



St Philip's
Christian College
FOR THE WHOLE OF LIFE

iThrive 2024 PBIS in action

*Positive Behaviour Interventions
and Supports Framework*



iThrive 2024 PBIS in action



I - THRIVE

What is ithrive?

What is iThrive at St Philip's Christian College, Gosford?

Here at St Philip's Christian College, Gosford we aim to create and maintain a caring, safe and dynamic learning environment, where students are equipped to thrive for the whole of their life.

iThrive (Positive Behavioural Intervention and Supports – PBIS)

The iThrive framework seeks to create a positive whole school culture where students are engaged and focused on their learning. The framework seeks to provide a consistent approach to learning at the College, which proactively equips and support students in their wellbeing, while also implementing clear learning and behavioural expectations.



Guiding Principles

The guiding principles of iThrive are the College core values

- Christ First - we want to honour Christ in all things. (Matthew 22:37-39)
- Serve One Another - we want to appreciate the unique God-given potential of each person. (1 Peter 4:10)
- Strive for Excellence - we want to aim to continually do our very best in our learning and serving. (Colossians 3:23)
- Do what is right - we want to always behave in a Christian manner. (James 3:17)
- Build Community - we want everyone to know they belong because they know that they are respected and how to serve others. (1 Corinthians 12:27)



These core values are the foundation of our school, and therefore the foundation of our positive approach to learning. The iThrive framework provides an overview of what kind of learner we want to build here at St Philip's by aligning our values with key expectations of our student community. In order for students to succeed, it is vital that they understand what is expected of them. The iThrive framework provides staff and students with a common language and clear behavioural guidelines, with a focus on prevention and proactive strategies for early intervention. In doing so, St Philip's Christian College seeks to create a school environment that encourages (rather than discourages) pro-social behaviour, while also providing a continuum of behaviour and learning support to students who need more intervention in order to be successful.



iThrive at its core

The iThrive framework fundamentally is an expression of love and grace for our students. It is the setting of boundaries and instruction, based on biblical principles, that enables us to protect our students by providing and modelling acceptable standards of behaviour. Thereby, creating positive relationships and building up of the College community in Christ.

i-THRIVE	Christ First			
	Strive For Excellence	Serve One Another	Build Community	Do What Is Right
Always and Everywhere	I will aim to do my very best all the time.	I will appreciate the unique God-given potential of each person.	I will ensure everyone feels they belong.	I will always behave in a Christ-like manner.
Learning Environments	I will... - arrive on time - bring all equipment - be on task and ready to learn - work hard and persevere on all tasks - seek feedback	I will... - respect others - support the learning of others - use kind words - share ideas and resources	I will... - actively listen, encourage, and affirm others - be compassionate - wear the uniform correctly - use manners	I will... - line up outside - wait for instructions to enter the room - stand behind chair - wait to be asked to sit down - follow the teachers' instructions and expectations - put up hand to talk
Playground	I will... - play fair - demonstrate sportsmanship - be polite and kind - line up sensibly at the canteen	I will... - respect others and their games - connect positively - stand up for others - help others in need	I will... - actively include others - take turns - speak and act kindly - put rubbish in the bin	I will... - stay in bounds - listen to the teacher on duty - take care of equipment - tell the truth
Digital Citizenship	I will... - use device as a tool not a toy - ensure MacBook is fully charged - be on task	I will... - be helpful and positive online - respect the feelings and opinions of others - seek consent for photos and videos	I will... - THINK before typing (THINK – Is it True, Helpful, Inclusive, Necessary, Kind?)	I will... - keep passwords secure - follow technology guidelines - keep MacBook in its bag - take care of MacBook
Toilets	I will... - ask for permission to go if in class - return to class quickly - 'wash, dry, goodbye'	I will... - leave the toilets and basins clean - give people privacy	I will... - tell a teacher of any issues - ensure the toilets are a safe place for all	I will... - wash hands - turn off the taps - keep the area clean
Assembly/Hall	I will... - be an active listener - respond when required	I will... - show respect to people presenting - maintain the personal space of those around	I will... - participate respectfully - wear the uniform correctly	I will... - enter and exit the hall safely and quietly - sit up straight - face the front to listen
Transport/Excursions	I will... be a positive ambassador for the College	I will... help others to be safe	I will... greet the bus driver and thank them	I will... - be safe and responsible in the bus bay - wait on the Basketball Court - move quickly when bus is called

Middle School/Senior School iThrive Commendation System

Our Middle and Senior School commendation system is currently under construction. We are seeking to create a positive behavioural reward system which supports student motivation for personal best. Once this is finished, we will be in touch with students and staff!

