

WE ARE ALL CHAMPIONS! BSA's CHAMPION Model®

What are we trying to accomplish?

Build relational trust, help student's self-advocate, problem-solve, build upon our No Nonsense® Nurturer (NNN) model, build staff capacity.

Why is this important?

There may be nothing more important in a child's life than a positive and stable relationship with a caring adult. For students, a positive connection to at least one school adult – whether a teacher, counselor, sports coach, or other school staff member – can have tremendous benefits that include reduced bullying, lower drop-out rates, and improved social emotional capacities. Rather than leave these connections to chance, we will become student **CHAMPIONS** and invest time in making sure that every student is known by at least one adult.

Building on our current NNN model and guided by the experiences of those students and staff involved in “check-out” pilot project during the 2013-2014 school year BSA adopted a school wide CHAMPION Model. Independent research done at BSA by Harvard provides evidence that building relationships changes behavior. Our goal is to insure that behavior at BSA is consistent with our PRIDE pillars.

The next step on our way to ensuring that BSA students make meaningful connections with adults at school is to make connections between individual and/or groups of students and staff. These connections are important for all teen-agers as they navigate the social-cultural dynamics of young adulthood- not just for those at risk. They are particularly important for students who are having a hard time at home or in school. While this process is often thought of for ‘at risk’ youth, we at BSA believe that all teen-agers would benefit from building relational trust. Thus all students will be paired with a supportive adult **CHAMPION** within the school.

Throughout the year, **CHAMPIONS** support each other through the successes and challenges of building relationships with students. By incorporating our PRIDE pillars and Kickboard process we can help students make better choices, problem solve and participate in their own behavior management.

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Key Elements of the CHAMPION model at BSA

Involve *all* adults

Most effective if *all* staff participates in the process.

Help all students including those you may not notice day-to-day.

Supports students with “loud” behavior issues, but it also helps students with “quiet” problems like depression, anxiety, or loneliness that may feel adrift at school and might otherwise slip under the radar.

Enhance staff –student engagement outside of the classroom

staff not otherwise engaged with students become part of the community of **CHAMPIONS**. Instructional staff relationships are expanded. The classroom expectations are not the key variables in the relationship.

Staff-staff support

CHAMPIONS commit to supporting their students who may be struggling in other environments.

Degree of involvement depends on you!

The commitment of time and process is individualized to the **CHAMPION** and their student group.

Documentation

CHAMPIONS will use the BSA Kickboard, journals, etc. to document meetings, staff-staff support, response to practice, changes in behavior, etc.

Mentor CHAMPIONS:

Each **CHAMPION** will be assigned a mentor from the pilot project group and will touch base at regular intervals to discuss the process.

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CHAMPION Responsibilities

Each BSA staff **CHAMPION** will schedule regular check-ins with their student *champs*.

The time and duration of your meetings will be solely dependent on you and the needs of your student *champs*.

Staff CHAMPIONS will keep a journal of all activities associated with these check in meetings that include information that will help us assess the value of this program. Types of journal entries that will be helpful include:

What is working?

What would I change?

Does anyone else need to be involved?

How is the relationship developing?

Are there resources that are needed?

Each staff **CHAMPION** will be assigned to a Mentor. Mentors will have either participated in the 2013-2014 pilot 'check-out' program, have been recommended by their Mentor following a year of experience and have demonstrated excellence in the **CHAMPION** process.

Any **CHAMPION** that is paired with a Senior will support the development of leadership skills as we grow our Student Champ model.

Each Mentor is required to meet at regular intervals in support of the **CHAMPIONS** assigned to them.