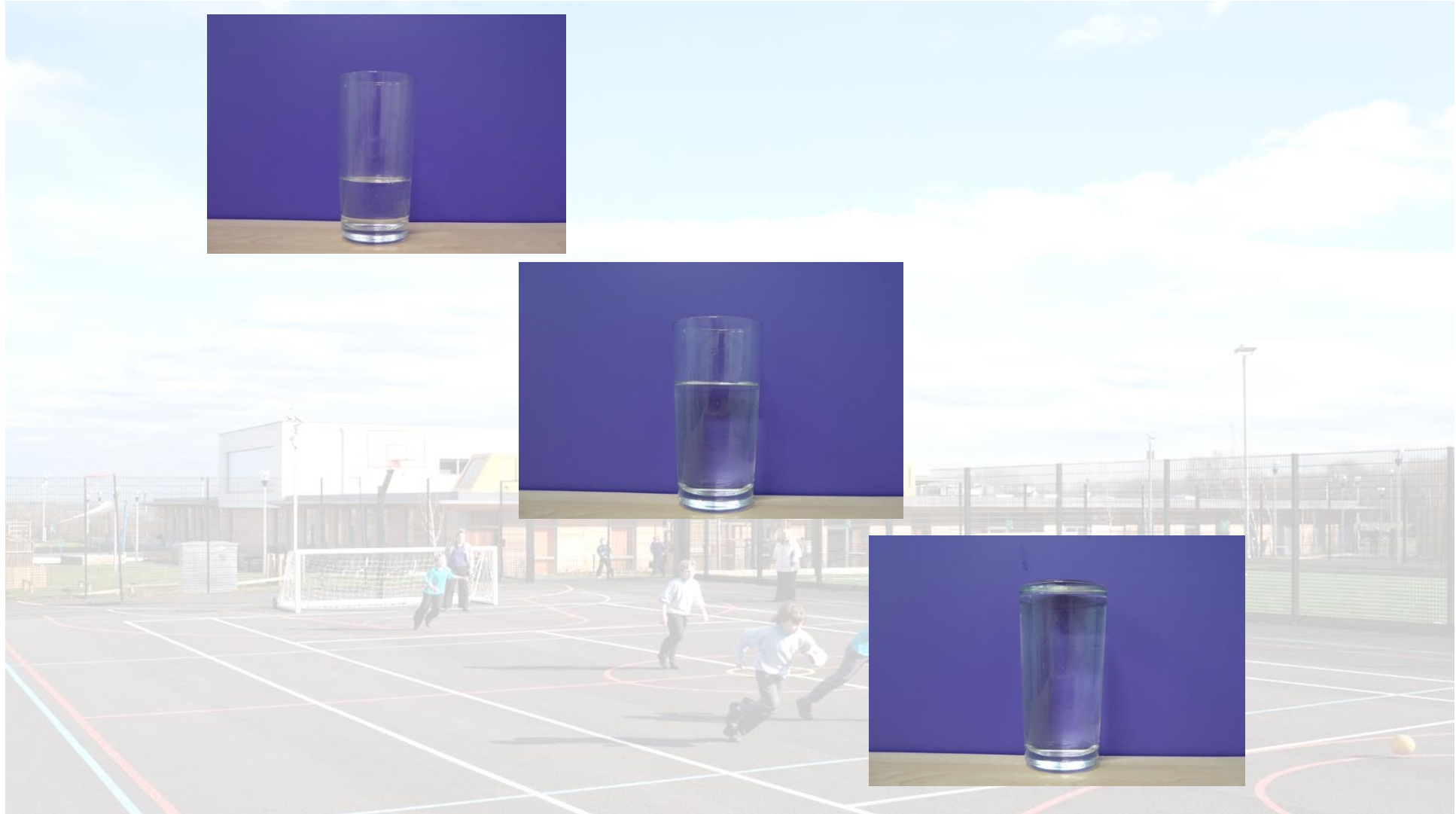
BOTHEREDNESS

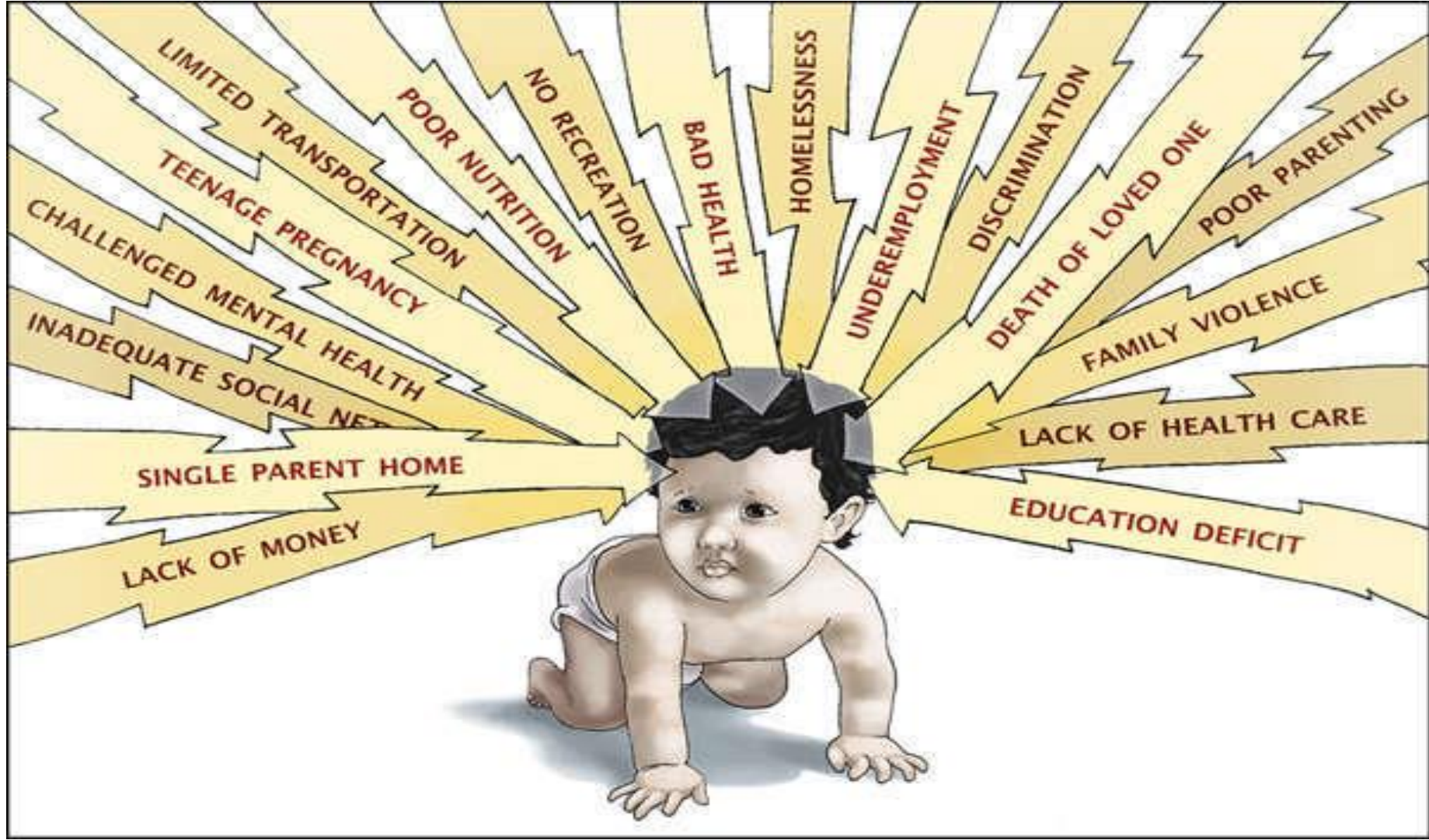
What about the impact of the pandemic?



Received behaviour







**Audience
Participation Alert!!**



SPELLING TEST



POSITIVE

Brief increases in heart rate,
mild elevations in stress hormone levels.

