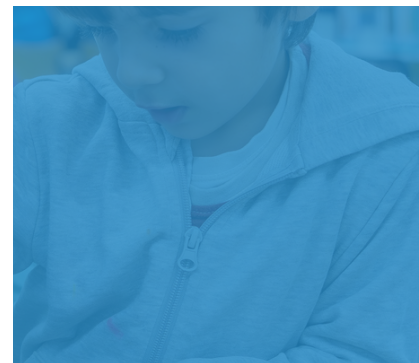
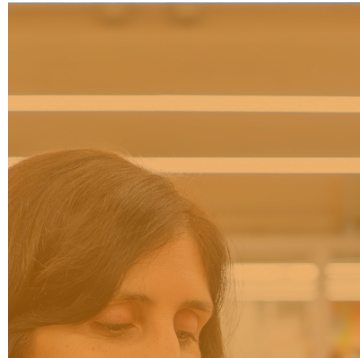


The Better Way



How One K-12 District Built a System of Connection By Aligning Leaders and Classroom Practice

A Conscious Discipline Implementation Story



***“Conscious Discipline has been the bus
that has transformed our district in our
value of connection and relationships.”***

Dr. BeAnn Younker
Former Student Services Director
Tippecanoe School Corporation



Why Conscious Discipline

Regulated Adults + Calm Classrooms = Big Impact

Conscious Discipline is a **brain-based, adult-first** approach that helps schools and organizations improve behavior, increase retention, and build lasting culture. Most programs manage the symptoms. Conscious Discipline addresses the root cause—dysregulated adults, children, and systems.

Conscious Discipline is:



A comprehensive system for building safety and self-regulation



Grounded in brain science



Implemented through training, coaching, and practical tools



Designed to work with existing efforts



Created to scale across classrooms, schools, and districts

Why Adult Regulation Matters, How To Get There

When layers of adult leaders model self-regulation, organizations develop culture. Conscious Discipline's **SAFE** Framework provides four interconnected domains—a roadmap, not a prescription—for scalable, sustainable change throughout a school system.



Sustained Leadership

Leaders align vision, systems, and people so Conscious Discipline is supported, not siloed



Adult Self-Regulation

Adults consistently model composure, connection, and skill-building, even during challenging moments



Foster Community

Schools cultivate strong, inclusive relationships and rituals that help every child and adult feel a sense of belonging



Engaged Classrooms

Classrooms are designed for safety, regulation, and active engagement, with routines and structures that support learning



Learn more about the
Brain State Model from
Dr. Becky Bailey



Becoming **SAFE**

Why Tippecanoe School Corporation Chose Conscious Discipline to Ignite Change

Tippecanoe School Corporation (TSC), a district serving over 13,000 scholars across 19 schools, faced issues that may sound familiar:



Increasing behavioral and mental health challenges



Staff burnout and initiative fatigue



Numerous, siloed scholar and staff supports



Concerns about weak school-to-home connection

The Conscious Discipline Solution

TSC partnered with Conscious Discipline, seeking an adult-first approach after previous, disjointed programs failed. A grant funded an initial suite of coaching and training tools. By reframing the problem from “student behavior” to “adult and system readiness,” TSC laid the foundation for change and reported:

- Improved outcomes without adding another “program” by aligning with SEL, MTSS, and PBIS
- Consistency across classrooms and schools
- Increased support staff well-being by teaching adult self-regulation skills
- A 97% retention rate for new teachers



Conscious Discipline's Jill Molli, leading a Conscious Discipline Academy

“Kids are the same throughout the decades. It was the adults; the adults needed support.”

Dr. BeAnn Younker
Former Student Services Director
Tippecanoe School Corporation



Listen to TSC's Dr. BeAnn Younker speak about why TSC took an adult-first approach to district wellness



Sustained Leadership

Regulated Leaders Build Organizational Culture

S

Conscious Discipline partners with Tippecanoe School Corporation (TSC) to build Sustained Leadership capacity—where **leaders at every level**, even student leadership, model regulation, create systems for implementation, and build a culture of safety and shared purpose.

At the outset of their journey, TSC leaders craved a shared belief system to address ongoing concerns about student and staff wellness. TSC chose Conscious Discipline because it could be built into the district's ongoing operating system—offering a brain science-anchored belief that **adult change drives system change**.

