



# "WE ARE KETTERING" COMMUNITY PILOT PROJECT


**Building A Healthy Supportive  
Community for Every Kettering Youth**



**“We Are Kettering”** is a one-of-a-kind initiative that will inspire every individual, business and organization in our community to join together to actively support the health and safety of our children. This collaboration of stakeholders will work to protect, strengthen and invest in Kettering youth to improve their quality of life and spark their potential as they become adults who may one day continue to call Kettering home. Connected relationships foster healthy, happy individuals and stable communities. By embarking on this fulfilling journey as a community, we are making a priceless investment that will bring about positive changes in Kettering kids along the way. The road ahead is not without challenges; but, together, we will overcome them because **“We ARE Kettering”**.



Peggy Lehner, Kettering Mayor



Toby Henderson, President Kettering Board of Education



# What is the “We Are Kettering” Project?

Partners for Healthy Youth is a joint City of Kettering and Kettering City School Advisory Board focused on facilitating support for all of our youth in Kettering. The **“We Are Kettering”** project was launched in the spring of 2021 from feedback created from round table discussions with a wide range of community organizations who have a commitment to kids. The major community themes that emerged were youth and family mental health and family engagement. The **“We Are Kettering”** project goal is to encourage selected organizations to adopt the existing Kettering Schools language **“We are Respectful”, “We are Responsible”, “We are Safe”** to create a holistic community support system to strengthen the protective factors for kids and increase their resilience to face life and behavioral challenges.



## What are the benefits of the “We Are Kettering” Project?

- Create a more positive culture and environment for all youth in Kettering
- Predict youth behavior that can be celebrated and or redirected
- Increase a sense of belonging for youth in the community
- Improve the mental health for all youth
- Encourage kids to build problem-solving skills
- Build youths’ capacity to increase empathy and kindness
- Develop kids’ emotional self-management
- Promote learning new skills

## What is PBIS: Positive Behavioral Intervention and Supports?

The PBIS model is a proactive way to promote safety and prevent unwanted behavior while promoting social acceptance and friendship for all youth.

PBIS traditionally is adopted in school settings. Through the partnership between the City of Kettering, Kettering City Schools, and Partners for Healthy Youth the PBIS model will be expanding into the community for organizations interested in raising kids up and creating a positive environment for kids outside of the school setting.



# How does the “We Are Kettering” work?

Youth need to receive positive interaction with adults on a daily basis through their school, at home and in the community. They need praised for good behavior and redirected to correct poor behavior.

**Did you know behavior can be improved 80% just by pointing out what someone is doing correctly?**



The Kettering City Schools have used PBIS language “*We are Respectful*”, “*Responsible*” and “*Safe*” for more than 5 years. The “*We Are Kettering*” community model will continue to reinforce, enrich and strengthen organizations and businesses interaction with our youth.

**In order to increase protective factors for youth and increase their resiliency skills, the community PBIS model will provide the techniques for organizations to enrich and strengthen their relationships with youth to help them grow and succeed. Predicting and managing behavior can be achieved through these steps and then applied to a simple matrix that can be uniquely created for any organization or business:**

- **Behavior:** Identify the behavior that you want to see improved with the youth your organization and business is interacting with on a daily basis.
- **Environment:** Ensure the space where kids are interacting is organized and safe; you can see all of them easily in the space, and there is a place for their belongings.
- **Explain the Behavior:** Set the expectation for what respectful, responsible and safe behavior looks like when participating in a positive way. Show them what you want!
- **Visually Display the Expectations:** Post the expectations of Respectful, Responsible and Safe on the walls and in the places you want to reinforce the expectations and behavior.
- **Interact with Youth:** Stay engaged with the kids, ask for their feedback and provide continued dialogue.
- **Be Positive:** Praise kids when they are doing something right using the respectful, responsible, and safe words intertwined in your comments.
- **Correct Misbehavior:** Explain the appropriate behavior or action you are seeking.
- **Measure Results:** Monitor your interaction with youth and did you achieve success?

# What is the commitment for the “We Are Kettering” project?

## **Community Stakeholder Commitment:**

- Initial 9 -to-12 month commitment to roll out the “We Are Kettering” project
- Participate with the Partners for Healthy Youth Board members in ongoing training and dialogue about the program
- Participate in the evaluation of the project
- Assist with promoting the program to other like organizations through written/video testimonials
- Celebrate the success of creating a community that cares about all youth in Kettering

## **Partners for Healthy Youth Commitment:**

- Partners for Healthy Youth will provide all community stakeholders with initial training; We Are Kettering materials, banners and posters
- A Partners for Healthy Youth Board member will be your liaison for the project and will provide you with support throughout the one year project timeline
- Provide an evaluation tool to assist with measuring your organization’s success with the “We Are Kettering Project”



# Kettering Parks, Recreation, and Cultural Arts Example

## We Are Kettering!



### Safe

- I can alert staff to any unsafe situations
- I can use equipment only as it is intended to be used

### Responsible

- I can listen to staff
- I can keep track of my belongings
- I can leave the gymnasium at the end of my scheduled time

### Respectful



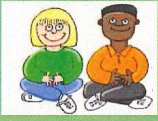




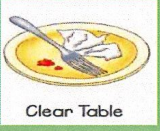




- I can participate with good sportsmanship
- I can use appropriate language
- I can clean up after myself and throw my trash away