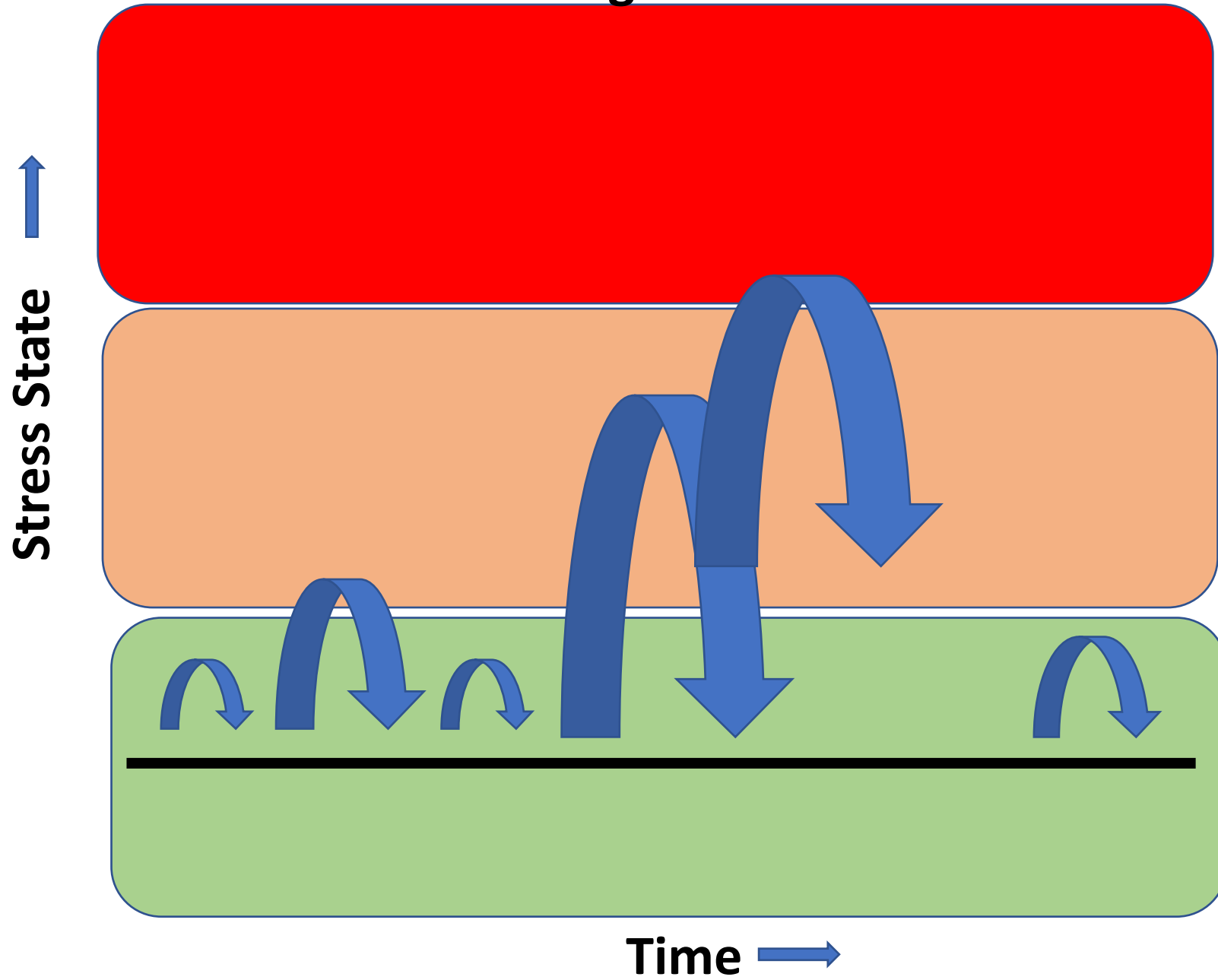
TOLERABLE

Serious, temporary stress responses,
buffered by supportive relationships.