Conscious Discipline coaches worked with a subset of TSC district and site leaders to deepen their understanding of Conscious Discipline principles and implementation skills. These leaders—known as TSC's "Brain Brigade"—became the core group driving sustainable, scalable skill-building.



Through ongoing work with Conscious Discipline coaches, TSC next built an additional layer of leadership called "Building Champions". These respected and connected educators were approved to serve as the "boots on the ground" at the site level, signaling value to others in Conscious Discipline's model and **district-wide alignment** around a shared approach and culture.

"It was really amazing to see the framework that TSC used to start with the district leadership that helped build capacity for the staff to be the leaders in their buildings...really helping to support the framework of top-down modeling, what to do, and when to do it."

Dr. Jenny Barkac
Certified Conscious Discipline Instructor



Conscious Discipline then led a cohort of TSC educators through a process to become "CD Facilitators"—certified trainers who lead implementation and data collection. Annual training days invite all teachers to brainstorm strategies, continually **building internal capacity**.

This formidable and layered leadership structure serves as the engine for culture transformation and **sustaining the impact over time**. When leaders are supported and develop the skills to transform culture, entire communities grow.



Listen to TSC's Anne Marshall speak about the importance of a cadre of leaders learning CD skills together

Awareness

Inspired & Willing

Application

Integration

Adult Self-Regulation

Adults Create Conditions for Students to Learn and Thrive

A

Adult self-regulation is the driving force behind Conscious Discipline's model. By practicing self-awareness and composure, educators model the behavior they want to see. Building adult self-regulation skills can begin anywhere in the system—a classroom, a grade-level team, a school site, or across a district. In Tippecanoe School Corporation's (TSC) case, its investment in training multiple levels of leaders enabled TSC to scale adult-regulation practices district-wide.

Awareness

Inspired & Willing

Application

Integration

A cohort of 25 TSC leaders first attended a Conscious Discipline training, learned about the **Brain State Model** and **Powers and Skills of Conscious Discipline**, and then continued small group work with Conscious Discipline coaches to facilitate ongoing support at the site level. Coaching sessions grew to include building administrators and, eventually, educators and staff members who were ready and curious to learn. During Year 1 of TSC's implementation, 895 teachers signed up for a Conscious Discipline book study, signaling high interest in exploring the Conscious Discipline framework.

"I started out thinking that this was just for scholars. What I have realized is that it's way more for me, and it doesn't just impact my life here; it impacts my life everywhere."

Elementary Instructional Coach
Tippecanoe School Corporation

"They knew they had constant access to their specific coach who knew them, their kids and their building—and they knew that they were going to get ongoing coaching as well as training. It was a model that really helped deepen their understanding of the practices in a small, unintimidating way."

Anne Marshall
Neuroscience-Focused Instructional Coach
Tippecanoe School Corporation



Using Conscious Discipline practices, educators began to notice differences in their ability to **manage behavior, conflict, and interactions with families** and colleagues effectively. Staff and students began to adopt a **common language**.

CD Facilitators engaged staff in powerful shared experiences, shifting mindsets across contexts. The result: **responsive teaching** in the classroom and staff **moving from burnout to balance** through small, **manageable practice shifts**.

Conscious Discipline topics are frequently explored in an integrated way during TSC's scheduled "Instructional Improvement Blocks"—reinforcing shared practices so adults continue to develop the awareness needed to self-regulate and create a culture where students can thrive.



Listen to TSC's Dr. BeAnn Younker speak about the importance of adult-regulation in a school system





Foster Community

Shared Language and Rituals Create Connection and Belonging

F

Conscious Discipline's **shared emotional language** and **common rituals** build **trusting relationships** across Tippecanoe School Corporation (TSC) classrooms and staff rooms. The result: a **sense of belonging** and psychologically safe environments for both adults and students.

Awareness

Inspired & Willing

Application

Integration

As TSC educators began to practice Conscious Discipline rituals, they intentionally moved from isolated classrooms to connected school communities. Teachers began to introduce common practices, such as Conscious Discipline's **"I Love You Rituals,"** which teach emotional language to build student **empathy, communication, and collaboration**. These daily interactions built a shared culture throughout TSC, further reinforced through staff members' continued learning and problem-solving with Conscious Discipline Facilitators at the site level.

