

One-Year Plan for Personnel's Practicing Effective
Role Modeling in a Private School Context

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Introduction

In addition to training students' cognitive and affective skills, educators should consider their students' moral skills. After all, as U.S. President Theodore Roosevelt said, "To educate a person in mind and not in morals is to educate a menace to society." The challenge for educators, then, is to maintain a strong emphasis on developing their students' cognitive and social skills while also instilling in them a sense of virtue. Through the modeling of certain specified virtues, and through activities which encourage the application of these virtues, teachers show students practical ways to become morally healthy members of their society. By knowing the good, desiring the good, and doing the good, it is argued that students become enabled to develop a character which is good.

Character development can be taught in a formal education setting through modeling and classroom instruction. This one-year plan outlines a strategy for all school personnel which, if implemented, will show students how to behave virtuously and provide them some of the tools necessary to practice virtuous behavior.

A central element in this plan has been called "God's 'one anothers'" — biblical mandates which deal with interpersonal behavior. By working with one another, practicing these mandates during planned and unplanned teachable moments, students will come to a comprehension and application of certain virtuous characteristics. It is hoped that this plan be continued throughout the life of the school, and throughout the life of each student.

Modeling virtuous behavior for others to imitate is a scripturally mandated activity, as demonstrated below. Additional scriptural evidence is listed in Appendix F. Christian teachers, whether they implement this plan in its entirety, should model virtue for their students to imitate. Verses which encourage modeling include the following:

- You yourselves are our letter, written on our hearts, known and read by everybody. You show that you are a letter from Christ, the result of our ministry, written not with ink but with the Spirit of the Living God, not on tablets of stone, but on tablets of human hearts (2 Cor. 3:2f).
- What you heard from me, keep as the pattern of sound teaching, with faith and love in Christ Jesus (2 Ti. 1:13).
- Brethren, join in following my example, and observe those who walk according to the pattern you have in us (Phil. 3:17).
- Remember those who led you, who spoke the word of God to you; and considering the result of their conduct, imitate their faith (Heb. 13:7).
- When you enter the land which the Lord your God gives you, you shall not learn to imitate the detestable things of those nations (Deut. 18:9).

Name and description of school

The school for which this plan has been developed is a private secondary school in Bogotá, Colombia, South America. Although the program is not specifically Christian, but traditional Roman Catholic, certain religious elements may be incorporated into instruction. The students come from upper class families, and many of the instructors have been educated in North America.

Years for this plan to be implemented

This plan is designed to be implemented during the 1995-'96 school year.

Leader and participants: the designated “encouragers”

Being the designer of this plan, I expect to serve as the leader. Participants should include all English as a Foreign Language teachers. In this way, lesson plans can be

developed cooperatively. At least twice per month all those involved in the plan will come together in a brief meeting to report on their progress and to encourage each other.

Goals of the plan

1. Those participating in this plan will become more effective role models and will encourage others to do so as well, discipling as appropriate.
2. Those participating in this plan will gain an understanding of the definitions and Scriptures related to nine of the “one anothers” listed in Appendix A.
3. Those participating in this plan will specify one action stating how they intend to live out the “one another” for each individual or group with which they are involved in the school.
4. Those participating in this plan will become effective role models by consistently living out the “one anothers” specified in Appendix A.

Resources to be used

Resources for this one-year plan include the “one anothers” listed in Appendix A. Other resources could include the personality characteristics of Jesus, the Fruit of the Spirit, selected passages from Proverbs, or any other collection of virtuous characteristics. In addition, extra-biblical resources, such as Antoine de Saint-Exupéry’s *The Little Prince*, *Aesop’s Fables*, William Bennett’s *Book of Virtues*, and certain of Shakespeare’s works will be included.

Monthly meeting to initiate and maintain the plan

A staff meeting will be conducted before classes begin on the first Tuesday of each month. During this time, the leader will introduce the plan and explain its goals and resources to the school personnel who are involved in the plan (i.e., English as a Foreign

Language teachers). Each EFL teacher will be given a sheet with the “one another” of the month, its definition, and its corresponding Scripture reference. They will also be given a second sheet, a blank form which they can use to outline their personal plan (see Appendix D). On this form they are expected to explain the way that they plan to implement the “one another” toward students, parents, colleagues, and administrators.

During successive meetings, participants will discuss the perceived effectiveness of the plan, with intentions being to encourage others in their modeling. During the final meeting of the year, participants will establish a plan for the following school year.

Assessment

Prior to the monthly staff meeting, which meets on the first Tuesday of each month, participants will complete an assessment form (see Appendix E) which deals with the perceived effectiveness of their personal plan. During the monthly meeting, they will share their experiences, discussing the strengths and weaknesses of their plans.

Appendix A: Selected “one anothers” for September through May

SEPTEMBER: ACCEPT ONE ANOTHER.

Definition: “To take or receive what is offered, with a consenting mind; to receive with approbation or favor. To regard with partiality; to value or esteem.”

Scripture: Wherefore, accept one another, just as Christ also accepted us to the glory of God (Rom. 15:7).

OCTOBER: BEAR WITH ONE ANOTHER.

Definition: “To endure what is unpleasing; to be indulgent; to forbear to resent, oppose, or punish.”

Scripture: ...bearing with one another, and forgiving each other, whoever has a complaint against anyone; just as the Lord forgave you, so also should you (Col. 3:13).

NOVEMBER: DO NOT COMPLAIN AGAINST ONE ANOTHER.

Definition: “To utter expressions of censure or resentment; to murmur; to find fault. To charge; to accuse of an offense; to present an accusation against a person to a proper officer.”

Scripture: Do not complain, brethren, against one another, that you yourselves may not be judged; behold, the Judge is standing right at the door (James 5:9).

DECEMBER: FORGIVE ONE ANOTHER.

Definition: “To pardon; to remit, as an offense or debt; to overlook an offense, and treat the offender as not guilty.”

Scripture: ...bearing with one another, and forgiving each other, whoever has a complaint against anyone; just as the Lord forgave you, so also should you (Col. 3:13).

JANUARY: GREET ONE ANOTHER.

Definition: “To address with expressions of kind wishes; to salute in kindness and respect. To meet and address with kindness; or to express kind wishes accompanied with an embrace.”

Scripture: Greet one another with a holy kiss. All the churches of Christ greet you (Rom. 16:16). See also 1 Cor. 16:20; 2 Cor. 13:12; 1 Pet. 5:14.

FEBRUARY: HUMBLE YOURSELF TO ONE ANOTHER.

Definition: “To make humble or lowly in mind; to abase the pride of; to reduce arrogance and self-dependence; to give a low opinion of one’s moral worth; to make meek and submissive to the divine will.”

Scripture: Do nothing from selfishness or empty conceit, but with humility of mind let each of you regard one another as more important than himself (Phil. 2:3).

MARCH: LIVE IN PEACE WITH ONE ANOTHER.

Definition: “A state of quiet or tranquillity; freedom from disturbance or agitation. Freedom from internal commotion or civil war. Freedom from private quarrels, suits or disturbance. Freedom from agitation or disturbance by the passions, as from fear, terror, anger, anxiety or the like. Harmony; concord; a state of reconciliation between parties at variance.”

Scripture: ...and that you esteem them very highly in love because of their work. Live in peace with one another (1 Thess. 5:13).

APRIL: PROVOKE ONE ANOTHER.

Definition: “To excite; to stimulate; to increase. To move; to incite; to stir up; to induce by motives. To call into action.

Scripture: ...and let us consider how to stimulate one another to love and good deeds, not forsaking our own assembling together, as is the habit of some, but encouraging one another; and all the more, as you see the day drawing near. (Heb. 10:24f).

MAY: TELL THE TRUTH TO ONE ANOTHER

Definition: *Truth* is “conformity to fact or reality; exact accordance with that which is, or has been, or shall be. Veracity; purity from falsehood.” *Lies* are “a falsehood uttered for the purpose of deception; an intentional violation of truth. Fiction, or a false statement or representation, not intended to deceive, mislead or injure, as in fables, parables and the like, is not a lie. That which deceives and disappoints confidence.”

Scripture: Do not lie to one another, since you laid aside the old self with its evil practices (Col. 3:9).

Appendix B: 37 Scriptural “One Others”

The following are selected verses which contain the phrase “one another.” It is intended that the teacher who intends to model character building traits consider the following 37 Scriptural commands.

1. **ACCEPT ONE ANOTHER.** Wherefore, accept one another, just as Christ also accepted us to the glory of God (Rom. 15:7).
2. **ADMONISH (COUNSEL, INSTRUCT) ONE ANOTHER.** And concerning you, my brethren, I myself also am convinced that you yourselves are full of goodness, filled with all knowledge, and able also to admonish one another (Rom. 15:14).
3. **BE DEVOTED TO ONE ANOTHER.** Be devoted to one another in brotherly love; give preference to one another in honor (Rom. 12:10).
4. **BE HOSPITABLE TO ONE ANOTHER.** Be hospitable to one another without complaint (1 Pet. 4:9).
5. **BE HUMBLE TOWARD ONE ANOTHER.** You younger men, likewise, be subject to your elders; and all of you, clothe yourselves with humility toward one another, for God is opposed to the proud, but gives grace to the humble (1 Pet. 5:5).
6. **BE KIND TO ONE ANOTHER.** And be kind to one another, tender-hearted, forgiving each other, just as God in Christ also has forgiven you (Eph. 4:32).
7. **BE OF THE SAME MIND TOWARD ONE ANOTHER;** do not be haughty in mind, but associate with the lowly. Do not be wise in your own estimation (Rom. 12:16). See also Rom. 15:5.
8. **BE TENDERHEARTED TO ONE ANOTHER.** And be kind to one another, tender-hearted, forgiving each other, just as God in Christ also has forgiven you (Eph. 4:32).
9. **BEAR WITH ONE ANOTHER.** ...bearing with one another, and forgiving each other, whoever has a complaint against anyone; just as the Lord forgave you, so also should you (Col. 3:13).

10. **BUILD UP ONE ANOTHER.** So then let us pursue the things which make for peace and the building up of one another (Rom. 14:19).
11. **CARE FOR ONE ANOTHER.** ...that there should be no division in the body, but that the members should have the same care for one another (1 Cor. 12:25).
12. **COMFORT ONE ANOTHER.** Therefore comfort one another with these words (1 Thess. 4:18).
13. **CONFESS YOUR SINS TO ONE ANOTHER.** Therefore, confess your sins to one another, and pray for one another, so that you may be healed. The effective prayer of a righteous man can accomplish much (James 5:16).
14. **DEPEND ON ONE ANOTHER.** ...so we, who are many, are one body in Christ, and individually members one of another (Rom. 12:5).
15. **DESIRE THE BEST FOR ONE ANOTHER.** See that no one repays another with evil for evil, but always seek after that which is good for one another and for all men (1 Thess. 5:15).
16. **DO NOT COMPLAIN AGAINST ONE ANOTHER.** Do not complain, brethren, against one another, that you yourselves may not be judged; behold, the Judge is standing right at the door (James 5:9).
17. **DO NOT SPEAK EVIL AGAINST ONE ANOTHER.** Do not speak against one another, brethren. He who speaks against a brother, or judges his brother, speaks against the law, and judges the law; but if you judge the law, you are not a doer of the law, but a judge of it (James 4:11).
18. **ENCOURAGE (EDIFY) ONE ANOTHER.** Therefore encourage one another, and build up one another, just as you also are doing (1 Thess. 5:11). See also Heb. 3:13; 10:25.
19. **FELLOWSHIP WITH ONE ANOTHER.** ...but if we walk in the light as He Himself is in the light, we have fellowship with one another, and the blood of Jesus His Son cleanses us from all sin (1 John 1:7).
20. **FORBEAR (UPHOLD) ONE ANOTHER.** ...with all humility and gentleness, with patience, showing forbearance to one another in love (Eph. 4:2).

21. **FORGIVE ONE ANOTHER.** ...bearing with one another, and forgiving each other, whoever has a complaint against anyone; just as the Lord forgave you, so also should you (Col. 3:13).
22. **GREET ONE ANOTHER.** Greet one another with a holy kiss. All the churches of Christ greet you (Rom. 16:16). See also 1 Cor. 16:20; 2 Cor. 13:12; 1 Pet. 5:14.
23. **HONOR ONE ANOTHER.** Be devoted to one another in brotherly love; give preference to one another in honor (Rom. 12:10).
24. **HUMBLE YOURSELF TO ONE ANOTHER.** Do nothing from selfishness or empty conceit, but with humility of mind let each of you regard one another as more important than himself (Phil. 2:3).
25. **LIVE IN PEACE WITH ONE ANOTHER.** ...and that you esteem them very highly in love because of their work. Live in peace with one another (1 Thess. 5:13).
26. **LOVE ONE ANOTHER.** A new commandment I give to you, that you love one another, even as I have loved you, that you also love one another. By this all men will know that you are My disciples, if you have love for one another (John 13:34f). See also John 15:12, 17; Rom. 13:8
27. **MINISTER GIFTS TO ONE ANOTHER.** As each one has received a special gift, employ it in serving one another, as good stewards of the manifold grace of God (1 Pet. 4:10).
28. **PRAY FOR ONE ANOTHER.** Therefore, confess your sins to one another, and pray for one another, so that you may be healed. The effective prayer of a righteous man can accomplish much (James 5:16).
29. **PROVOKE ONE ANOTHER.** ...and let us consider how to stimulate one another to love and good deeds, not forsaking our own assembling together, as is the habit of some, but encouraging {one another}; and all the more, as you see the day drawing near. (Heb. 10:24f).
30. **REJOICE WITH ONE ANOTHER.** Rejoice with those who rejoice, and weep with those who weep (Rom. 12:15).

- 31. SERVE ONE ANOTHER.** For you were called to freedom, brethren; only do not turn your freedom into an opportunity for the flesh, but through love serve one another (Gal. 5:13).
- 32. SING TO ONE ANOTHER.** ...speaking to one another in psalms and hymns and spiritual songs, singing and making melody with your heart to the Lord (Eph. 5:19).
- 33. SUBMIT TO ONE ANOTHER.** ...and be subject to one another in the fear of Christ (Eph. 5:21).
- 34. TEACH ONE ANOTHER.** Let the word of Christ richly dwell within you, with all wisdom teaching and admonishing one another with psalms and hymns and spiritual songs, singing with thankfulness in your hearts to God (Col. 3:16).
- 35. TELL THE TRUTH TO ONE ANOTHER.** Do not lie to one another, since you laid aside the old self with its evil practices (Col. 3:9).
- 36. WAIT FOR ONE ANOTHER.** So then, my brethren, when you come together to eat, wait for one another (1 Cor. 11:33).
- 37. WEEP WITH ONE ANOTHER.** Rejoice with those who rejoice, and weep with those who weep (Rom. 12:15).

Appendix C: Sample definition, Scripture, “actions toward” others

“One another” for November: Do not complain against one another

Definition of the “one another,” complain, is:

“To utter expressions of censure or resentment; to murmur; to find fault. To charge; to accuse of an offense; to present an accusation against a person to a proper officer.”

Scripture references related to this “one another” include:

- Do not complain, brethren, against one another, that you yourselves may not be judged; behold, the Judge is standing right at the door (James 5:9).
- Now the people became like those who complain (Strong’s concordance number 596h. *anan* “to complain, murmur”) of adversity in the hearing of the Lord; and when the Lord heard it, His anger was kindled, and the fire of the Lord burned among them and consumed some of the outskirts of the camp (Num. 11:1).
- Why do you complain (Strong’s concordance number 7378h. *rib* or *rub* “to strive, contend”) against Him, That He does not give an account (Strong’s concordance number 6030ah. *anah* “to answer, respond”) of all His doings? Indeed God speaks once, Or twice, yet no one notices it (Job 33:13f).
- Do not complain (Strong’s concordance number 4727g. *stenazo* “to groan within oneself”), brethren, against one another, that you yourselves may not be judged; behold, the Judge is standing right at the door. As an example (Strong’s concordance number 5262g. *hupodeigma* “a figure, copy, example”), brethren, of suffering (Strong’s concordance number 2552g. *kakopatheia* “affliction”) and patience (Strong’s concordance number 3115g. *makrothumia* “patience, long-suffering”), take the prophets who spoke in the name of the Lord. Behold, we count those blessed who endured (Strong’s concordance number 5278g. *hupomeno* “to stay behind, to await, endure”). You have heard of the endurance of Job and have seen the outcome of the Lord’s dealings, that the Lord is full of compassion and is merciful (James 5:9-11).

Specific actions that I intend to pursue in order to live out this “one another” as a teacher.
(Note: Include one or two very specific actions which relate very closely with “how to live out” this “one another” toward each individual or group specified below.)

1. My actions toward students:

If a student fails to live up to expectations for assignments, or exhibits poor classroom behavior, I will make a conscious effort not to make negative remarks toward the individual in question.

If a student complains to me about the behavior of another student, I will gently encourage that students to respond in a more virtuous and productive way.

2. My actions toward parents:

If parents don't show up for parent-teacher conferences, and then express dissatisfaction over their child's education, I will keep from complaining that if they want to be involved, they should have approached me earlier.

If parents point out defects in the school materials, I will note their disapproval, really take it into consideration, but neither complain about their views or about the textbook itself.

3. My actions toward colleagues:

If I hear colleagues complaining in the staff lounge about students' poor performance, I will not join them. Instead, I will identify socially acceptable ways of discouraging that kind of activity.

If I need to leave one of my classes early in order to be at a medical exam or a dentist's appointment, but no colleague agrees to take my class for me, I will express understanding rather than complain about their unwillingness to help me out.

4. My actions toward administrators:

If administrators are hesitant to accept some of my suggestions regarding methods or materials, I will submit to their authority instead of complaining about their not seeing things as I do.

If I am required to do more than what seems like my fair share (being on additional committees, being at work early or during students' vacations, being assigned students with disabilities), I will do my best to accept their decisions without complaining.

Appendix D: God’s “one anothers” form

“One another” for the month of _____ is _____

Definition of the “one another,” _____, is:

Scripture references related to this “one another” include:

Specific actions that I intend to pursue in order to live out this “one another” as a teacher.
(Note: Include one or two very specific actions which relate very closely with “how to live out” this “one another” toward each individual or group specified below.)

1. My actions toward students:

2. My actions toward parents:

3. My actions toward colleagues:

4. My actions toward administrators:

Appendix E: Assessment form

Assessment form for the month of _____

using the following “one another”: _____

General comments, reactions, or responses from:

1. students:

2. parents:

3. colleagues:

4. administrators:

Appendix F: Scriptural support for “modeling”

- ...in all things show yourself to be an example of good deeds, with purity in doctrine, dignified, sound in speech which is beyond reproach, in order that the opponent may be put to shame, having nothing bad to say about us (Titus 2:7f).
- Beloved, do not imitate what is evil, but what is good. The one who does good is of God; the one who does evil has not seen God (3 John 1:11).
- For you have been called for this purpose, since Christ also suffered for you, leaving you an example for you to follow (Strong’s concordance number 1872g. *epakoloutheo* “to follow after”) in His steps (1 Pet. 2:21).
- For you yourselves know how you ought to follow our example, because we did not act in an undisciplined manner among you, nor did we eat anyone’s bread without paying for it, but with labor and hardship we kept working night and day so that we might not be a burden to any of you; not because we do not have the right to this, but in order to offer ourselves as a model for you, that you might follow our example (2 Thess. 3:7-9).
- Let no one look down on your youthfulness, but rather in speech, conduct, love, faith and purity, show yourself an example of those who believe (1 Tim. 4:12).
- ...nor yet as lording it over those allotted to your charge, but proving to be examples to the flock (1 Pet. 5:3).
- ...not because we do not have the right to this, but in order to offer ourselves as a model for you, that you might follow our example (2 Thess. 3:9).
- ...so that you became an example to all the believers in Macedonia and in Achaia (1 Thess. 1:7).