The Ramapo Toolbox
Creating Environments that Support Success

- **Role Modeling**
  1. Demonstrate community values and expectations. Be consistent in modeling the expectations of your community. Follow the rules you set.
  2. Be the thermostat not the thermometer. Set the tone, don’t reflect it. For example, if you want young people to be positive and engaged, smile and demonstrate that you are enjoying yourself.

- **Clarifying Expectations**
  1. Identify and promote community expectations. Articulate and post standards for behavior to which all members of the community are expected to adhere. Remind young people (and adults) of expectations routinely.
  2. Break down expectations into specific core behaviors. Identify, label and model behaviors that are aligned with community expectations. Be specific about what desired behaviors look like and sound like. Teach and model behavior steps by step.

- **Adapting For Individual Needs**
  1. Decode behavior into feelings and offer alternatives. Read a young person’s actions and body language. Explore and identify unmet needs and difficult feelings. Validate feelings even as you offer alternative behaviors for expressing emotions.
  2. Engage young people in constructive problem solving. Have a private one-on-one conversation with a child who is struggling to meet community expectations. Listen actively. Share specific and direct feedback focused on observable behavior. Avoid blaming language.

- **Relationships & Role Modeling**

- **Responding, Reflecting, Repairing**
  1. Pick your battles. Avoid confronting negative behavior that can be tolerated. When considering confronting a negative behavior, ask yourself: “is this behavior unsafe?” Utilize strategies other than direct confrontation for behaviors that do not pose a threat to safety.
  2. If a behavior is unsafe, be firm in your words and actions. Always advocate “No No.”