

Rockdale Junior High Improves Teacher Retention

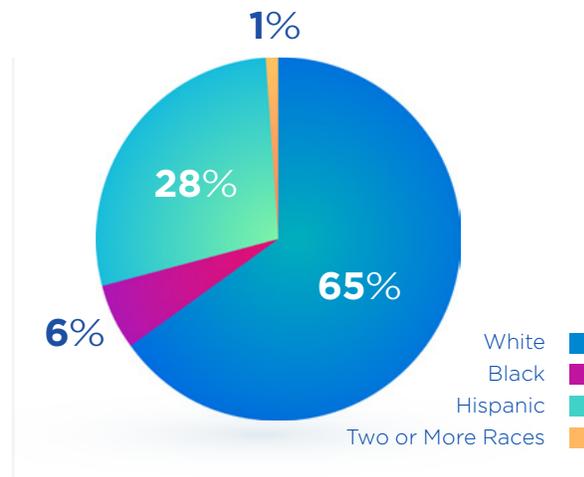
Using Student Behavior Management Platform



The Challenge

Rockdale Junior High School in Rockdale, TX was similar to many other junior high schools across the country; they struggled to manage and reinforce positive behavior standards within the student body. Rockdale lacked structure, efficient tracking mechanisms, and consistency around the language used with behavior management. The Principal, Kelly Blair, said, "We tried several different methods, including giving strikes and using spreadsheets and documents to track it, but they were timely and none of them were consistent." She also mentioned the school wasn't influencing many positive behaviors by a focused reward incentive for them, nor were they using a well-defined target behavior system. Equity in disciplinary infractions was skewed, as the same students were referred over and over. Overall, teachers were having difficulty maintaining controlled classrooms and behavior expectations, which led to teacher job dissatisfaction.

Student Demographics:



Students Served

348



Rockdale,
Texas

The Solution

After trying many different behavior management styles and tracking mechanisms, Rockdale's administrators implemented SchoolMint Hero. Principal Blair used "... small pockets of Title 1 funding to pay for the system." This behavior accountability platform incorporated well-defined behavior targets (both positive and negative) and a token-economy reward system for students.

When asked about implementation, Blair said her goal to fidelity was championing the right teachers early on to train them on the system. With this, she noticed little staff resistance to adopting a new approach. The staff trained the students so well on the new process and its importance that the older students now teach the incoming sixth graders how to use the platform.

The Result

After nearly two years with Hero, Rockdale's behavior management methods are consistent, user-friendly, transparent, and all housed in one place. The school can save time and set clear expectations on behavior initiatives. With an almost 100% fidelity rate, teachers have held each other accountable for using the platform and its evolution in routine meetings by discussing grade-level data. It also became a conversation starter between teachers/leaders and students to support the SEL needs for all. Using Hero's student behavior data allowed Rockdale to be more measurable and reduce subjectivity with student behavior trends, which leads to improved teacher coaching opportunities and more meaningful parent conversations.

After implementing Hero, Rockdale saw a drastic decrease in infractions given to positive rewards received, to the tune of a 20:1 ratio. In addition, teacher retention increased from 50% at the end of the 2019 school year to nearly 100% after two years with Hero. Principal Blair attributes this to increased morale, engagement, and positive, controlled classrooms because Hero removes the guesswork and provides structure. "I 100% recommend using Hero and don't see why any middle school wouldn't," says Blair.

20,000+
Positive behaviors in Q1 2021



100%
fidelity of teachers
using system

Top Hero Behavior:
46% students on
task/engaged

“

I 100% recommend using Hero and don't see why any middle school wouldn't.”

Kelly Blair,
JHS Principal & Heather Webster

