



ST. MICHAEL  
*Early Elementary School*  
510 W. Front Street  
Monroe, MI 48161

ST. JOHN  
*Elementary School*  
521 S. Monroe Street  
Monroe, MI 48161

ST. MARY  
*Middle School*  
151 N. Monroe Street  
Monroe, MI 48162

October 26, 2017

Dear MCES Family,

Our teachers and administration have been prayerfully and thoughtfully working to transform our discipline policies to better align with our faith and address behavior concerns in a more positive way. As you may remember, I graduated from Notre Dame with my Master of Arts in Educational Leadership this summer and a major requirement of the program was to investigate a challenge and implement a solution at our school. I chose the way we address behavior concerns at St. Michael and St. John Campuses, because I saw a system that was largely punitive and did not have a clear structure to improve behaviors.

I feel very blessed to have worked with the teaching, support and administrative staffs over the last year to design a program that identifies negative behaviors, teaches the students how to use the virtues to modify their behavior and rewards students who act appropriately. The process started last fall, when our teachers worked to identify the most common negative behaviors they see at each age level and campus. They discussed how they would generally address them in their classrooms and what consequences they would result in. We then took these behaviors and organized them into behavior rubrics that outline the steps that would be implemented following the misbehavior.

After this, we identified which Virtues would help cultivate the desired good and appropriate behavior. This led to the creation of Think Sheets, that replaced the old "Parent-Teacher Communication Notice." These Think Sheets are student-centered and require the students to reflect on their behavior and explain how they would act differently in the future.

Finally, teachers and staff started discussing how we could make our behavior management more positive and recognize good behavior. We were blessed to have Sandra Morten, a professor from The Greeley Center for Catholic Education at Loyola University, Chicago present on Positive Behavior Intervention Supports (PBIS) to help the staff gain a better understanding on the topic. When walking through the MCES campuses, you will see "MCES" posters that highlight our Core Values: Make, Care, Embrace and Seek. These posters are a vital part of a PBIS program and each are specialized for the area of the building and is a constant reminder of how students should be acting in the particular situation.

In order to honor students who are continually following directions and embodying what it means to be a Saint + Scholar, we now recognize students with the St. Thomas Aquinas Award for outstanding and out of the ordinary good behaviors. Teachers are also encouraged to reward students in their classrooms.

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**Our Mission:** Monroe Catholic Elementary Schools is a Christ-centered, Catholic learning community committed to the academic excellence and spiritual development of every student.

[www.mcesmonroe.com](http://www.mcesmonroe.com)  
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This behavior policy is based on PBIS and on the Education in Virtue program created by the Dominican Sisters of Mary, Mother of the Eucharist from Ann Arbor. The faculty will be receiving further, in depth, professional development on this program on October 27th from the program creator Sr. John Dominic. Students are taught what the virtues mean and how they can be used to foster good behavior. Each week, St. Michael and St. John Campuses have virtue of the week that is posted in each classroom and announced daily during school-wide prayer. Teachers also take time to explain the virtue so students gain an understanding of its meaning.

In summary, the policies are based on the following premise:

Discipline always starts with teaching, prompting, and acknowledging positive behavior.

The PBIS/Virtues program will:

- Increase consistency across classrooms
- Make school a predictable, consistent, positive environment for students
- Have positive school-wide implications
- Allow students to develop Christian attitudes

Negative consequences will be used to achieve the following:

- Prevent problem behavior from being rewarded
- Prevent problem behavior from escalating
- Prevent problem behavior from disrupting instruction for others
- Provide teaching opportunities (“this behavior is NOT being respectful”)

As we strive to create Saints and Scholars, we are tasked with shaping and developing the whole child therefore behavior modification is a crucial part of this mission. Think sheets are designed to help students reflect on their choices and consider ways to avoid making poor choices in future. We are confident that the new behavior rubrics and PBIS system will positively recognize those students who are living their Christian virtues on a daily basis and help those who struggle with practicing the virtues to modify their behavior.

All documents can be found on the MCES website under the PBIS tab.

Ancora Imparo.

### **MR. KYLE KUBIK**

Principal, PreK-4th  
Monroe Catholic Elementary Schools  
St. Michael & St. John Campuses

*Forming Saints + Scholars to be Servant Leaders*

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