

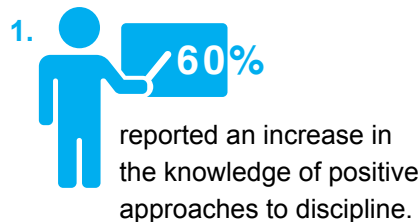
RESULTS OF A SURVEY CONDUCTED IN SCHOOLS IN 2019 TO ASSESS THE EFFECT OF TRAINING AND SENSITISATION ON POSITIVE BEHAVIOUR MANAGEMENT. BARBADOS



With Positive Behaviour Management (PBM) school can become a supportive environment, where alternative forms of discipline are promoted. This is part of the Effective Schools Framework, a key strategy promoted by UNICEF.

UNICEF has supported the Ministry of Education, Technological and Vocational Training in guiding teachers in PBM and a survey was carried out to ascertain whether there has been any change in knowledge, attitudes and practices relating to classroom discipline among teachers trained.¹

PRIMARY SCHOOL TEACHERS



2. Teachers' recall of PBM methods is high and has remained high over the past five years.

Recall of PBM strategies

	2019	2014		2019	2014
Setting clear expectations for students	100%	94%	Allowing students to participate in class/school management	95%	-
Posting expectations in a visible place	95%	96%	Giving students positive affirmation	100%	-
Teaching expected behaviours for various settings	90%	96%	Posting signage around the school	90%	-
Using behaviour charts	90%	86%	Posting behaviour plan	50%	56%
Acknowledging positive behaviour	100%	100%	Teaching life skills	100%	-

¹ Survey carried out in November 2019 among teachers who had been trained in PBM since 2014. The following values represent a sample of those trained who were surveyed and their students. Primary school teachers: 20 and students: 35. Secondary school teachers: 26 and students: 74.

3. Use of PBM methods among teachers is now also relatively high and has increased over time.

PBM strategies used in the past year (%)

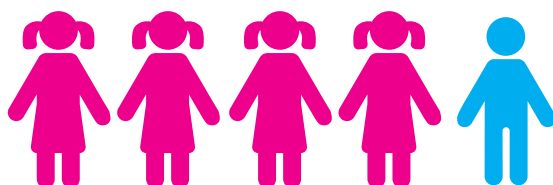
Strategies	2019	2014
Setting clear expectations for students	95	96
Posting expectations in a visible place	80	64
Teaching expected behaviours for various settings	89	94
Using behaviour charts	72	40
Acknowledging positive behaviour	85	86
Allowing students to participate in class/school management	95	-
Giving students positive affirmation	90	-
Posting signage around the school	72	-
Posting behaviour plan	80	18
Teaching life skills	95	-

4. In the last five years, there has been a decrease in teachers' belief that PBM interventions work.

Perception of effectiveness of PBM strategies (%)

Strategies	2019	2014
Setting clear expectations for students	85	79
Posting expectations in a visible place	53	73
Teaching expected behaviours for various settings	75	78
Using behaviour charts	44	71
Acknowledging positive behaviour	75	83
Allowing students to participate in class/school management	89	-
Giving students positive affirmation	85	-
Posting signage around the school	40	-
Posting behaviour plan	30	86
Teaching life skills	55	-

5. Most teachers surveyed believed that PBM works better for girls than for boys: some strategies are seen to be **four times more effective for girls**.



6. Interestingly, despite the apparent success of individual strategies, only **15%** said negative behaviour decreased after PBM training while **55%** said it had actually increased.

7. **Teacher’s attitudes to corporal punishment are slow to change.**



75% of teachers said that prior to the PBM training they believed that corporal punishment was a necessary form of discipline.

70% of those reported that the PBM training made no change to that opinion. 1 in 5 said it did to some extent.

PRIMARY SCHOOL STUDENTS

8. **Although slightly more than half of pupils said that their teachers still used corporal punishment, many also recognised that they are using the PBM strategies.**

Things noticed about teacher last school year (%)



Actions

- Used corporal punishment to discipline students
- Used other ways to discipline children who misbehaved
- Interaction with the students was respectful
- Recognised students for good behaviour
- Used behaviour charts
- Spoke about expected behaviours
- Posted expected behaviours on classroom walls

YES	NO
54	46
83	14
86	11
80	20
37	60
91	9
31	66

9. **Even though the Effective Schools Framework is being implemented, primary school students have their own range of issues, including bullying and a lack of respect between students.**

Things noticed about other students last school year (%)