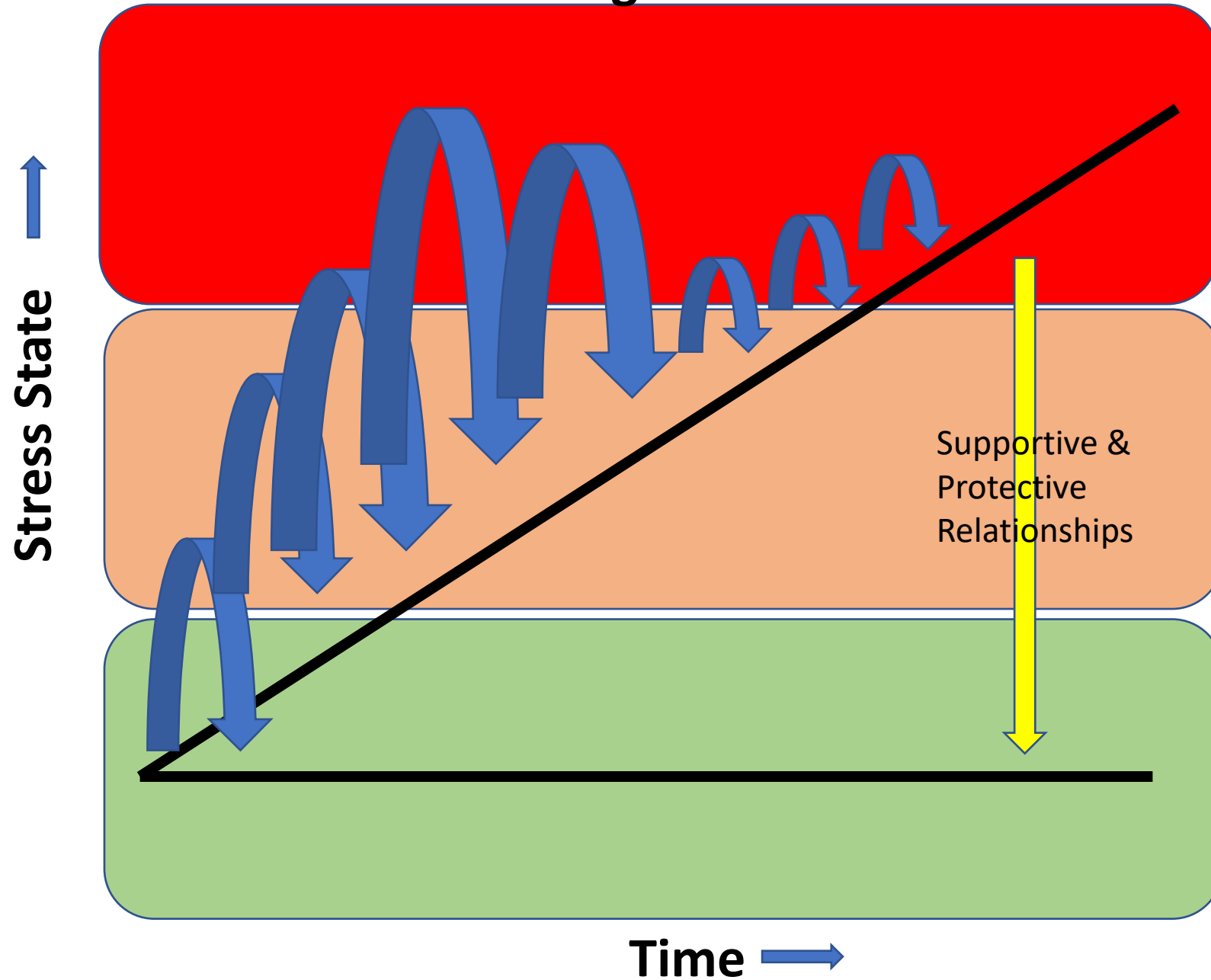
TOXIC

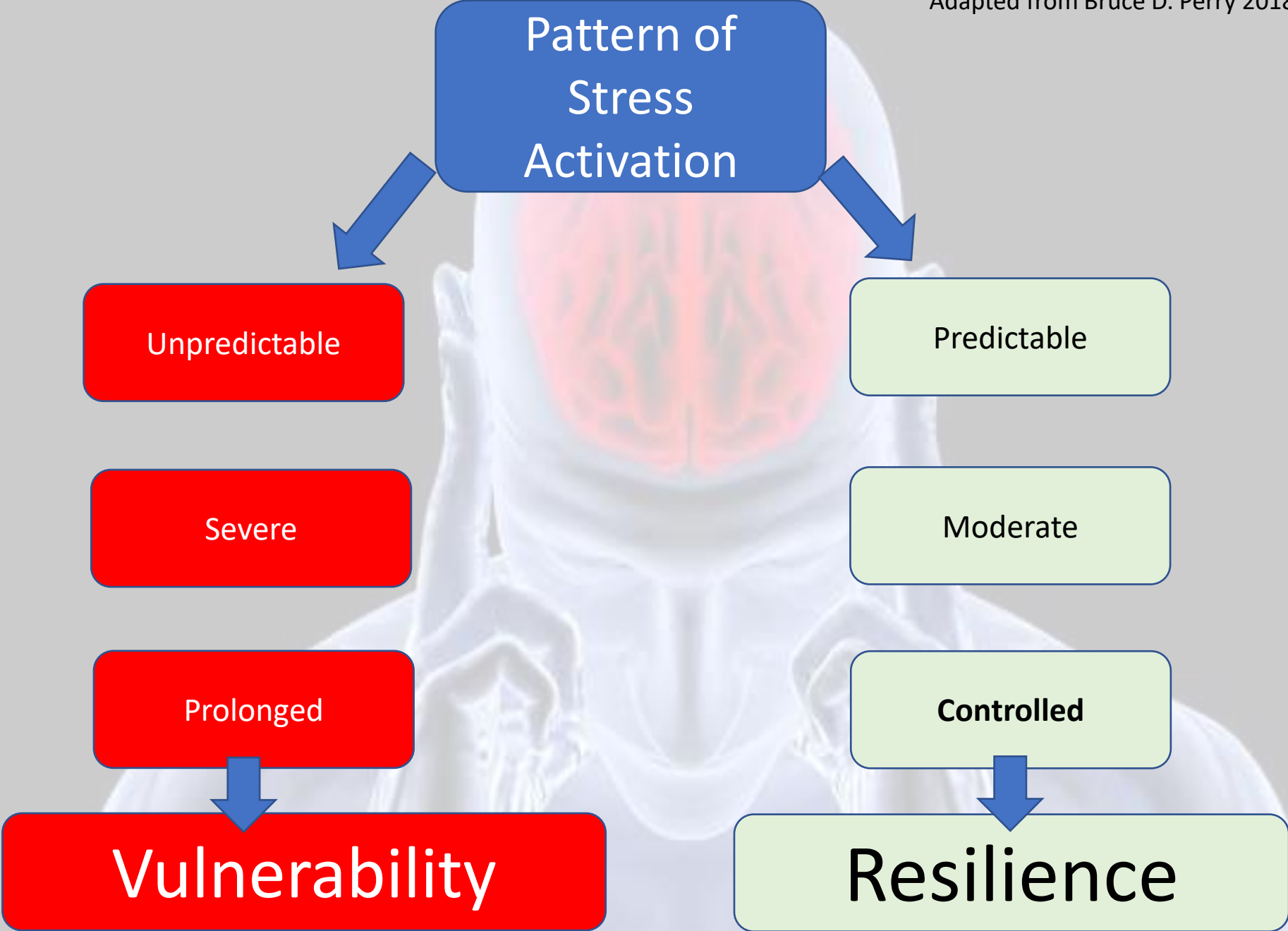
Prolonged activation of stress
response systems in the absence
of protective relationships.

Sensitising Pattern



Sensitising Pattern





Pattern of Stress Activation

Unpredictable

Predictable

Severe

Moderate

Prolonged

Controlled

Vulnerability

Resilience

Dear Mom

Thank you sooooo much for being my
mom. if I had a different Mom I would
punch her in the face and go find
you.

love, Brooke



Connection before correction

Remain calm and regulate your own response - allow them into your calm rather than joining them in their chaos.

Put things right – they may need your emotional support to do this.
Don't assume they can put things right without you.

Regulate
Relate
Repair

Empathise and reflect –
make a connection
Make them feel safe.

So, are we just being soft on kids?

