

An introduction to disciplining students in the Teen Challenge program—**Teacher Notes / Answers**

Lord help me, I'm a new staff!

By Dave Batty

Overview

1. What are the most difficult challenges facing new Teen Challenge staff in the area of disciplining students?
2. Your past experiences of discipline.
3. Three levels of obedience
4. What is the main reason why you have each rule at your TC?
5. Three levels of discipline
6. What are the main goals of discipline?
7. What motivates change?
8. How to assign appropriate discipline
9. How to confront conflict in a caring way

- 1. What are the most difficult challenges facing new Teen Challenge staff in the area of disciplining students?**

Teacher Note:

One option is to have those attending this workshop break up into small groups of 2-4 persons per group and create a list of answers to this question. Give them 3 minutes to come up with their list.

Then have each group give one answer to the whole class.

- 2. Your past experiences of discipline.**

Fill out the evaluation form on page 2-3. You are free to fill this out before the workshop begins.

Name _____

Discipline Class

Date Due _____

Project 1

Discipline in my Background

How you were disciplined as a child may have a significant influence on your attitudes and beliefs about discipline in the Teen Challenge ministry setting. The purpose of this project is to have to take a look at your past and remember experiences when you were disciplined.

Part One: Discipline during your early childhood (age 1-12)

1. Were you raised and disciplined by Christian parents? Yes _____ No _____

2. What was your home setting during your first twelve years?
_____ I was raised by both my biological father and mother.
_____ I was raised in a home with a step parent.
_____ I was raised in a single parent home.
_____ I was raised someone other than my biological parents.

3. Which child are you in your family? (your birth order)
(For example, first child of 3, 2nd of 4 children, etc.)

4. Rate how often you were disciplined
(For questions 4 & 5, put a mark on the line to best describe your experiences. Now assign a number between 0-100 to your mark.)

0 _____ 100
Rarely _____ Very often

5. How often were the persons angry at the time they were disciplining you?

0 _____ 100
Rarely _____ Very often

6. What methods of discipline were used on you?

7. How would you evaluate the results of the discipline you were given as a child?

This Project is taken from the course *Disciplining Students in the Teen Challenge Program* by Dave Batty & Dan Batty. Used by permission.

**Discipline Class
Project 1, page 2**

Part Two: Your Teenage Years

- 8. How were you disciplined as a teenager?
(You may include comments on discipline at home, school, or by the police or other community officials—judges, social workers, etc.)

- 9. How did you respond to the discipline given you during your teenage years?

Part Three: Scripture Study

- 10. Read the following scriptures and meditate on how they relate to your life.

_____ Proverbs 22:6 _____ Proverbs 19:18
 _____ Hebrews 12:11 _____ Ephesians 6:1-4

- 11. How does your life compare to the main truth of these verses?

Proverbs 22:6 _____

Hebrews 12:11 _____

Workshop Notes Continued from page 1

3. Three levels of obedience

These are taught in the *Group Studies for New Christians* course ***Obedience to Man***

Level 1. Obey

Obey because you were told to do it.

Level 2. Obey and discover the main reason why you were told to do it.

Level 3. Obey on your own because it is the right thing to do.

It is extremely important for staff to function at level three.

4. What is the main reason why you have each rule at your TC?

5. Three levels of discipline

Level 1. Self-discipline

This is the best kind of discipline.

Best motivated by a heart of love for God.

Level 2. Discipline by others

Level 3. Discipline by God

Hebrews 12:5-11

6. What are the main goals of discipline?

- A. Leads to change within
- B. Leads to positive growth
- C. Brings healing, not just punishment

7. What motivates change?

- A. Pain
- B. Love is the best motivation for change
- C. Fear

8. How to assign appropriate discipline

The next four pages provide instructions and a sample 2 page *Student Discipline Record*

9. How to confront conflict in a caring way

Covered in another workshop, will soon be available at www.iTeenChallenge.org

Student Discipline Report — Instructions

The Student Discipline Report is designed to serve two significant purposes. First, it serves as a written documentation of the discipline situation, and should be placed in the student's file after it is completed. Second, this involves the student in the documentation process and serves as a learning tool to involve the student in identifying key issues related to this situation.

- 1. Reason for discipline (What I did)**
- 2. How did this affect myself and others? (Consequences)**

Have the student fill out these two parts of the report. Encourage him/her to put down all the relevant facts related to this situation. After s/he has completed these first two points, privately discuss with the student what s/he wrote down. Be careful to hear the student's perspective on this situation. It's very easy to just push your point of view on this situation. Ask questions.

Students often have a difficult time seeing the consequences of their behavior. As you discuss this part, ask them, "How do you think your behavior affected other students in the program?" It is certainly appropriate to discuss how this affects their relationship with God.

If the student has completely missed the major issues related to this case, you may want to have him/her take back the report and revise his/her answers. However, as much as possible, we want to avoid having the student write down "what the staff wants to hear." We want the student to accept ownership of his/her behavior.

The student may completely disagree with your perspective on this situation. You may need to add your own documentation on this situation in the "student chronological."

- 3. Discipline assigned to the student:
(To be filled in by staff)**

Once the discipline is assigned and **before** the student is asked to do the assigned discipline, the appropriate signatures need to be documented as required by your center. The reason for having the student sign the discipline, is this serves as guarantee that s/he knows what discipline has been assigned. His/her signature serves as a commitment that s/he will complete the discipline assigned.

If the student later refuses to complete the discipline, you can bring him/her back to this document which s/he signed, agreeing to complete the discipline. You can challenge the student to keep his/her word--a commitment was made, now s/he must follow through.

- 5. What did this experience teach you?**

Again it is important to give the student permission to be honest here. His/her response may be, "I didn't learn anything from this dumb experience!" Allow the student to be open. If you demand that they "put down what you want to hear," you are simply teaching them to "sing the party tune" but not really change on the inside. This is not the time to assign more discipline just because the student doesn't learn what you want him/her to learn.

- 6. What is the main reason why Teen Challenge has the rule related to this discipline? (See #1)
or What is the main reason why this behavior (see #1) is prohibited in Teen Challenge?**

The student answers this question.

Again this question is designed to make this a learning experience for the student (and the staff), not simply a “take your discipline” experience. Our goal is to see the Holy Spirit transform the life of each student.

7. Staff comments

Staff can add their comments to this report any time during the process of handling this discipline situation. If you do not want to put them on this sheet until the student has completed his/her part, you can put additional comments in the “student chronological.”

8. Counselor Follow-up _____ Date _____

The accreditation standards require that discipline be explained to the student and appropriate alternative behavior shall be described. But has the discipline resulted in any redemptive change? The counselor may want to discuss the situation with the student to determine if there are other related issues that need to be addressed through personal counseling or the *Personal Studies for New Christians* class assignments.

Contact Information: www.Globaltc.org www.iTeenChallenge.org

Student Discipline Report, page 2

Student: _____

6. What is the main reason why Teen Challenge has the rule related to this discipline? (See #1) or What is the main reason why this behavior (see #1) is prohibited in Teen Challenge?

7. Staff comments

8. Counselor Follow-up _____ Date _____

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