

PB4L Overview

Positive Behaviour for Learning (PB4L) at Cobden School supports the creation of safe, inclusive, and engaging environments where all ākonga can thrive.

Our **PB4L** focus areas are:

- ✦ Explicitly teaching expected behaviours.
- ✦ Recognising and reinforcing positive actions.
- ✦ Using consistent, predictable responses to challenges.
- ✦ Building positive relationships with tamariki, whānau, and colleagues.

Te Kura O Cobden



Purpose of this Induction

This induction booklet introduces new and existing staff to Cobden School's integrated PB4L (Positive Behaviour for Learning) and CPS (Collaborative & Proactive Solutions) framework.

It is designed to ensure all staff understand our shared philosophy of behaviour support, grounded in proactive, relational, and solution-focused practice.

Implementation Plan

For our staff to implement these approaches with care and authenticity, we up-skill for:

- ✦ Awareness: Introduce **PB4L & CPS** philosophy, language, and expectations.
- ✦ Practice: Train staff through modelling, role-play, and coaching sessions with RTLB and senior leaders.
- ✦ Integration: Embed CPS within our PB4L systems by tracking and responding to unsolved problems, and using this data to guide progress monitoring and targeted support.



PB4L & CPS

Cobden School Induction Information

2026

CPS Overview

Collaborative & Proactive Solutions (CPS), developed by Dr Ross Greene, shifts the focus from behaviour modification to understanding and solving problems collaboratively. **CPS** helps identify the underlying difficulties preventing children from meeting expectations and involves them in finding mutually satisfactory solutions.

The CPS Process

The CPS model involves three key steps:

- ✦ Empathy Step – Gather information about the child's concern or perspective.
- ✦ Adult Concern Step – Share the adult's concern and perspective.
- ✦ Invitation Step – Collaboratively generate solutions that are realistic and mutually satisfactory.



Staff Induction Schedule

- ★ Week 1: PB4L Foundations – School values, expectations, and consistency, and building relationships.
- ★ Week 2: Introduction to CPS and the “Plan B” approach.
- ★ Week 3: Writing Unsolved Problems – practical workshop.
- ★ Week 4: Practising 'Plan B' Conversations – empathy, adult concern, and invitation steps.
- ★ Week 5: Reflection and Data – review behaviour data and student voice.
- ★ Week 6: Community Connection – engaging whānau in our wellbeing approach.

Note: This schedule is predominantly for teachers and will vary for support staff