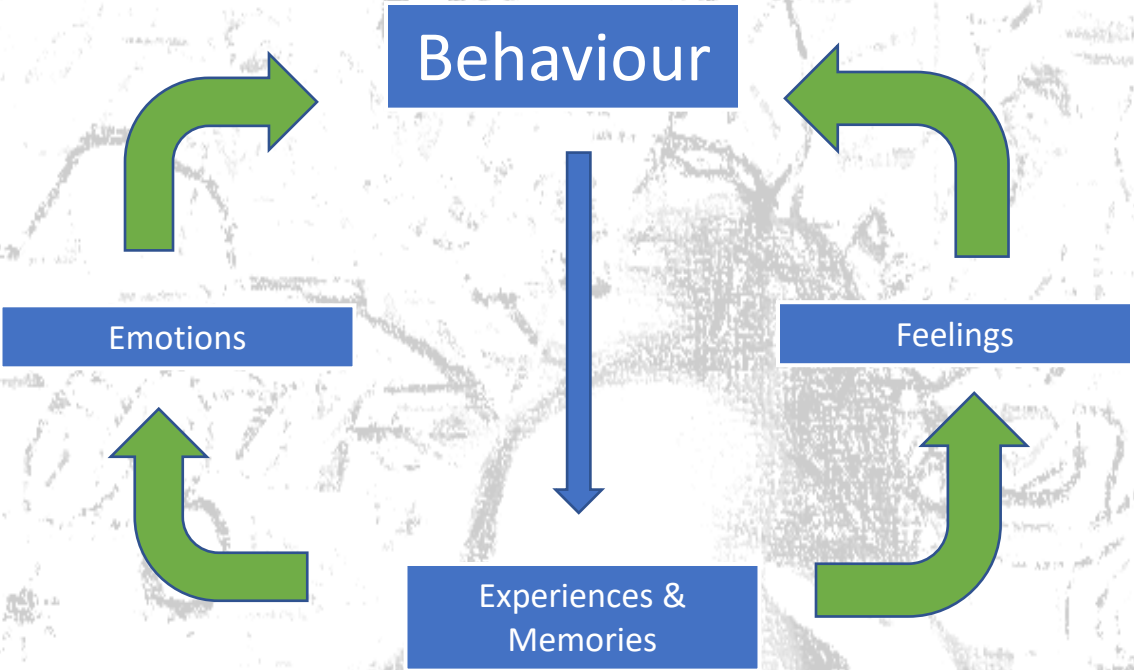
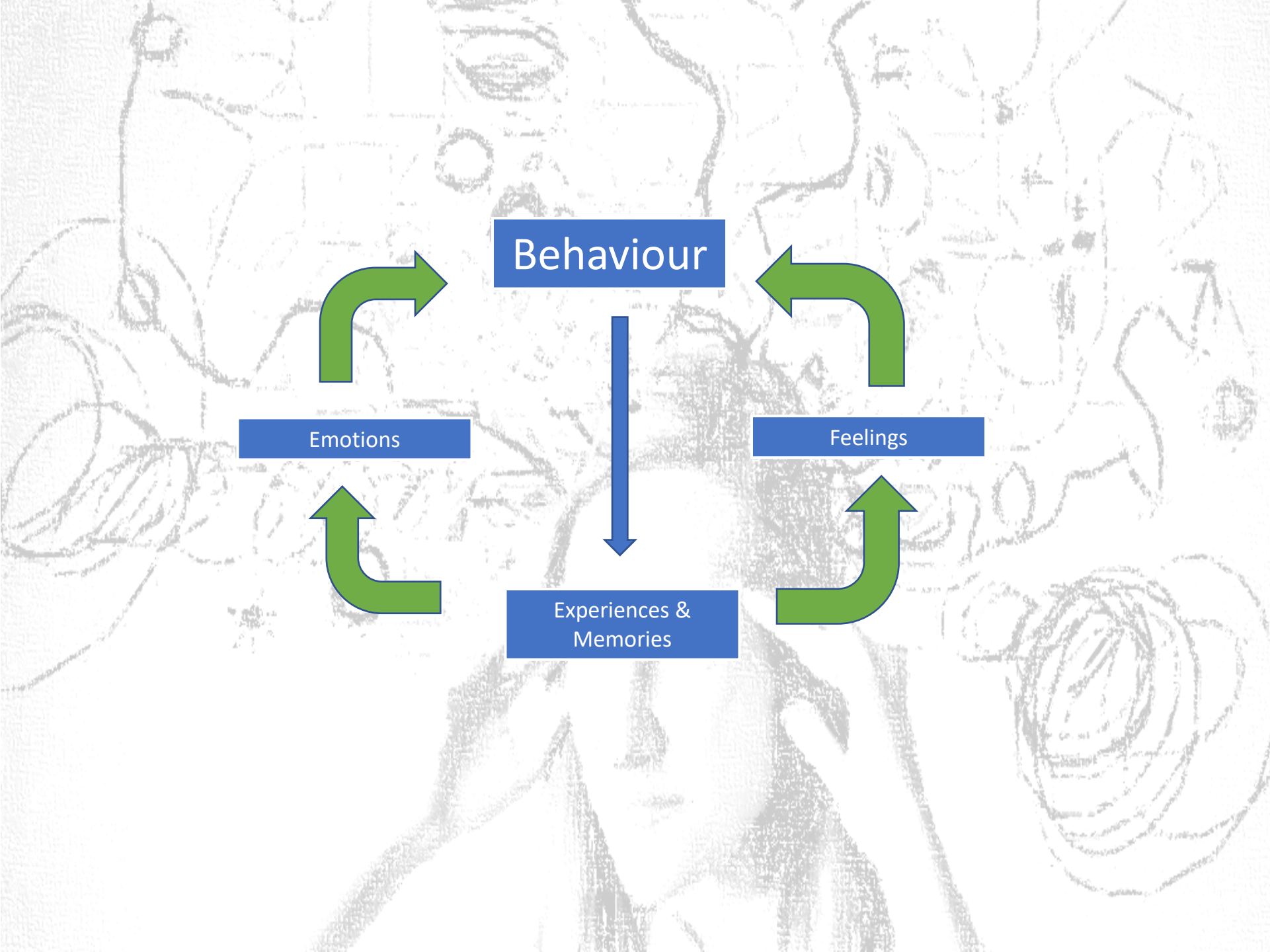






