

BULLY PREVENTION AND INTERVENTION

MSDWT Training
on Bully Prevention

Version: All Employees & Volunteers

Updated: 1/21/14



Training for All

- This presentation includes information that pertains to a variety of school settings. We feel that ALL of the information shared here, is relevant to ALL adults who interact with students.

Training for All

- Whether it is information specific to behavior on busses or behavior in the cafeteria or classrooms, we feel that it is important for every adult to understand not only the reporting expectations for yourself in situations that involve bullying, but also the expectations for ALL other adults as well.

Part 1:

Bullying Prevention and
Intervention for All School
Stakeholders



School Staff & Volunteers

Bullying is everyone's problem. It will only be controlled through a total team effort. Administrators, faculty and Educational Support Professionals (ESP) who may witness bullying in their school this year include:

- Teachers, Instructional aides & Substitute teachers
- Administrators & Counselors
- Cafeteria staff
- Bus Drivers
- Custodians
- Parent Volunteers

School Staff & Volunteers

School administrators are now required to hold their staff accountable for recognizing and reporting acts of bullying. We all need to be aware of:

- The definitions of bullying
- How to recognize bullying when we see it
- Schools protocols for reporting incidents to administrators
- How we can contribute to creating a safe school environment

Adult Volunteer

- Adults who volunteer in our schools, are essential to the success of student achievement, especially in the cases of field trips, academic support, and class room enrichment experiences.
- Adults who do not interact with students daily and for extended periods of time, are often unfamiliar with specific personalities, behavior patterns, and friendships between students.
- This can make it difficult for volunteers to recognize bullying behavior, and to know when it is appropriate to intervene.

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Adult Volunteers

- Bullying thrives where there is not enough adult supervision.
- When volunteers assist in supervising large numbers of youth, bullying may go unnoticed.
- Bullying may also go unnoticed because of difficulty in recognizing certain behaviors in students who are unfamiliar to the volunteer.

Part 2:
Bullying Overview
and
Terminology



According to the National Association
of School Psychologists,
160,000 students per day
stay home from school because of
bullying (Fried & Fried, 2003).

Source: www.nea.org

Bullying Prevention and the Law

- **Bullying is defined for Indiana schools in HEA 1423**
- IC 20-33-8-0.2 – “Bullying” means:
- Overt (intentional) unwanted, repeated acts or gestures including:
 - *Verbal or Written communication, or images* transmitted in any manner (including digitally or electronically)
 - *Physical acts committed, aggression, or any other behaviors* that are committed by a student or group of students against another student *with the intent to*
 - **Harass, ridicule, humiliate, intimidate, or harm** the targeted student and
 - Create for the targeted student **an objectively hostile school environment**

Bullying is defined for Indiana schools in HEA 1423 cont.

• IC 20-33-8-0.2 (continued)- an “*objectively hostile learning environment*”:

- places the targeted student in *reasonable fear or harm* to the to the targeted student’s **person or property**;
- has a *substantially detrimental effect* on the targeted student’s **physical or mental health**;
- has the *effect of substantially interfering* with the targeted student’s **academic performance**; **OR**
- has the *effect of substantially interfering* with the targeted student’s ability to **participate in or benefit from the services, activities, and privileges provided by the school**