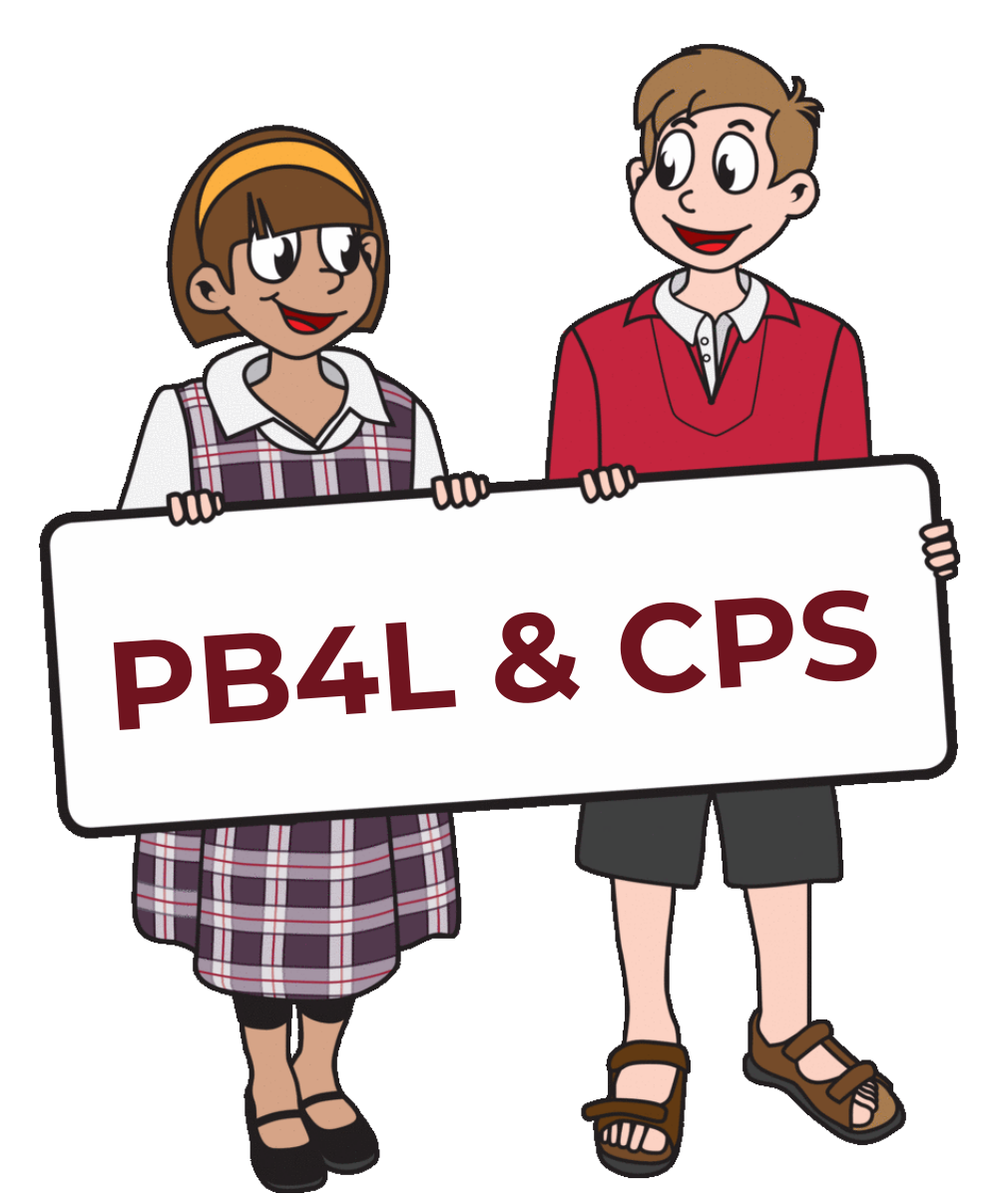


Language Shift

We move away from behaviour-based language (“non-compliant”, “defiant”) to solution-based language (“having difficulty”, “struggling to meet expectations”). This shift promotes understanding and helps students build lagging skills rather than simply complying with rules.

Ongoing Support

Cobden School provides continued PLD opportunities in **CPS** and **PB4L** through RTLB facilitation, peer observation, and coaching. Annual refreshers ensure new and existing staff are confident using the approach both in class and on the playground.



Cobden School Induction Information
2026

Data and Review

Staff will use **PB4L data systems** to record unsolved problems, track ‘Plan B’ conversations, and reflect on student outcomes. 'Plan C' - unsolved problems shown while working on 'Plan B', will have natural consequences that build on the skills the child needs.

Regular reviews will occur during staff meetings and with RTLB input to ensure continued growth and consistency.

Self Reflection

Use this space to reflect on your understanding and experiences during induction. Consider the following prompts:

- ★ **What does collaborative problem-solving look like in your classroom?**
- ★ **What successes have you observed using 'Plan B'?**
- ★ **How have relationships and engagement changed for your tamariki?**

Resources and References

CPS Pathway for Education in Aotearoa – Lives in the Balance NZ (2025)
PB4L Tiered Fidelity Inventory (TFI) – Ministry of Education
Teaching for Positive Behaviour – Ministry of Education (2020)
Cobden Collaborative Plan CPS 2024–25 Reflection Page
Think Kids



TE KURA O COBDEN
COBDEN SCHOOL

03 768 7465
53 Fox Street, Cobden, Greymouth 7802
reception@cobden.school.nz
www.cobden.school.nz