How would your
behaviour policy deal
with this incident?







**Be curious
not furious**

Are you an Attuned Teacher?

A – Adopts an anti-bias stance. Every child is unique. Every child is important and has the right to full time education.

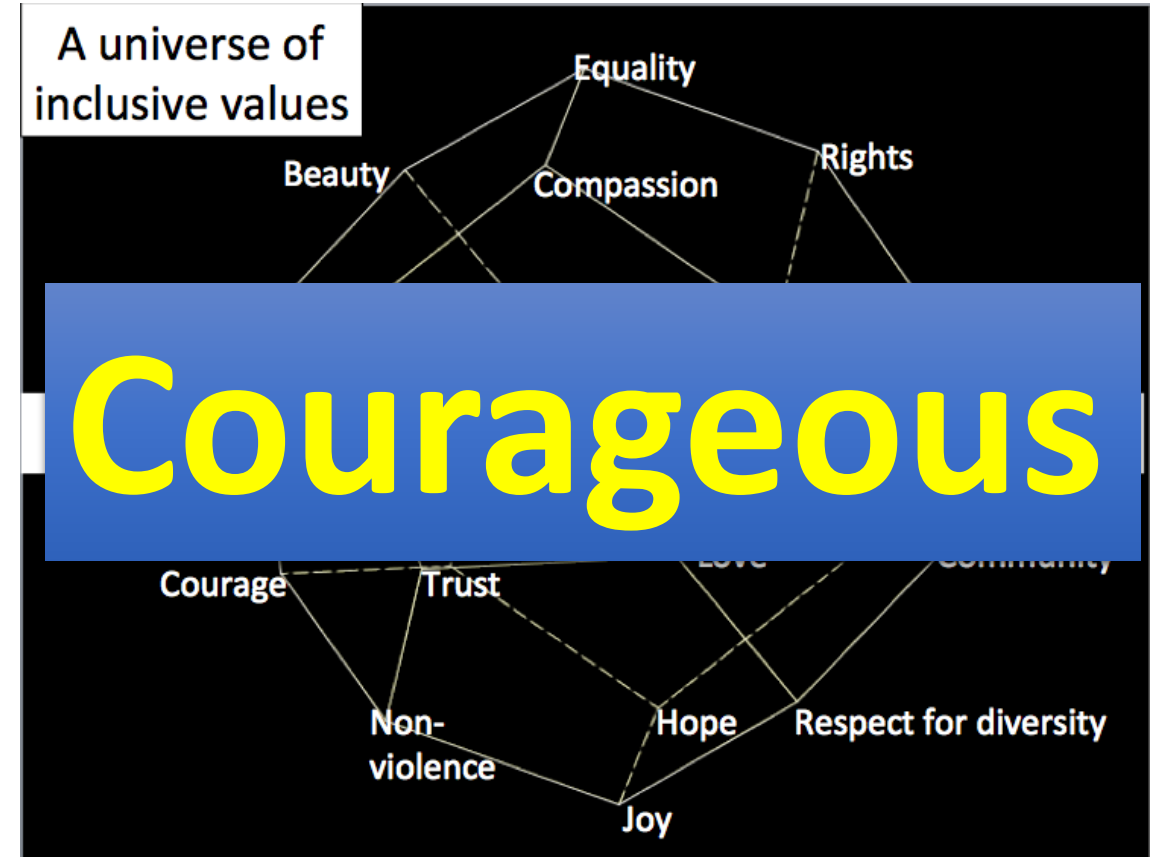
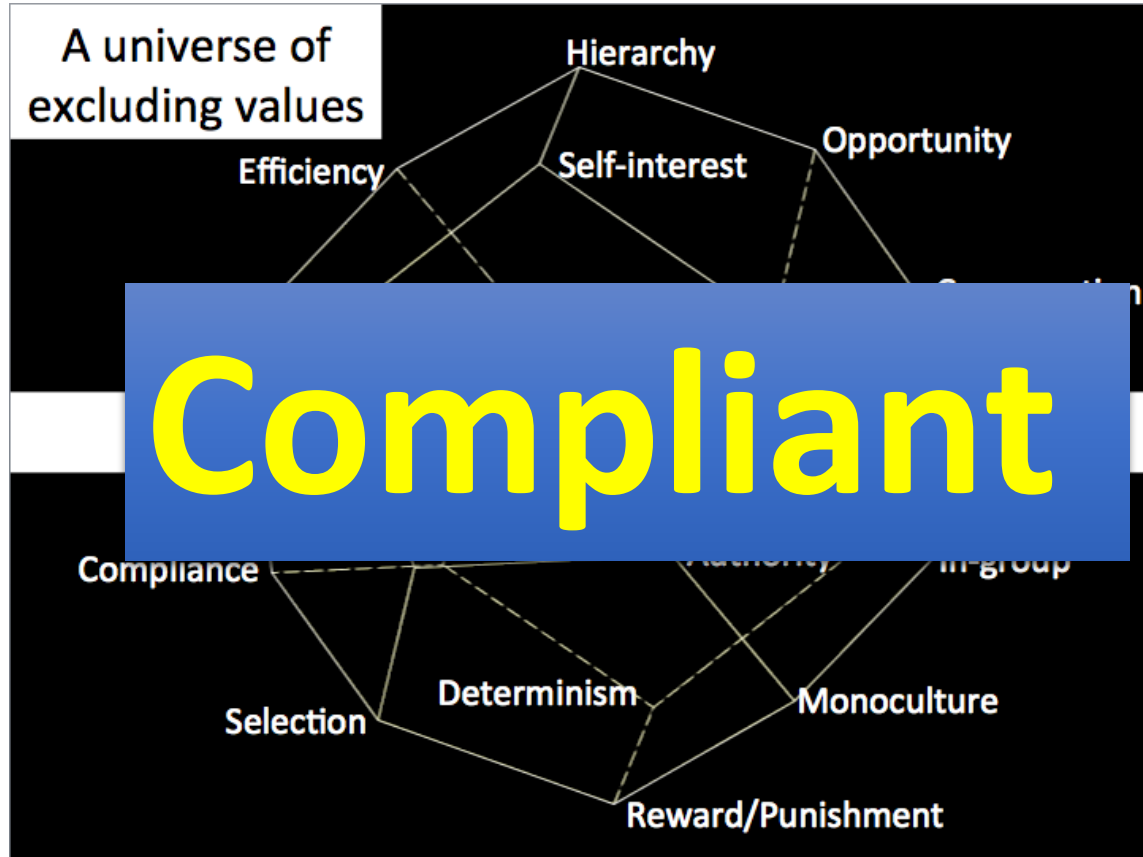
B – Builds relationships which make a difference. Every child needs to feel welcome and be known in their school community. We build trust with children through our actions.

