

Bullying In Schools



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Objectives

- To raise awareness and increase understanding about the impact of bullying
- To provide comprehensive prevention strategies to address the victim, bully and bystander

Aligns with ADE “Standards and Rubrics for School Improvement”

Bullying prevention addresses **Standard Four: School Culture, Climate and Communication**

TUSD Post-Unitary Status Plan

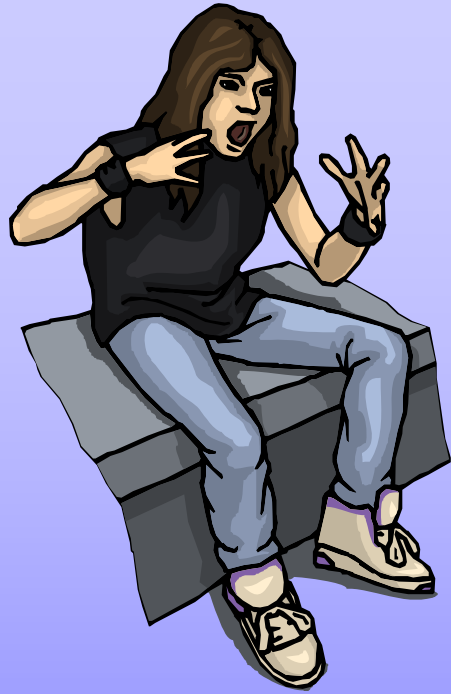
TUSD Department of Student Equity will provide professional development support and training to schools regarding bullying, so that school personnel are able to identify and minimize bullying among students.

Restorative Practices to Address Bullying Prevention Aligns with TUSD Post-Unitary Status Plan

- Goal is to implement a school-wide restorative **culture and climate** that convey respect, support, and a sense of belonging
- Build relationships, hold students accountable and repair harm

TUSD Bullying Prohibition and Prevention Policy

- Aligns with Arizona anti-bullying law
- Definition: The repeated intimidation of students by the real or threatened infliction of physical, verbal, written, electronically transmitted, or emotional abuse, or through acts on the property of another



What is Bullying?

Harassment?

Intimidation?

Lack of Respect?

Bullying is a form of violence in our schools today that is widespread and increasing.

Definition: Bullying occurs when a “person is exposed repeatedly and over time, to negative actions on the part of one or more persons,” and involves an imbalance of power between the bully and the victim.

- Olweus. *Blueprints for Violence Prevention, Book Nine: Bullying Prevention Program.*

Impact of Bullying

- 1 out of 4 students reports being bullied
- Bullying occurs once every 7 minutes
- 1 out of 5 students report avoiding the bathroom at school because they fear being bullied
- 10% of students dropout due to repeated bullying

Understanding the Problem

- 60% of those boys identified as bullies have a criminal record by the time they are 24 years old.
- Interpersonal violence is the second leading cause of death ages 15 to 24.
- In extreme cases, “bullying” has been named as the cause of both student suicide and student homicide.
- 3% increase in bullying, despite a decrease in assaults, thefts, and other crimes at school.

Source: U.S. Centers for Disease Control and Prevention

- 160,000 students missed school each day due to fear of bullying.

Source: US Department of Justice and National School Association of School Psychologists

TUSD Bullying Statistics

School Year 2010-2011

Incidents Documented in Mojave:

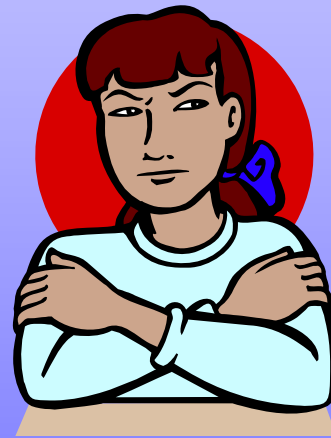
- High School 63
- Middle School 166
- Elementary 25

Normal Conflict	Versus	Bullying
Equal power; friends	vs.	Imbalance of power; not friends
Happens occasionally	vs.	Repeated negative actions
Accidental	vs.	Purposeful
Not serious	vs.	Serious—threat of physical harm or emotional or psychological hurt
Equal emotional reaction	vs.	Strong emotional reaction on part of the victim
Not seeking power or attention	vs.	Seeking power, control
Not trying to get something	vs.	Trying to gain material things or power
Remorse—takes responsibility	vs.	No remorse—blames victim
Effort to solve problem	vs.	No effort to solve problem

Marla Bonds, Psy.D, Sally Stoker M.SW, Bully Proofing Your School, Pg 104

TYPES OF BULLYING

- Direct Bullying
- Indirect Bullying
- Verbal Aggression
- Written Aggression
- Sexual Harassment
- Racial and Cultural Harassment
- Cyberbullying



“The In Crowd”
With John Stossel
20/20 Exclusive on Bullying

CHARACTERISTICS OF A BULLY

- Arrogance rather than confidence
- Ego Problem rather than healthy self-esteem
- Entitlement rather than achievement
- Lacks Empathy

Dynamics of Bullying

Who is Hurt?