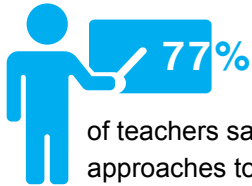
Actions

- Bullying was a problem
- Students know the best actions to take if being bullied
- Students were respectful to the teachers
- Students were kind/caring/respectful to each other

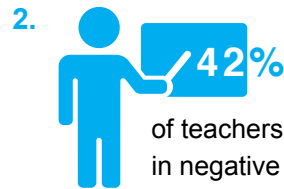
YES	NO
54	46
71	26
57	40
26	60

SECONDARY SCHOOL TEACHERS

1. Knowledge of PBM has been increasing among secondary school teachers in Barbados.



of teachers said their knowledge of positive approaches to discipline had increased. **19%** felt that their knowledge had remained the same.



of teachers believed there has been a decrease in negative behaviour overall following PBM strategies being implemented. **46%** believed it had stayed the same.

3. Teachers' recall of PBM strategies was high.

Recall of PBM strategies

Setting clear expectations for students	96%	Students participation in class/school management	96%
Posting expectations in a visible place	81%	Giving students positive affirmation	96%
Teaching expected behaviours for various settings	92%	Posting signage around the school	81%
Acknowledging positive behaviour	96%	Teaching life skills	92%

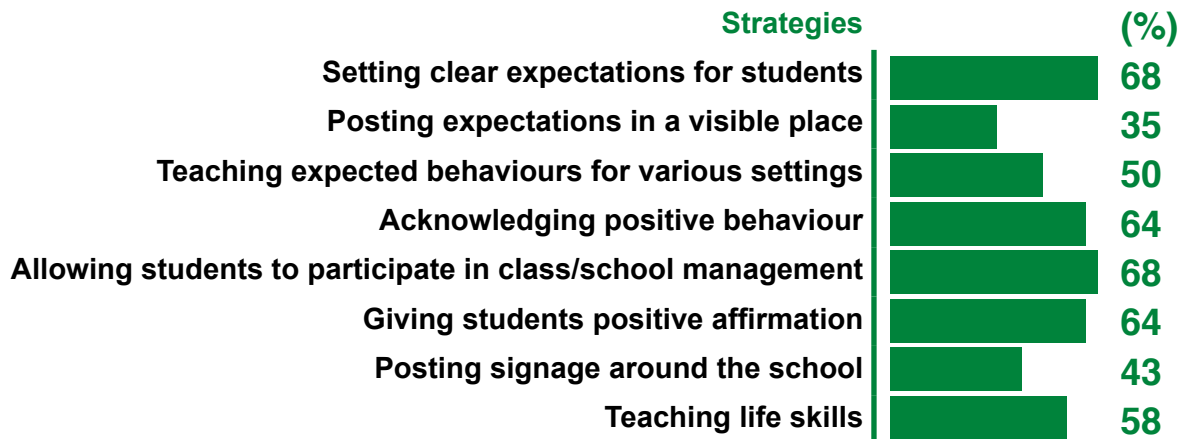
4. Although recall was high, teacher usage of Positive Behaviour Management was variable.

PBM strategies used in past year.

Strategies	(%)
Setting clear expectations for students	80
Posting expectations in a visible place	57
Teaching expected behaviours for various settings	88
Acknowledging positive behaviour	76
Allowing students to participate in class/school management	80
Giving students positive affirmation	84
Posting signage around the school	52
Teaching life skills	83

5. Belief in the effectiveness of PBM methods among teachers was also variable.

Perception of effectiveness of PBM strategies



6. Teachers' attitudes to corporal punishment are changing slowly.



4 in 10 teachers said that prior to the PBM training they believed that corporal punishment was a necessary form of discipline.

Of those, around **40%** said that the training affected their views to some extent.

SECONDARY SCHOOL STUDENTS

7. **7 out of 10** secondary students reported that their principal used corporal punishment but that only **20%** of their class teachers did. Most believed that their teachers are, on balance, using PBM strategies.

Things noticed about teacher last school year (%)



Actions

Actions	YES	NO
Interaction with the students was respectful	60	19
Recognised students for good behaviour	78	22
Used affirmations to help guide student behaviour	89	8
Expected behaviours posted visibly in different school settings	65	35

8. Even though the Effective Schools Framework is being implemented, secondary school students have their own range of issues, including bullying and a lack of respect in school interactions. Only 1 in 4 felt that other students are kind, caring and respectful of one another.

Things noticed about other students last school year (%)



Actions

YES **NO**

Bullying was a problem

61 **39**

Students know the best actions to take if being bullied

55 **45**

Students were respectful to the teachers

37 **63**

Students were kind/caring/respectful to each other

24 **70**

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