



GILTNER PUBLIC SCHOOLS

HIVE System Overview (Modeled after Ron Clark Academy)

Students are divided into four HIVES. (**Dreamers, Believers, Doers, and Thinkers**) These HIVES are a vehicle for emotional and social support that acts as a learning community for its students. The members of each HIVE become very close-knit that help support and encourage their fellow HIVE members. The structure allows for healthy competition, camaraderie, and the excitement where students have hundreds of individuals supporting them and working towards a common goal.

The HIVES create families within a family, helping shy or lonely students feel a part of something and struggling students find support when needed. It's a great system and one that can change the dynamics of any school. On a student's very first day the student is immediately welcomed into this new family and every HIVE is looking to have them on their team. Once sorted into their HIVES the whole school cheers the name of the HIVE, the HIVE members embrace him/her, and a special bond begins.

What it means to belong:

The Gallup organization has surveyed millions of students to gauge factors that are important for long-term student success. Students' well-being and hope are two of the most critical factors in student success. 16 out of the 20 measures Gallup asks students can be directly impacted in a positive way through the HIVE system.

This bond is reinforced daily through the focus of earning points for your HIVE and various interactions with fellow HIVE members. This is also reinforced through full HIVE meetings where the entire group gets together to celebrate and reinforce the goals. During the HIVE meetings the group reviews the behaviors and choices that define excellence, build relationships between HIVE members and the school staff, while also learning more about the characteristic of their group. This creates a narrative of what is valued and important at the school.

Healthy Competition:

The groups of students share a **common meeting room, a crest, colors/themes, chant(s), a flag, a common motto or quote as well as a Wordle of adjectives to describe their group.** This contributes to the unique sense of culture felt by each HIVE member. The HIVES compete throughout the school year by earning points for various activities, accomplishments, and demonstrations of exemplar character & behavior.

Each **six weeks** the HIVE celebrates their standing and their accomplishments are recognized in various ways. This acts as a catalyst for continued improvement and creates a sense of finishing off the year on a strong positive note. The HIVE with the most points is announced and wins the **HIVE Cup & HORNET** at a school wide assembly. The HIVE Cup and HORNET will be displayed in the elementary trophy case throughout the year with a picture of the top group for the nine-week period.

GILTNER LOGISTICS

1. When will HIVE meetings be scheduled? (How often?)

HIVEs will meet more often in the beginning and then time will be assessed as the year progresses to determine how often second semester.

WEEK 1:

***Day 1: **Assembly in the morning**

At the conclusion of the morning Assembly, the Ron Clark Essentials and HIVEs will be briefly explained to students. At that time, students will be asked to individually come down to scratch a card to reveal their HIVE. Music will be playing as they scratch their card to go to the chosen group. Every group will cheer as a HIVE member is revealed. Students will meet their HIVE members, get a t-shirt, play the Name Game (w/ ball) then HIVEs need to create a chant that includes the HIVE's Name and Color in it. This Chant might change throughout time, but each HIVE will share their chant at the end of the Assembly.

***Kindergarten and 1st grade will come in to take an Elementary Picture with their t-shirts and will also be part of watching the revealing at a level that is age appropriate for Kindergarten and 1st graders.

(Name Game: Catch the ball: (say) "Thanks _____, My name is _____, _____ (throw ball until everyone has said their name-be sure not to drop the ball or your team has to start over and throw in the same order as before)

Assembly in the afternoon (1:15)—Each team meets IN their HIVE classroom. Team building activity of HIVEs Choice (Teachers will be responsible for also collecting the t-shirts.

***Day 2: In the classroom (Time: dismiss at 3:10, meeting at 3:15)—work on Wordle and/orCube.

***Day 3: In the classroom (Time: dismiss at 3:10, meeting at 3:15)—work on Wordle and/orCube.

WEEK 2: Wednesday afternoon—in the classroom (Sept. 2nd)

WEEK 3: Thursday afternoon—in the classroom (Sept. 10th)

WEEK 4: Friday afternoon—in the classroom (Sept. 18th)

WEEK 5: Monday afternoon—in the classroom (Sept. 21st)

WEEK 6: CELEBRATION WEEK—TBD

Twice a Month—after this or as the need arises--TBD

Staff will meet on a continuous basis to determine what is necessary and what needs to be adjusted.

2. Where will each HIVE meet?

Dreamers will meet in Mrs. Janzen's room

Doers will meet in Mrs. Harmon's room

Believers will meet in Mrs. Reeson's room

Thinkers will meet in Mrs. Good's room

3. How many students will we have in each HIVE? (15-20)

Dreamers--17

Doers--16

Believers--17

Thinkers--16

4. What will be the specific purpose/activity of each meeting?

TBD

5. How will students transition to and from their meetings?

Transition on right side of the hallway until you get to the room you need to be at. Lines should stop and let the person cross, if need be. This will be a work in progress.

6. How will points be tracked?

Teachers will have jars in their rooms so that throughout the WEEK, coins can be added to the jars as students earn them for their HIVEs. Weekly totals and Yearly totals will be posted in the hallways. Teachers need to turn their totals into Administration so that numbers can be entered into a google form. Flags will also be aligned top to bottom depending on the rank of the HIVE, for that week, based on the annual total.

7. How will we make sure this creates unity instead of division? (unhealthy vs healthy competition)

The Elementary will also be going through mini lessons related to students having a growth mindset by attending Motivation Mindset Monday assemblies. (TBD) These concepts will also be promoted in the classroom with the teachers.

8. Will HIVEs be integrated into the larger school picture? How?

Not at this time. High School teachers will gradually attend the Ron Clark Academy and at this time, we will discuss how the whole school will become more on board.

9. Essentials will be taught by the classroom teachers but can be reinforced through the HIVEs!

10. Collecting House Points.

Teachers and staff are asked to keep track of points throughout the week, however they will be asked to report these points by using the provided schedule. This way the points are constantly evolving so students/HIVEs know that daily behavior is important. Teachers will display coins (points) in the classroom by using the jars, however the "House Points" worksheet will be turned into administration regularly and points will be ongoing.

Monday—2nd grade

Tuesday—3rd grade

Wednesday—4th grade

Thursday—5th grade

Friday—6th grade

Friday—Special Ed. Staff and Other Staff as

Points will be displayed by providing the weekly total and then the running/annual total.

13. Spinning the WHEEL

Students who are reported by staff will be eligible to spin the WHEEL at the end of the week. The WHEEL will give students an opportunity to earn HIVE points, Recess, Homework pass, ect. To be determined by Ron Clark Team.

14. Behavior Protocol