

Team behaviour planning toolkit

Creating consistent responses across our service



This resource has been developed as part of the Calming our Minds, Moving our Bodies project. It complements the professional learning shared in [Anthony Semann's](#) webinar 'Supporting Children's Behaviour: Let's Get Practical' by providing practical tools for educator teams.

Consistency helps children to feel safe

Behaviour is a child's way of expressing unmet needs. Consider what is happening beneath the surface — tiredness, hunger, being overwhelmed or a need for connection.



WHY THIS MATTERS

- ☐ Children learn through consistency
- ☐ Behaviour is taught, not expected
- ☐ Connection comes before correction
- ☐ Natural consequences teach responsibility
- ☐ Shared responses reduce confusion

Team activity

The A3 butchers paper conversation



Use an A3 butchers paper to build on this as a team

Column 1

Behaviour we commonly notice



Column 2

Natural consequence that teaches



DISCUSSION PROMPTS

- ☐ What behaviour do we see most often?
- ☐ What might the child be communicating?
- ☐ What is the most respectful natural consequence?
- ☐ Is everyone comfortable responding this way?
- ☐ Would we explain this approach to a family?

★ **TIP** Display your completed A3 sheet in the staff room and review it regularly as a team.

Our behaviour planning template



Use this template to record your teams agreed reponses

Behaviour we commonly notice	What might the child need?	Natural consequence that teaches	Agreed educator response (What will we say/do?)

Check before you agree



Is this developmentally appropriate?



Does this teach rather than punish?



Is it respectful?



Is everyone consistent?

Building consistency across our teams



Shared language

Use the same phrases and expectations.

Keep messages clear for children and families.



Shared expectations

Agree on what success looks like.

Focus on progress not perfection.



Shared responses

Children should not receive different messages depending on the educator.

We respond together.



Shared reflection

Review regularly.

Adjust when something is not working.

Keep improving together.

Our team commitments

Together we create safe supportive spaces where children can learn and thrive



We connect before we correct



We respond consistently



We stay calm



We support one another



We assume positive intent



We celebrate progress



We teach skills



We partner with families

Acknowledgement

This resource was developed following professional learning through [Anthony Semann's](#) webinar 'Supporting Children's Behaviour: Let's Get Practical'. It has been created by Monash Health as a practical companion resource to support educators in applying key concepts within their own teams.