

PRINCIPLES AND STRATEGIES FOR BEHAVIOUR MANAGEMENT

How can you encourage ownership and accountability of positive choices that link directly to employability skills?

Why should I know about this?

Understanding and implementing strategies for behaviour management is key to supporting learners to make positive choices that are conducive to learning. As we move away from sanction/reward, we want learners to take ownership, to make positive choices that link directly to employability skills and metaskills.

TOP 5 TIPS

- **Routines**
Day to day tasks completed in an effective and timely manner. Smooth and fewer opportunities for disruptions
- **Relationships**
If you know their 'why' (being on course and career aspirations, etc...) you can effectively challenge poor behaviours
- **Seating plans**
Change up the layout to suit the activity, split up groups for tasks and alternate who sits with who
- **Tactical ignoring**
Choose when to intervene to cause most impact and support those involved; either at the time or address at another point
- **Co-create a contract**
Points to be adhered to for working respectfully and professionally devised with learners; chance to be accountable for actions



Responsibilities as lecturers

We are responsible for our learning environments; a safe and effective learning environment is underpinned by positive learner behaviour.

A big question to ask yourself is **why and when do emotional reactions happen?** Subsequently, what are the behaviours (physical and verbal)? Are there any secondary behaviours (eye rolling, sighs, etc...)?

What have your responses to behaviours been, were they preventative or reactive and what strategies/approaches could you use to develop positive behaviours in your students and/or your practice?

Further reading

ETF (2020) Understanding and promoting positive behaviour in the FE sector