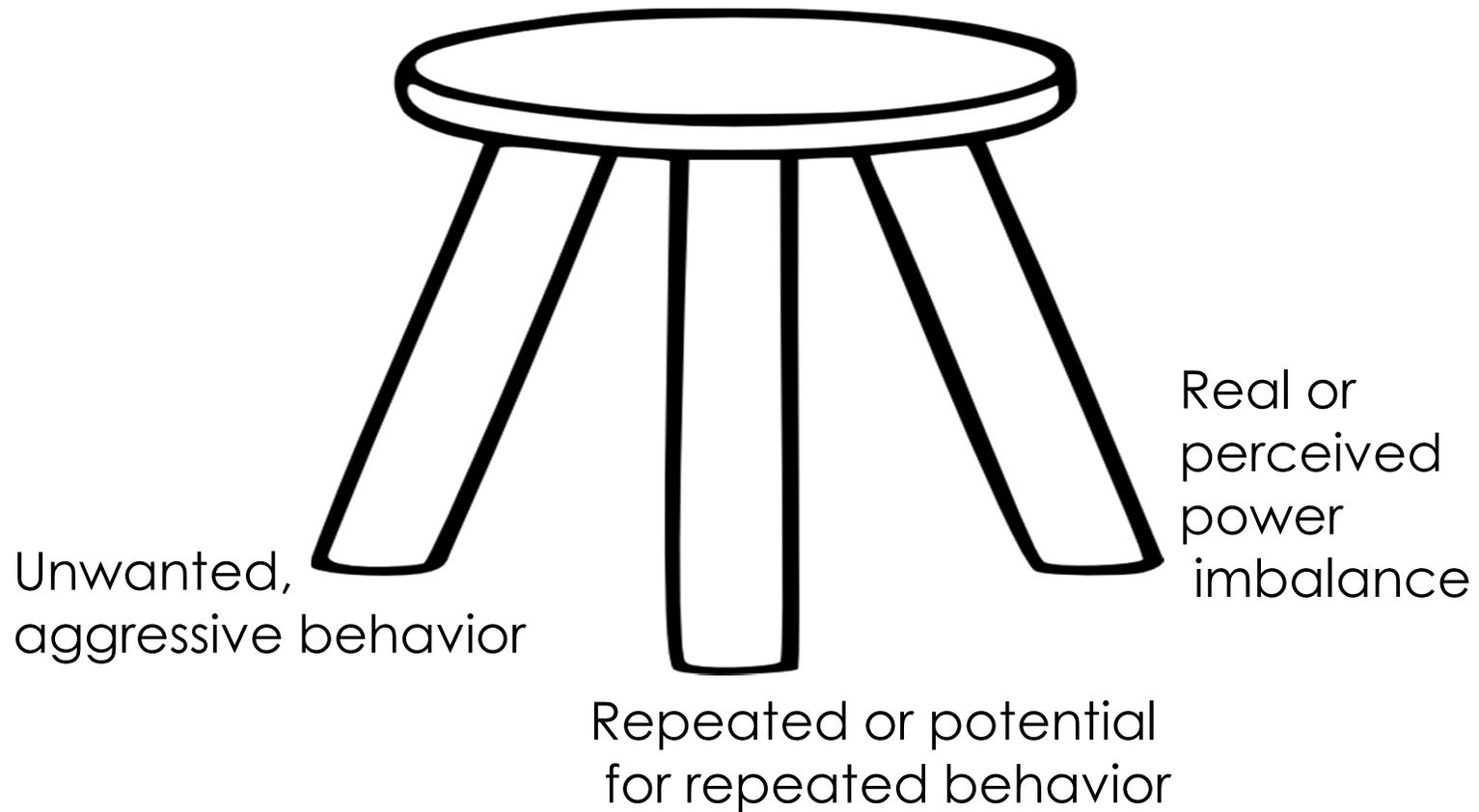
Reporting Requirements

- If you receive a report of alleged bullying, you are required by MSDWT policy to notify an appropriate administrator within 24 hours or within one school day.
- If you receive the report during the school day, you must notify the administrator by the end of that school day.
- If you receive a report during the weekend or in the evening, you must report by the end of the next school day.
- Staff should attempt to immediately notify administration by e-mail or call whenever possible.

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Defining Bullying in Simple Terms



Terminology

- **Target** Or Victim: Student that has been bullied
- Bullier Or **Student Exhibiting Bullying Behavior**: Student that has been identified as exhibiting behavior that was determined to be bullying
- **Witness** Or Bystander: Student(s) that have observed another student being bullied
- **The terms in bold print are preferred language and are intended to redefine how we perceive the act of bullying.

Types of Bullying

Categories Determined by IDOE

- Physical
- Verbal
- Social/Relational
- Electronic or Written Communication

Physical Bullying

Physical bullying involves hurting a person's body or possessions.

Physical bullying includes:

- Hitting/kicking/pinching
- Spitting
- Tripping/pushing
- Taking or breaking someone's things
- Making mean or rude hand gestures

Verbal Bullying

Verbal bullying involves saying mean things.

Verbal bullying includes:

- Teasing
- Name-calling
- Inappropriate sexual comments
- Taunting
- Threatening to cause harm

Social/Relational Bullying

Social bullying, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships.

