



ST. GABRIEL SCHOOL

BEING CHRIST · EVERY DAY · EVERYWHERE

St. Gabriel School: 5-Tier Formation and Support Framework

"Being Christ... Every Day, Everywhere through Teaching, Learning, Leading, and Serving."

Tier 1: Christlike Expectations – Daily Choices

Focus: Prevention, Modeling, and Positive Culture

Guiding Beliefs:

- ✓ All are made in the image and likeness of God.
- ✓ Every student deserves dignity and respect.
- ✓ Catholic faith is central to teaching and learning.

What it Looks Like:

- Schoolwide teaching of behavior expectations based on Gospel values.
- Daily routines, classroom charters, and prayer circles to reinforce mission-aligned behavior.
- Students recognized for acts of kindness, service, and leadership.
- Teachers model Christlike behavior and teach conflict resolution skills.

Supports:

- Classroom norms anchored in faith.
- Praise, PBIS incentives, "Caught Being like Christ" cards.
- Morning meetings, prayer/reflection time

Tier 2: Gentle Correction – Reflection and Re-teaching

Focus: Early Interventions and Behavior Correction

Guiding Beliefs:

- ✓ Students are developing; mistakes are learning opportunities.
- ✓ Learning is a lifelong process.
- ✓ Each child is unique and deserves guidance.

What it Looks Like:

- **Minor infractions:** not following directions, minor disruptions, disrespectful language, Tardiness to class, Dress code violations, Disturbance (yelling, running, etc.) Failure to abide by classroom policies or procedures.
- Teacher-led redirection, behavior reflection sheets, or brief restorative chats.
- Collaborative discussions about how actions align (or don't) with being Christ to others.

Supports/Disciplinary Options:

- Reflective journaling or "What Would Jesus Do?" prompts
- Re-teaching classroom expectations
- Parent communication initiated
- Quiet reflection space in classroom or buddy room
- Verbal Warning
- Student/Teacher Check-in
- Teacher Communication to Family/Conduct Infraction

Tier 3: Rebuilding Trust – Collaborative Support

Focus: Accountability and Restorative Action

Guiding Beliefs:

- ✓ Students learn best in partnership with families.
- ✓ We lead by example and work with students to reach their potential.
- ✓ Respect is restored through communication and action.

What it Looks Like:

- Ongoing or moderate behavior concerns: disrespect, refusal, repeated disruption, Out of class without permission Leaving school building without permission
- Restorative conversations facilitated by staff or dean.
- Behavior goal-setting, support plans, and communication with families.

Supports/Disciplinary Options:

- Restorative conference with student, teacher, and parent
- Behavior improvement plan with check-ins
- Counseling support if needed
- Student service project (to repair harm)
- Admin or dean-led circle or check-in
- Teacher Detention
- School detention
- Parent/Teacher/Student Conference

Tier 4: Reconciliation – Serious Behaviors and Restorative Healing

Focus: Safety, Serious Infractions, and Healing

Guiding Beliefs:

- ✓ We are called to lead with compassion and truth.
- ✓ Consequences should be paired with redemption and learning.
- ✓ Community safety and well-being are essential.

What it Looks Like:

Major incidents:

- Cheating/plagiarism.
- Forgery or lying.
- Repeated failure to report for detention.
- Defiance or disrespect, bullying, threats.
- Fighting, unsafe behaviors.
- Stealing, abuse of property (vandalism or defacing).
- Possession, use or sale of any illegal substances or paraphernalia sale, possession, use of fireworks or weapons.
- Obscene, vulgar, profane or offensive language, material or gesture.
- Disruption of school operations.
- Cyber bullying or harassing (physical, verbal, or written) Violation of Internet acceptable use policies.
- Repeated Tier 3 infractions.
- Formal restorative circles with students, staff, and families.
- Temporary loss of privilege, in-school suspension with reflection and repair work.

Supports/Disciplinary Options:

- Re-entry restorative meeting
- Written apology and service-based restitution
- Peer or adult mentor
- Formal parent-administrator meeting
- Referral to outside support if needed
- Parent/Teacher/Student/Principal Conference
- School detention
- In School Suspension/ Suspension

Tier 5: Restoration and Renewal – Intensive Intervention

Focus: Redemption, Healing, and Long-Term Growth

Guiding Beliefs:

- ✓ Every child is a child of God, deserving of renewal and support.
- ✓ We celebrate differences and strive to meet all learners where they are.
- ✓ We serve others with the talents God has given us.

What it Looks Like:

- Repeated or severe violations requiring intensive support and collaboration.
- Continued behavior threatens learning or safety.
- Students, families, school leaders, and external resources partner together for a path forward.

Supports/Disciplinary Options:

- Functional Behavior Assessment and School Behavior Intervention Plan (FBA/BIP).
- Behavior Contract.
- Outside counseling or pastoral guidance
- Modified schedule or learning environment
- Long-term mentorship and spiritual guidance
- Final re-entry meeting with clear expectations and grace-filled goals
- In School Suspension/ Suspension
- Parent/Teacher/Student/Principal Conference