Junior School Commendation System

In response to the explicit teaching of elements within the iThrive matrix, students will be rewarded for demonstrating appropriate behaviours.

When staff see a student who is demonstrating one of the behaviours identified on the matrix, they will immediately reward the child with a stamp for the relevant behaviour.

Stamp charts will be kept in a folder in the classroom and stamps will be distributed by the teacher. When a student receives a stamp for every environment in each core value (ie an entire column), they will receive a small award in afternoon Junior School Muster for that Core Value.

If a student collects an award for each core value they will then receive an iThrive award/badge at the Junior School Assembly. Students will also receive a special reward when they earn each badge.

i-THRIVE		YOU WERE SPOTTED!			
	 CHRIST FIRST	 STRIVE FOR EXCELLENCE	 SERVE ONE ANOTHER	 BUILD COMMUNITY	 DO WHAT IS RIGHT
Learning Environments					
Playground					
Transport & Excursions					
Digital Citizenship					
Assembly & Hall					

iThrive Discipline Policy

St Philip's Christian College Discipline Policy works with the iThrive framework and seeks to work with students in order to be preventative and proactive, rather than reactive.

Discipline and consequences are an important part of our educational process and, intrinsic to discipline is love through pastoral care. Historically, this is reflected in the way that the concept of 'discipline' comes from the concept of to 'disciple'.



St Philip's Christian College Gosford is committed to working together with parents to disciple (train and nurture) students for the creation of positive relationships, and for the building up of the College community in Christ.

Beliefs and General Principals

The ultimate objective of discipline is to teach self-discipline.

Just as God is at the centre of our curriculum, God is at the centre of our approach to discipline.

Teachers are to take a listening and restorative approach when disciplining, as modeled by God in His grace e.g. Genesis 3 and 4.

Unconditional forgiveness must be seen and taught at every level. Good, lasting relationships are not possible without a willingness to forgive when hurt or wronged and seek reconciliation with others and God.

The presence and control of the Holy Spirit in the lives of people of all ages brings about the behavioural changes needed to make them Christ-like. Christ is our ultimate model for conduct in relationships.

It is understood that students will take responsibility for their own actions, according to their stage of moral development.

A restorative approach

At St Philip's Christian College Gosford, we use the 5R's restorative behavioural language to enact our disciplinary guidelines and ensure consistent language from all staff K-12. Restorative practices in schools emphasise the accountability that students have for their behaviour, and provide ways for students to engage in conversations which ultimately inspire change.



St Philip's Christian College Gosford – Minor and Major Behaviours

Christ First		Minor Behaviour (Teacher and PC Teacher)	Major Behaviour (Year Advisor / Stage Leader)	Major Behaviour (AHOS / HOS)
	Strive For Excellence	- Talking while teacher is talking - Not completing set work - Late to class - Missing equipment - Poor attitude	- Major Disruption to class - Regular Absenteeism	Truancy
	Do What is Right	- Cheating / Plagiarism - Lying - Disruptive behaviour	Repeated Inappropriate behaviour	- Possession of Drugs - Theft - Possession of weapon
	Build Community	- Uniform violation - Disrespecting peers - Unsafe play - Disrespectful behaviour	Abusive Language	Physical Aggression or Fight
	Serve One Another	- Misuse of school property - Defiant behaviour - Using mobile phone - Throwing rubbish	Vandalism	- Property Damage - Harassment

Teacher response:

- Enter behaviour details into TASS.
- Student referral to Tier Two level support (Leader of Wellbeing/ Inclusive Ed).
- For repetitive behaviours to the minor or major behaviours above, please connect with the next level of support above you.

Consequences for above behaviours:

Minor Behaviours:

- Removal from activity/room
- Loss of privilege
- Reflection activity
- Lunch detention

Major Behaviours:

- After School Detention
- Behaviour Monitoring Booklet
- Suspension (Internal or External)
- Expulsion



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