**CITY OF KETTERING**  
PARKS, RECREATION AND CULTURAL ARTS DEPARTMENT


# Business Example



<u>Expectations</u>	<u>Restroom</u>	<u>Arcade</u>	<u>Stage</u>	<u>Dining</u>
<p>We are <b>Responsible</b></p>	<p>We throw away our paper towels</p> 	<p>We follow the rules of the games</p> 	<p>We keep our hands and feet to ourselves</p> 	<p>We throw away our trash</p> 
<p>We are <b>Respectful</b></p>	<p>We flush the toilet</p> 	<p>We wait our turn</p> 	<p>We listen to the performers</p> 	<p>We clean our area when we are finished</p> 
<p>We are <b>Safe</b></p>	<p>We wash our hands</p> 	<p>We walk in the arcade area</p> 	<p>We stay off the stage</p> 	<p>We stay in our seat while eating</p> 



# Kettering City School Example

 Kettering Middle School BEHAVIOR MATRIX		School Grounds/Quad
	School Arrival/Dismissal	Hallyways, Lobby, Locker Bay
	Voice Level 0-4	Voice Level 0-2
<b>Safe</b>	<ul style="list-style-type: none"> <li>Maintain social distancing when possible</li> <li>Walk on the right side of walkways</li> <li>Report problems to staff</li> </ul>	<ul style="list-style-type: none"> <li>Maintain social distancing when possible</li> <li>Follow traffic patterns in the hallway</li> <li>Report problems to staff</li> </ul>
<b>Responsible</b>	<ul style="list-style-type: none"> <li>Go directly to your designated classroom, bus, or pick up location</li> </ul>	<ul style="list-style-type: none"> <li>Go directly to your designated classroom</li> </ul>
<b>Respectful</b>	<ul style="list-style-type: none"> <li>Follow staff directions</li> <li>Use school appropriate language</li> </ul>	<ul style="list-style-type: none"> <li>Keep personal technology devices off and out of sight</li> <li>Follow staff directions</li> <li>Use school appropriate language</li> </ul>
<b>Voice Levels:</b>		1-Whisper      2-Tabletalk      3-Strong Speaker      4-Outside
<b>Conditions for Learning Staff Expectations</b>		<ul style="list-style-type: none"> <li>Ensure students are monitored before and after school</li> <li>Ensure students are monitored when moving about the campus</li> </ul>

# Build Your Organization's Language

<u>Expectations</u>	<i>We are Responsible</i>	<i>We are Respectful</i>	<i>We are Safe</i>

# Evaluation Tool Example

## Organization

There will be a reduction in misplaced books in the children section of the library. Visual reminders of positive behaviors will be scrolling on all screens. There will be a 25% increase in teenager engagement with library staff and the library staff will teach positive behavior language

### Evidence

Reduction in the amount of time spent reshelving in the children's section

### Evidence

Keeping track of the number of kids involved in teen programming

### Evidence

Track the number of stickers given for exhibiting the positive behaviors

# Evaluation Tool example

There will be a reduction in misplaced books in the children section of the library. Visual reminders of positive behaviors will be scrolling on all screens. There will be a 25% increase in teenager engagement with library staff and the library staff will teach positive behavior language while interacting with Kettering youth.

## Evidence

Reduction in The amount of time spent reshelving in the children's section

Met

Partially

Not Met

## Evidence

Keeping track of the number of kids involved in teen programming

Met

Partially

Not Met

## Evidence

Track the number of stickers given for exhibiting the positive behaviors

Met

Partially

Not Met

# Build Your Evaluation Tool

## Set the Goal

What are the priorities? What would make the biggest difference for you and your staff?

Changes

## Recognizing

Increase positive genuine interaction with youth and redirect misbehavior. How can you set your staff up for this?

Ways for more positive interaction

## Teach Positive Behavior

What would we like to see our youth doing? Safe, Respectful and Responsible

Places for Visual Cues

## Environment

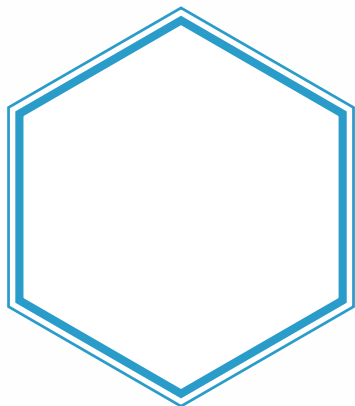
If we can predict we can prevent. How can we alter the current environment to make it safer? More lighting? Move furniture?

Changes

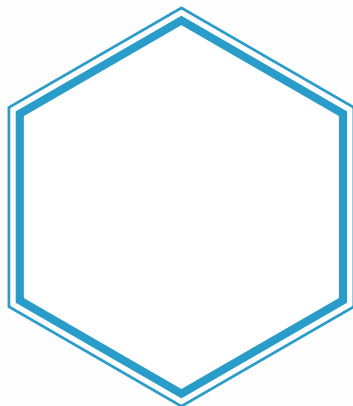
# Build Your Evaluation Tool.

## Explain Your Thinking

Connection #3



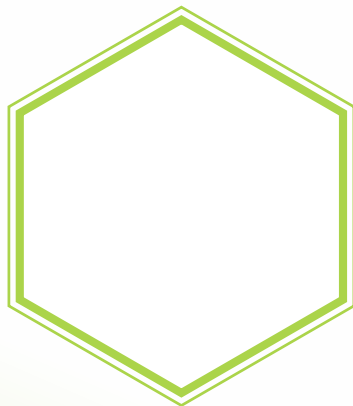
Connection #6



Connection #2



Connection #5



Environment



Connection #4



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To get involved or for more information  
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SCAN ME