Systems shifts expanded the community. Paraprofessionals, bus drivers, school secretaries — and all new staff through orientation — became part of a shared Conscious Discipline culture through intentional training opportunities.

Site leaders incorporated CD-aligned Tier 1 strategies into annual goals. TSC and Conscious Discipline co-hosted local Academies open to neighboring districts, **building capacity in the broader community**. Parents reported that high school students shared knowledge about brain-states with their families. In turn, TSC strengthened the **school-to-home connection** by sharing its Conscious Discipline practices with TSC parents via school newsletters, webpages, social media, branding, and even a podcast that reinforced TSC's holistic wellness model.

Wherever students engage across the TSC continuum, they encounter adults grounded in shared Conscious Discipline's brain-state practices—shifting the system's approach from reactive to one of positive intent, where adult-regulation and a **broader sense of a shared community** is now TSC culture.

"I think it's more important in some ways, because a lot of times they're the ones that are going to be with students during unstructured times, recess or lunch, where a lot of these strategies do come into play, or they're working with multiple students from different classrooms."

Elementary School Assistant Principal
Tippecanoe School Corporation
on training support staff
throughout the system



Listen to TSC's BeAnn Younker speak about the power of building a school community with shared values and skills





Engaging Classrooms

Structured and Calm Spaces Create Optimal Learning Environments



Conscious Discipline's brain-based structures, rituals, and practices create **predictable, connected environments** where students **thrive academically and emotionally**. Through Tippecanoe School Corporation's (TSC) partnership with Conscious Discipline, TSC integrated sustainable practices into school classrooms, resulting in fewer disruptions and increased student engagement.

Quickly recognizing that Conscious Discipline **meshed seamlessly with PBIS and MTSS**, TSC selected Conscious Discipline as its Tier 1 intervention. TSC leaders also built a "Top 10 Tier 1 Practice" list to help educators integrate Conscious Discipline tools into their classrooms.

Classrooms soon began to both look and feel different. **Safe Places** for active calming replaced punitive-focused strategies. Teachers taught explicit emotional regulation techniques, such as **S.T.A.R.** breathing, to help both adults and students maintain or return to an executive emotional state. Softer lighting and clustered desks set the stage for connection and calm. "Codes of Conduct" became "Codes of Care," where teachers and students work together to define subjective terms like "respect." Vocabulary shifted to reflect a common language in the classroom, and Conscious Discipline routines and shared rituals, such as the **Wish Well Routine**, created environments where both adults and students felt calm, connected, and ready to learn.

"Today a little girl just kept crying and I kept asking why and finally she goes 'I don't know. I'm just really emotional today'... Nobody called her a crybaby. They offered her support."

4th Grade Educator
Tippecanoe School Corporation

"It's my family job. It doesn't get done without me."

4th Grade Student
Tippecanoe School Corporation

TSC also enhanced school-wide practices to continue to encourage Conscious Discipline at the classroom level. By updating policy handbooks and referral protocols, scholars in TSC classrooms implementing Conscious Discipline are demonstrating **stronger independence and problem-solving**, using their **emotional vocabulary** and **self-regulation skills**. The result: **fewer office referrals, reduced disruptive behaviors**, and **increased instruction time**.

TSC students now feel a sense of **classroom ownership** and **personal responsibility** in a **connected school community** where Conscious Discipline is practiced consistently.



Listen to TSC's Anne Marshall speak about how a classroom "Safe Space" gives learners an explicit place to self-regulate

A System Transformed

Tippecanoe School Corporation's intentional implementation — in partnership with Conscious Discipline — produced measurable impact:



Significantly
↓
Decreased Office
Referrals and
Behavioral Issues



Improved Student
Independence and
Problem-Solving



A Shared Language
and Belief System
Among Educators



Reduced Educator
Stress and Increased
Confidence



↑
Increased
Instructional
Time



Students Experiencing
School as a Place of
Safety and Connection

Key TSC Takeaways for Success

- ✓ Start with adults, not with students
- ✓ Build leadership at every level
- ✓ Create internal capacity
- ✓ Start small—go deep on a few practices
- ✓ Let results build belief over time

"I was frustrated, burned out...Conscious Discipline allows me to be myself...and I can teach these skills to my students."

