Bully Prevention and Intervention

Template for School Based Teacher Training

2015 - 2016
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 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**
Identification of Bullying in the School Setting

• Bullying behavior must be identified using all of the components of the definition in HEA 1423:
  – Repeated behavior
  – Intention to cause harm
  – Creation of “objectively hostile learning environment” (Imbalance of Power)

• Schools should include in their education, policies, and procedures ways to help students and staff identify when a situation is NOT bullying
  – Peer conflict
  – Horseplay
  – Fighting
    • Bullying is considered to be a form of abuse – mutual conflict where both parties participate equally is not considered Bullying
Identification of Bullying in the School Setting

- Relevant data collection and appropriate intervention in the area of bullying is *strongly dependent* upon the accurate assessment and identification of an incident as bullying or NOT bullying
  - Include a way for students and staff to indicate whether the incident being reported *meets the definition* of bullying in your school policy
  - **Clearly inform** students, staff, and parents when an incident reported *does not meet the definition* of bullying and why not
  - **Educate** students and parents on the *differences* between *bullying and other types of conflict* whenever you have the opportunity
  - Promote your clear and consistent evaluation of bullying reports and **ALWAYS follow through** on policies and procedures regarding bullying reporting and intervention
Requirements for Local Schools (cont.)

➢ School policies and procedures related to bullying “may be applied regardless of the physical location in which the bullying behavior occurred, whenever:

➢ the individual committing the bullying behavior and any of the intended targets of the bullying behavior are students attending a school within the school corporation; and

➢ disciplinary action is reasonably necessary to avoid substantial interference with school discipline or to prevent an unreasonable threat to the rights of others to a safe and peaceful learning environment.”
Types of Bullying
(Categories of Bullying for IDOE Reporting Requirements)

• Physical

• Verbal

• Social/Relational

• Electronic or Written Communication
Requirements for Local Schools

- School corporations shall establish discipline procedures that **prohibit bullying** and include provisions concerning **education, parental involvement, and interventions**.
- School corporations shall establish a detailed procedure for the expedited investigation of incidents of bullying.
- School corporations shall provide training to all employees and volunteers who have direct, on-going contact with students.
- *No later than October 15th of each year,* each public school shall provide age appropriate, research based instruction focusing on **bullying prevention** for all students in grades 1 through 12.
School corporations shall establish a detailed procedure for the expedited investigation of incidents of bullying. Procedures shall include:

- Appropriate responses to bullying behaviors wherever the behaviors occur,
- Provisions for anonymous and personal reporting to a staff member,
- Timetables for reporting bullying incidents to parents of all students involved,
- Timetables for reporting bullying incidents to school administration, school counselors, superintendent, or law enforcement if / when necessary,
Requirements for Local Schools (cont.)

- **Discipline provisions** for teachers, school staff, or administrators who fail to initiate or conduct an investigation of a bullying incident, and

- **Discipline provisions** for the false reporting of bullying.

- **Guidelines for provision of follow-up services for the targeted and bullying students**
Under Indiana Law, "bullying" means overt, unwanted, repeated acts or gestures, including verbal or written communications 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 that:

1. places the targeted student in reasonable fear of harm to the targeted student's person or property;
2. has a substantially detrimental effect on the targeted student's physical or mental health;
3. has the effect of substantially interfering with the targeted student's academic performance; or
4. 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.

School staff will comply with the reporting and investigation requirements in Indiana Law. Consistent with Indiana Law, every school will enable an anonymous reporting procedure. Witnesses to the bullying or intimidation of another student are required to report it to a staff member. Failure to report bullying and/or intimidation may be cause for disciplinary action.
BULLY PREVENTION AND INTERVENTION POLICY: Discipline Procedures

• Is considered a **Level III violation** and subject to the appropriate consequences
BULLY PREVENTION AND INTERVENTION POLICY:
Reporting Protocols & Timetables

• See Policy 5517.01: Complaint Procedures
• Additionally—requiring establishment of an anonymous reporting mechanism at each school and district level reporting of bullying incidents and outcomes
• MCAS anonymous reporting is done through the Safety Tip Hotline (219) 873-2000 (option 4)
DESCRIPTION OF YOUR SCHOOL’S BULLY PREVENTION AND INTERVENTION POLICY: Follow Up Services

• Follow up services for targeted and bullying students
  – Parent Contact
  – Counselor Support
  – Referral to community based mental health resources
  – Appropriate disciplinary actions including permanent removal from building
  – Relocation to different school where necessary and appropriate
BULLY PREVENTION AND INTERVENTION: Bullying prevention instruction for all students

- Counselors and Curriculum Department developed appropriate school level training last year
- Every year, schools are required to provide appropriate school level activities to teach students how to recognize and stop bullying
Training ALL School Employees

Bullying is everyone’s problem. It will only be controlled through a total school 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
Training ALL School Employees

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
- What are our schools protocols for reporting incidents to administrators
- How we can contribute to creating a safe school environment
In the Classroom

By design, students spend a majority of their school day within the classroom. Teachers, instructional aides, parent volunteers and substitute teachers 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 your classroom
- Develop rules with your 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.
- Document your procedures for administration and substitute teachers when you are absent
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 teachers classroom rules and **be consistent**

• Know ahead of time how to report any behaviors that require disciplinary action

• Learn about bullying definitions & descriptions
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
Other Resources

• IDOE has a website devoted to Bullying Prevention at:

http://www.doe.in.gov/student-services/bullying-prevention-intervention-indiana