C – Creates safe enabling environments. Every child can flourish when they feel safe.

D – Deepens their understanding over time. Every child deserves teachers who keep learning

Is Your School an Attuned School?

“By making their inclusive values explicit they showed courage rather than compliance.”

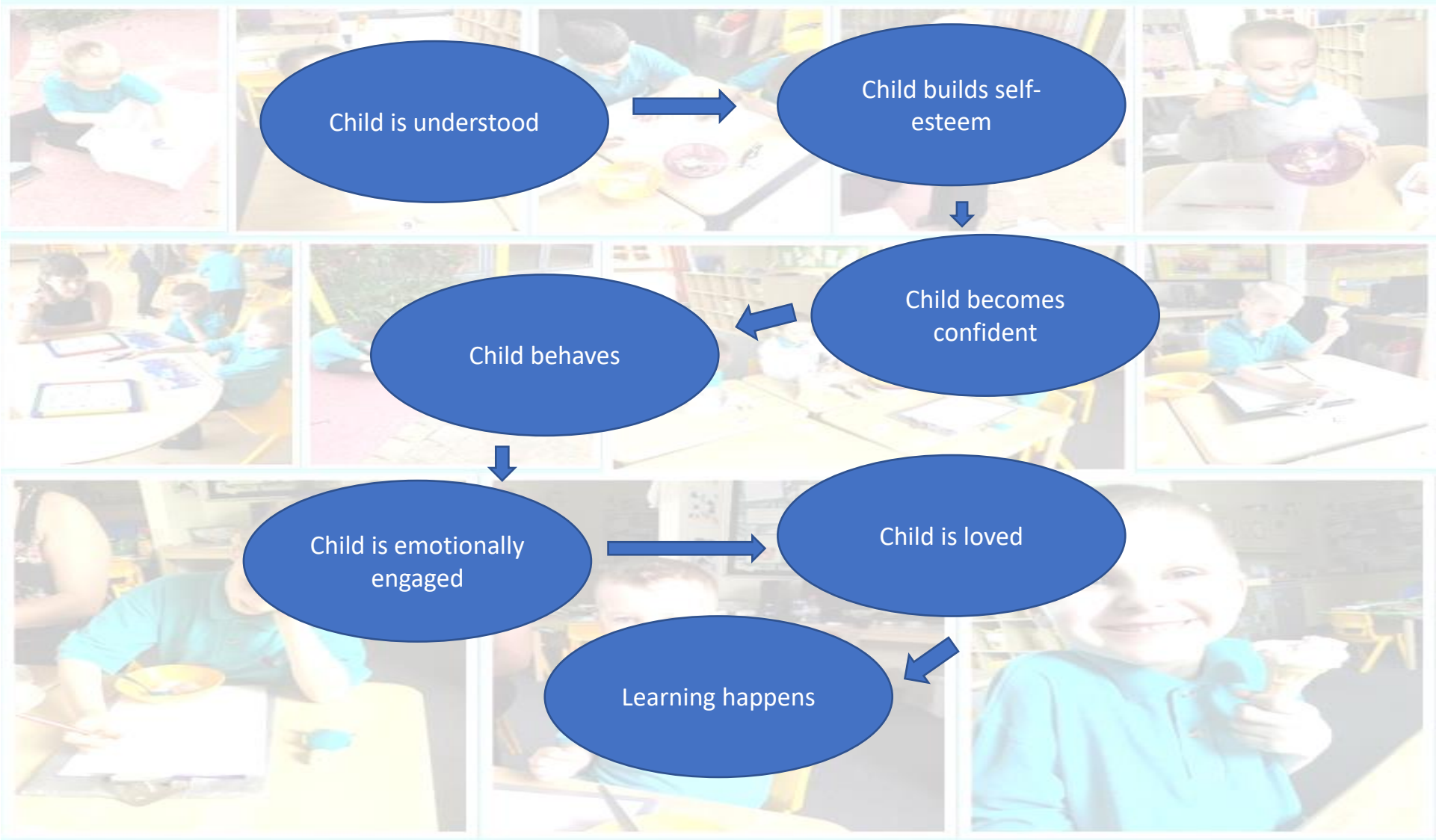


The Attuned School the inclusive universe

- Equality
- Beauty
- Rights
- Compassion
- Honesty
- Sustainability
- Wisdom
- Courage
- Trust
- Love
- Community
- Non-violence
- Hope
- Respect for diversity
- Joy



The perfect
teacher on
one slide



The Behaviour Systems Continuum - moving from punitive to relational



Zero Tolerance/No excuses

Relational Practice

Strengthening Relationships & Building Trust

The Danger Zone

The Journey

The Goal


What does it look like? When do we know we are there?

The Behaviour Systems Continuum - moving from punitive to relational

	The Danger Zone	The Journey	The Goal
The main method of behaviour management is ..	Fear & revenge	consequences & rewards	?
Pupils are ...	responsible for their actions	learning how to behave	?
Boundaries are in place to ...	indicate right from wrong	make expectations and standards clear	?
Rules should be ...	enforced without exception	clearly communicated	?
Behaviour is something to ..	control	manage	?
Consequences are ...	sanctions & punishments with no excuses	ways to shape behaviour	?
Inappropriate behaviour is ...	deliberate wrongdoing	learned and not necessarily voluntary	?
The causes of difficulties are ...	lack of compliance and insufficient discipline	learned poor responses and lack of appropriate reinforcement	?
Solutions lie in ...	the pupil	adjusting consequences and being assertive	?
Children who don't manage should ...	be permanently excluded	helped and be given intervention (including suspension)	?
Behaviour Policy effectiveness is measured by ...	compliance	behaviour change	?

The Behaviour Systems Continuum - moving from punitive to relational

	The Danger Zone	The Journey	The Goal
The main method of behaviour management is ..	Fear & revenge	consequences & rewards	strong relationships
Pupils are ...	responsible for their actions	learning how to behave	developing and taking responsibility
Boundaries are in place to ...	indicate right from wrong	make expectations and standards clear	try and meet everyone's needs and keep everyone safe
Rules should be ...	enforced without exception	clearly communicated	developed together and adapted where needed
Behaviour is something to ..	control	manage	understand
Consequences are ...	sanctions & punishments with no excuses	ways to shape behaviour	A last resort and used logically with repair and restorative practice
Inappropriate behaviour is ...	deliberate wrongdoing	learned and not necessarily voluntary	A sign of unmet need, lack of knowledge or difficulty coping
The causes of difficulties are ...	lack of compliance and insufficient discipline	learned poor responses and lack of appropriate reinforcement	environmental, poor relationships and additional, unmet needs
Solutions lie in ...	the pupil	adjusting consequences and being assertive	Understanding the behaviour and using adjustments, adaptations and connections
Children who don't manage should ...	be permanently excluded	helped and be given intervention (including suspension)	understood and included
Behaviour Policy effectiveness is measured by ...	compliance	behaviour change	well-being and inclusion



How can you contribute to the culture of your school?

How do you want people to remember you?

Creating a legacy

You will be remembered both for your own behaviour and for how you dealt with the behaviour of others



Resilience Theory (*Masten, 2001*) underscores joy's role as a protective factor against adversity. Resilience is conceptualised as the capacity to adapt positively to stress and challenges, and cultivating joy serves as a key driver of this capacity by **fostering hope, optimism, personal growth and perseverance** (*Fredrickson, 2001; Seligman & Csikszentmihalyi, 2000; Sindbæk Andersen & Ortner, 2019*).

A tale of
curiosity



Reading List:

