



Class Act Schools

create a bullying free school culture for students, staff and parents

An interactive online program, Class Act Schools equips principals to involve all members of the school community—students, staff and parents—in creating an emotionally safe, supportive, positive, bullying free school culture.

‘The responsibility for workplace culture is not the sole responsibility of the school leadership team but rests with all members of the school staff’ (Dan Riley). Equally, the responsibility for bullying amongst students doesn’t just belong to students—but to staff and parents. As does responsibility for positive parent—staff communication.

That is why anti-bullying experts recommend that schools take a whole-of-school approach to bullying and cyberbullying—asking schools to genuinely engage parents and others in the school community in their approach (Qld anti-bullying taskforce).

Class Act Schools invites everyone in your school to shape a commitment to a communication culture that disallows bullying, intimidation, incivility and entrenched negativity—and fosters positivity, support and respect.

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‘Prevention is better than a cure, and schools need to be developing a bullying-free culture.’
- Deidre Duncan

create a bullying free culture

Class act
schools

Introducing Class Act Schools

Create your own school communication charter

Class Act engages the entire school community to create a school communication charter and to discover how to walk and talk it every day.

“Schools not asking the question, ‘Do we have a bully-free culture?’ will end up with a culture of bullying by default as the factors giving rise to bullying are structurally embedded within the school environment.’
- Dan Riley

Introducing the modules: Class Act Schools comprises three modules - one for students, one for staff, one for parents.

Class Act Schools brings together and customises two proven school programs—Thrive, for students, offered by Youth Opportunities, and Class Act Conduct, created by Coach Pty Ltd, for adults. The result is a highly tailored blended learning program for school communities featuring:

Class Act—an interactive online communication program that helps adults focus on and optimise their communication behaviour. Class Act skills participants to communicate positively and productively; avoid and resolve conflicts—and shrink negative communication behaviours that have a direct and costly impact on people, performance and productive outcomes. This next-generation version of Class Act has modules for staff and for parent participation.

Thrive Together—an online learning program for students to help them develop and understand their communication skills to reduce their negative self-talk and communication behaviours associated with bullying. Thrive empowers students to create and sustain positive change and growth in their own lives and support a positive and connected school culture.

Impact of Class Act: School Case Study

Coach tracked staff change in one state high school over a 3-year period.

Staff Morale The level of staff morale at the time Class Act was commissioned was around 35%. The level of staff morale three years later is 94.9% which is considered very high, and well ahead of State mean.



Self-reported bullying rates Three years after participation in Class Act, the rate of staff self-reported bullying is only 15%—dramatically lower than most other schools, and lower than the average rate of reported bullying in Australia which is currently 60%.



Three years after participation, the organisation still cited a reduction in bullying of 35% and only 1.8% of staff said they observed a poor level of professional courtesy.

Have you been or are you being affected by bad manner at work?



Within the same period, participation in Class Act online reduced staff experience of conversational bullying from 60% to 20%.

Do you have a conversational bully in your midst?



Three modules for staff, parents and students

Disallowing bullying requires a strong focus on interpersonal communication skilling, a culture-wide shared awareness of harmful communication behaviours, and a strong investment in fostering positive communication.

Class Act Schools provides an unprecedented level of support and investment in school wellbeing—with modules for staff, parents and students respectively. Alongside these, Class Act Schools offers options for face-to-face facilitation and support for teachers and school leaders, designed according to your school's budget, business and change needs.



Students

Thrive Together, developed by our partners Youth Opportunities, uses the theme of 'stars' and 'black holes' to explore the impacts of positive and negative communication behaviours by young people.

This well-proven program introduces the basics of brain science to explain how positive and negative behaviours affect our brain function and happiness.

More than this, the Program gives students a language to discuss behaviour with each other. It also gives students practical descriptions of what bullying looks like in communication both online and face to face.

Class Act Schools will provide the chance for students to look at the way they communicate with others and themselves – and how this can improve both their own self-image and happiness.



Parents & Friends

Class Act Schools recognises that parents will be a key change agent for any cultural improvement—both as role models of communication and as moderators or facilitators of their children's behaviours.

We believe it is a responsibility that every member of the school community (including families) equally shares.

Research confirms that shrinking bullying amongst students requires a cultural change approach where all staff, students and parents model and practise respectful, caring behaviour towards each other.

So Class Act Schools invites parents to participate in their own module—to shape their school's communication charter, alongside the staff, and in doing so raise their own awareness and insights into the effects and practice of positive and negative communication behaviours.



Staff

The module for staff follow Coach's highly acclaimed Class Act Conduct content that is well-proven in education workplaces across Australia.

Class Act is an interactive online workforce communication program that helps staff to focus on and optimise their communication behaviours as a pivotal way of raising workforce wellbeing, productivity and performance.

It helps strengthen the skills of all school staff to communicate professionally, positively and productively, to avoid and resolve communication tensions with parents and students, and model positive, high-performance communication.

This component of the program draws on the neuroscience of communication to empower staff for interactions that foster good decision-making, ideas-sharing, creativity, problem-solving, listening and reasoning.

History of Thrive

Youth Opportunities, a not-for-profit organisation, has been delivering successful personal leadership programs to secondary school students across South Australia for twenty years. Thrive has grown from Youth Opportunities' practical, everyday experience training thousands of young people. This knowledge, together with compelling current research in psychology and personal development, creates an effective mix-model approach to online learning.

Thrive Together- a tailored approach to positive student communication

Working in partnership with Coach, Youth Opportunities has shaped Thrive Together as a modularised version of the Thrive program that focusses students on their communication choices.

The star communication module offers a diversity of tools but with one clear message: Look after the way you communicate with others and you and your self-image and happiness will increase. Using unique and memorable symbolism, students explore communication tools and strategies through online content, safe group discussion, experiential activities and real-world homework.

Through personal application exercises and challenges, *Thrive Together* enables students to develop strong interpersonal communication skills and habits, which in turn help to address issues associated with negative self-talk and bullying.

“I gained better communication skills with different people & how I speak to other people has changed & I've noticed that other people have changed how they talk to me.”
- Thrive 2018 Graduate

“It encouraged me to think differently than I normally do & to think more about what I am saying and how I say it.”
- Thrive 2018 Graduate

Impact of Thrive: School Case Study

In 2017, the full Thrive Online Program was run at the Eastern Fleurieu School as a semester subject with an engaged and student-focused teacher. The results indicate the emotional, social and achievement benefits for students and schools.

Student reported outcomes

- 88% improved relationships with teachers
- 83% improved relationships with family
- 100% improved relationships with peers
- 92% increased confidence
- 71% more motivated towards school
- 88% gained knowledge about how to achieve their goals
- 83% gained skills to action goal achievement

8% Increase in Wellbeing - overall student wellbeing increase based on PERMA measurement. The five wellbeing pillars, Positive Emotion, Engagement, Relationships, Meaning and Accomplishment all showing increases.

100% Completion - All 28 students successfully completed the program and gained tools and strategies from the four core modules of Happiness, Goal Planning, Star Communication and Growth.

Student Feedback:

“This program was actually really helpful and eye opening. It made you think of stuff that normally you wouldn't think of, it gave you an insight on communication, how to be happy and basically make the most of life. It helped me with my attitude because it showed me how small words can affect others.”

Principal Feedback:

“Thrive looks at the developmental needs of the whole child, the emotional and the social, and helps set them up for success in life.”
Trevor Fletcher, EFS Principal

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“This kind of change can never be captured by data. We have a way of talking to each other that has changed the culture at all levels.”

94%

of participants say they found **Class Act's descriptions of negative communication behaviours helpful** in producing change one-to-two years after participation.

100%
YES

Asked, '**Have behaviour changes in the team had a positive impact on your own performance?**' 100% of these respondents said '**yes**'.

75%

describe that change as '**very beneficial**'.

+90%

More than **90%** of all participant comments in Class Act show a **high level of positive engagement with the content**.



Asked, '**Have behaviour changes in the team had a positive impact on the team's performance?**' 75% said '**yes**'.

70%

describe those changes as '**very beneficial**'.

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“It is safe to say that, by every measure, our school now is very different to the one of 15 months ago.”

95%

of school staff
experience some form
of bullying
Duncan



1/3

More than one third
of principals experience
bullying at work.
Phil Riley



84%

of students who are bullied
online are also
bullied in person.
Cross et al.



Who We Are

Coach Pty Ltd is a high-calibre communication coaching agency working in education and with organisations in the public and private sector throughout Australia and internationally.

With a unique focus on helping schools and other organisations grow flourishing communication cultures, we bring to our clients our distinctive coaching approaches and models, workforce-wide culture solutions and a suite of practical, highly tailored 360 feedback tools for education leaders and teachers—all developed on the fundamental premise we hold dear—the great communicators always own the game.

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