Social bullying includes:

- Leaving someone out on purpose
- Telling other children not to be friends with someone
- Spreading rumors about someone
- Embarrassing someone in public

Electronic or Written Communication Bullying

Electronic or Written Communication Bullying (including all forms of Cyberbullying) is bullying that takes place through the use of written messages or using various forms of electronic technology.

Electronic bullying includes:

- mean text messages or emails,
- rumors sent by email or posted on social networking sites, and
- embarrassing pictures, videos, websites, or fake profiles.

What is NOT Bullying?

- There are many other types of aggressive behaviors that do not fit the definition of bullying. This does not mean that they are any less serious or do not require intervention.
 - Peer Conflict
 - Teen Dating Violence
 - Hazing
 - Gang Violence
 - Harassment
 - Stalking

Typical Characteristics of a Target

- Perceived as “being different” from peers
- Perceived sexual orientation
- Perceived ability/disability level
- Perceived socioeconomic status
- Poor social skills
- Socially isolated/few friends
- Overweight/underweight
- Many more....basic premise of “perceived difference”

Typical Characteristics of a Bully

- Aggressive or easily frustrated
- Has less parental involvement
- Experiencing issues at home
- Thinks badly of others
- Has difficulty following rules
- Views violence positively
- Lacks empathy for others

Warning Signs that a Student May Be the Target

- Unexplainable injuries
- Lost or destroyed clothing, books, possessions
- Frequent headaches, stomach aches or illnesses
- Changes in eating habits
- Difficulty sleeping
- Declining grades or interest in school
- Not wanting to go to school
- Sudden loss of friends
- Avoidance of social situations
- Decreased self-esteem
- Self-destructive behaviors

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Effects of Bullying

Kids Who are Bullied...

- can experience negative physical, school, and mental health issues.
- are more likely to experience:
Depression and anxiety, increased feelings of sadness and loneliness, changes in sleep and eating patterns, and loss of interest in activities they used to enjoy. These issues may persist into adulthood.

Source: www.stopbullying.gov

Effects of Bullying (Cont.)

Kids Who are Bullied...

- Have Health complaints
- Experience decreased academic achievement, GPA and standardized test scores, and school participation. They are more likely to miss, skip, or drop out of school.
- A very small number of bullied children might retaliate through extremely violent measures. In 12 of 15 school shooting cases in the 1990s, the shooters had a history of being bullied.

Source: www.stopbullying.gov

Effects Of Bullying (Cont.)

Kids Who Bully Others...

- can also engage in violent and other risky behaviors into adulthood. Kids who bully are more likely to:
 - Abuse alcohol and other drugs in adolescence and as adults
 - Get into fights, vandalize property, and drop out of school
 - Engage in early sexual activity
 - Have criminal convictions and traffic citations as adults
 - Be abusive toward their romantic partners, spouses, or children as adults

Source: www.stopbullying.gov

Effects Of Bullying (Cont.)

Students who Witness Bullying Incidents are more likely to:

- Have increased use of tobacco, alcohol, or other drugs
- Have increased mental health problems, including depression and anxiety
- Miss or skip school

Source: www.stopbullying.gov

Bullying can occur
anywhere

In the Cafeteria:

- School food service professionals can have a big impact on anti-bullying efforts.
- The less structured nature of most school cafeterias make them environments with increased opportunities for bullying behaviors.
- If you are a food service employee in a school, a teacher, or volunteer in a cafeteria setting, here's what you can do:

How can I help prevent bullying in the cafeteria?

- Create a positive cafeteria environment by treating students the way you'd like them to treat each other.
- Use positive non-verbal interactions; a smile, nod, or thumbs up
- Notice something positive about the students and say something about it to them or someone else so that they can hear the compliment.
- Don't expect students to solve bullying incidents themselves; they lack the skills.
- Encourage students to report incidents of bullying to you and other adults.

How can I intervene when I observe bullying in the cafeteria?

- Learn about bullying so you know what you are looking for (see previous slides).
- Learn what your schools discipline policy is for bullying and what support is in place for victims of bullying.
- When you see something, do something; be assertive and calm.
- Express strong disapproval of and stop bullying when it occurs.
- Report incidents as required by your school's policy.

Source: National Education Association (www.nea.org)

In the Classroom:

By design, students spend a majority of their school day within the classroom. Teachers, instructional aides, substitute teachers & parent volunteers in the classroom have considerable interaction with students and therefore can have a considerable impact on bullying prevention.

Here is what you can do ...

How can I help prevent bullying in the classroom?

- Create a safe and supportive environment in the classroom.
- Develop rules with students so they set their own climate of respect and responsibility.
- Use positive terms like what to do rather than what not to do.
- Manage student behavior. Overall, well-managed classrooms are less likely to have bullying.

How can I intervene when I observe bullying in the classroom?

- Learn about bullying so you can effectively identify bullying behaviors.
- Intervene immediately. It's okay to get another adult to help if necessary.
- Separate the students involved.
- Stay calm. Reassure the students involved, including bystanders.
- Model Respectful behavior when you intervene.
- Follow your school's incident reporting protocols.
- Refer the victim to medical or counseling support if necessary.

A note to Substitute teachers...

You may be more likely to see bullying than the full time teacher. Students sometimes feel that classroom rules don't apply on days that they have a substitute teacher. Knowing this, your preparation on the days you substitute teach can greatly impact behaviors in your classroom. Things you can do are:

- Learn the teacher's classroom rules and **be consistent.**
- Know ahead of time how to report any behaviors that require disciplinary action.
- Learn about bullying definitions & descriptions.

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Source: www.stopbullying.gov

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On the Bus:

The bus is a place where bullying can occur on a frequent basis. Bus drivers can make a big difference in reducing these behaviors and creating an environment that sets the students up for success once they arrive at school.

When teachers & volunteers are present on the bus, they can also help to create a safe environment.

How can I help prevent bullying on the bus?

- Explain that you expect for all students to follow the rules while on the bus. Remind that name calling and put downs are bullying behaviors and are strictly forbidden on the bus.
- Model Respect for each child.
- Bus drivers create a caring, respectful, and cooperative climate on the bus by:
 - Greeting students daily
 - Ask students how their day went
 - Know the names of students on your bus
- Strongly encourage students to report anything that makes them feel uncomfortable or afraid during the bus ride.
- Encourage parents to stand at bus stops.

How can I intervene when I observe bullying on the bus ?

- Speak Up – Stop the Action!
- If you are the driver, pull over and stop the bus.
- Support the Victim.
- Name the bullying behavior.
- Refer to the school and bus rules.
- Impose immediate consequences (at least move bully near you).
- Encourage the bystanders.
- Report the incident immediately, following school corporation protocols.

Source: Monroe County Community School Corporation
(MCCSC)

PowerPoint Presentation June 2013

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In the Hallways & Common Areas:

- Crowded hallways are environments that can promote aggressive behavior.
- It is important for administrators to coordinate teachers and staff to insure an adequate level of supervision.
- **A key role can be played by custodians.**
The nature of their role in the school allows custodians to observe student behavior throughout the school building each day.

How can I help prevent bullying in the halls?

- Establish a culture of inclusion and respect that welcomes all students.
- Maintain adequate supervision in hallways and common areas at all times.
- Role model a positive and respectful attitude when interacting with students.
- Be aware of “Hot Spots.” Bullying may be more likely to occur in areas with little or no adult supervision.

How can I intervene when I observe bullying in the halls?

- Calmly intervene. If the situation warrants, get another adult to help.
- Do not publically criticize the students involved.
- Follow your school's incident reporting protocols.
- Provide support for the victim if necessary.

Source: www.stopbullying.gov

Remember....

It takes everyone working together to make your school a safe and supportive environment where every student feels welcome and ready to learn.

- Learn about bullying and how it differs from other student behaviors.
- Make sure you are well versed in your school's bully incident reporting protocols.
- Make the development of a positive school climate your priority. Promote it in the classroom and in the halls.

Remember....

When you see something, DO something.

- Intervene by separating the students involved.
- Get their names, but do not question students in front of other students.
- Report the incident following your school's guidelines.
- The students can then be questioned individually.
- Don't try to resolve the incident on the spot.
- Don't assume that students can work it out without adult help. They can't.

Source: www.stopbullying.gov

Questions

- If you have questions regarding the MSDWT Bullying Policy, or if you have suggestions to implement procedures that will lead to a more safe and more secure learning environment for our students, please see your immediate supervisor or the appropriate school administrator.

THANK YOU.