Who are the best people to start my school’s PAX GBG Program?

**Picking the best teachers to start a strong PAX GBG Program in your school:**

* Ideally, it would be great to train teams of teachers who already work well together and who already meet as a team.
* Here are some other questions to ask as you select teachers:
  + Most important: Is the teacher interested?
  + Is the teacher open to change his or her mindset on how to approach classroom culture? *PAX is a cultural shift and teachers will need to change some ways of thinking.*
  + Is the teacher willing to work with a PAX Partner in the classroom and receive feedback on best practices to get the best evidence-based results?
  + Is the teacher willing to have fun with students?
  + Is the teacher respected by his/her peers and not considered the “principal’s pet”?
* Pick open-minded teachers. You cannot force a teacher to be PAX. It is a cultural shift. Once the impact of that cultural shift is evident, then other teachers, who otherwise would have been resistant, tend to want to join in.
* Please *do not* pick “struggling” teachers to begin. They will best be served later in the program.

**Picking the best people to start a strong PAX Partner Program in your school:**

In order to ***sustain the best practices and spirit of PAX and to achieve the evidence based results both now and long into the future,*** each school, with the support of the Regional PAX Partner, will be asked to create a Building PAX Partner Team of embedded “in-house” PAX Partners.

These "in-house" Partners will receive support from the Regional PAX Partner based at the NwOESC. The Regional PAX Partner will supply everything for the in-house PAX Partners to support their colleagues and is determined not to make this another job for the in-house Partners. This includes updates, materials, best practices and staff meeting agendas and talking points. The Regional PAX Partner can also come to the building to visit classrooms to problem solve and assist with Tier 2 & 3 students.

Eventually, all meetings will be built into already established meetings like TBTs, staff meetings, PBIS etc.

\*\*\* It is our goal to show how PAX *helps implement* all other requirements and is *not in addition* to them. If you are working on PBIS or another character-building program, please contact Laura Kamp. Your PBIS team would be ideal PAX Partners and can integrate PAX into PBIS or a character framework.

PAX Partners should fit the description (above) of an ideal PAX Teacher and be people that others respect and from whom feedback would be valued.

Some likely people to include on your PAX Partner team (ideally including many or all of the below):

Experienced PAX teacher

New/Fresh PAX teacher

Intervention specialist

Every Student Succeeds Act Team Member

PBIS team or other Character Building Team

Guidance Counselor

School Social Worker

RTI team members

Other staff with flexibility to visit classrooms