Teacher
Tippecanoe School Corporation

94%

of classrooms implementing
Conscious Discipline in TSC's
first two years, saw **increased
student success**

"Conscious Discipline was this injection of tools and strategies that took us to a different place, because Conscious Discipline names it in a way that makes it familiar in a classroom."

Dr. BeAnn Younker,
Tippecanoe School Corporation

"What Conscious Discipline did for us as a district...it allowed us to create a system of care, Tier 1, across the board, common language on how best to serve students."

Dr. BeAnn Younker,
Tippecanoe School Corporation



"The whole reason for supporting Conscious Discipline and bringing that into our world was to help with connection, to help as a mental health support, and then also in the long run, to help with academics for our students."

Dr. BeAnn Younker,
Tippecanoe School Corporation

90%

of students at a Title I TSC site
using Conscious Discipline
reported **feeling a sense of
connection** at their school

"I was going to leave the profession. I decided to stick around this year. Since the start of the year, and having the mentorship and Conscious Discipline...There is so much to learn and so much to gain...and now, I'm even looking at my future in receiving a Master's in Education."

Early Career TSC Teacher on meeting regularly
with her mentor and learning Conscious Discipline skills

60%

reduction in expulsion requests
after the first four years
Conscious Discipline was
implemented in TSC

Begin Your Journey

Like Tippecanoe School Corporation, your school system can build connection through a shared culture. Conscious Discipline builds capacity in early childhood and K-12 organizations — creating system-wide environments where all children thrive.

“Neuroscience offers us the ‘why’. It offers us the clear science, the data of how we think and learn. Conscious Discipline offers the language and the structures and the practices to make the neuroscience come alive.”

Anne Marshall

Neuroscience-Focused Instructional Coach
Tippecanoe School Corporation

Conscious Discipline offers flexible pathways to help classrooms, staff rooms and boardrooms take their first steps toward change.

Our **SAFE Framework** is used to help design a **personalized implementation roadmap**, ensuring everyone speaks the same language about what effective practices look like at every level.

Using The **SAFE Framework**, Conscious Discipline will help you identify levers for success to build internalized, school-wide practices that create lasting change and demonstrate measurable impact on behavior, climate, and academic outcomes.

We approach this work through these distinct phases of implementation:

Discover & Align

Format:

- Executive strategy sessions, data review, and school/ classroom walk-throughs



Phase 1: Build Foundations

Format:

- Foundational workshops, intensive mindset training, and leadership development



Phase 2: Classroom Implementation

Format:

- Design workshops, onsite and virtual coaching, in-class modeling, and classroom observations



Phase 3: Deepen & Sustain

Format:

- Train-the-Trainer pathways, leadership development and certification, systems and process integration



Discover Where You Stand.
Take the **SAFE Framework**
short diagnostic...



Thirty years. Thousands of partners. Lasting change.

45%

fewer discipline referrals

30%

increase in healthy regulation skills for both staff and students

100%

increase in staff collegiality and positive school climate

+20%

20-50% increase in academic achievement





Conscious Discipline would like to acknowledge **Tippecanoe School Corporation** (TSC) for its long-term partnership, time, and contributions that made this Implementation Story come to life. TSC's journey, told through its rich dedication to brain-aligned practices and the Conscious Discipline model, will be an inspiration to many school systems beginning their own change process. All those working inside TSC's buildings and alongside its scholars have a role in TSC's ongoing success. We would especially like to thank those who sat for interviews to share their important perspectives and reflections, including Dr. BeAnn Younker, Anne Marshall, Dr. Jenny Barkac, and other Conscious Discipline Certified Instructors who have been part of TSC's journey. Your commitment to Conscious Discipline principles helps TSC be a place of safety, connection, and problem-solving.

Partner with us to Build System-Wide Capacity for Sustainable Change

Together, we design a pathway that is right for you.

Events

Immersive, transformational experiences in top locations that inspire and ignite



Training

Onsite and Virtual Training led by Certified Instructors that drives outcomes in your community



Coaching

One on one reflective coaching cycles to support educators to apply skills to their context



Toolkits

Classroom structures, rituals, and tools that scaffold implementation and build alignment across sites



Academies

Week-long, community wide experiences that unite leaders, staff, and educators and accelerate implementation



E-Learning

Digital music, resources, and courses that support ongoing application and learning that fits into your busy day



Connect with us!

www.consciousdiscipline.com