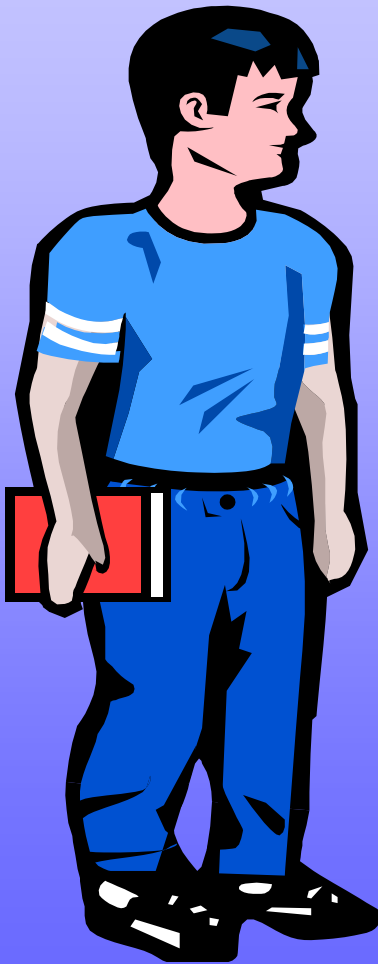
- Victim?
- Bully?
- Bystander?

VICTIMS



- Fear of being bullied may lead to absenteeism, truancy or dropping out
- Grades suffer
- Decreased self-esteem
- As adults, victims are hesitant to take risks
- Violence against self or others

Types of Victims



- Provocative
- Passive
- Vicarious

BULLIES

- At-risk for long-term negative outcomes
- Attend school less frequently and are more like to drop out
- May be a sign of the development of violent tendencies, delinquency and criminal behavior
- Increased risk of substance abuse
- Lack of respect for law and authority



BYSTANDERS

Who are They?

- 85% of students are bystanders-neither the victim nor the bully
- Power to stop bullying lies with the bystanders
- May feel guilty or helpless for not standing up to the bully on behalf of the victim
- Fear reporting bullying incidents because they don't want to be called a "snitch"
- May feel unsafe, unable to take action or feel a loss of control



Using A Comprehensive Approach to Reduce and Prevent Bullying

- Main focus on changing school climate that reflects **RESPECT**
- Teach skills and strategies to avoid victimization
- Teach skills to enable the “silent majority” to become the “caring majority”
- Address the bullying on all levels—administrators, teachers, staff, students, parents, and community

A comprehensive schoolwide approach involves 6 components.

- Staff Training
- Student Instruction
- Support For Victims
- Intervention With the Bullies
- Parent Support
- Developing the Caring Community

STRATEGIES FOR ADMINISTRATORS

- Use Restorative Practices to address bullying behavior (hold students accountable and provide opportunity to make things right)
- Promote a school-wide commitment to non-tolerance for bullying
- Develop school-wide policies and procedures
- Commit the necessary resources to the project

Strategies for Teachers

- Be aware of the extent of bullying and become involved in changing the situation
- Send a clear message that bullying will not be tolerated
- Establish and maintain a classroom in which all students feel respected and valued
- Intervene individually with bullies and victims, if you see a situation: stop it.

Strategies for Teachers

(continued)

- Listen sympathetically to students who need support when they are victims of bullying.
- Discuss and teach students social skills necessary to avoid becoming victims of bullies (assertiveness, problem solving and HA HA SO strategies).

HA HA SO Strategies

<p>H Help:</p>	<p>Seek assistance from an adult, friend, or peer when a potentially threatening situation arises. Seek help also if other strategies aren't working.</p>	<p>Brainstorm all sources of help at your school—counselors, teachers, administrators Stress the different ways to get help—anonmously, in a group, hotline</p>
<p>A Assert Yourself:</p>	<p>Make assertive statements to the bully addressing your feelings about the bully's behavior.</p> <ul style="list-style-type: none"> •Should not be used with severe bullying. •Not as effective with group bullying. 	<p>Victim should look bully straight in the eye. Use "I" statements. <i>Example:</i> "I don't like it when you pull on my backpack. Stop it." Make assertive statement and walk away. <i>Example:</i> "Stop talking about me behind my back."</p>
<p>H Humor:</p>	<p>Use humor to de-escalate a situation.</p>	<p>Use humor in a positive way. Make the joke about what the bully said, not about the bully. Make humorous statement and then leave the situation. <i>Example:</i> When insulted about hairstyle, say "Gee I didn't know you cared enough to notice."</p>
<p>A Avoid:</p>	<p>Walk away or avoid certain places in order to avoid a bullying situation.</p>	<p>Best for situations when victim is alone. Avoid places where the bully hangs out. Join with others rather than be alone.</p>
<p>S Self-talk:</p>	<p>Use positive self-talk to maintain positive self-esteem during a bullying situation.</p>	<p>Use as a means to keep feeling good about self. Think positive statements about self and accomplishments. Rehearse mental statements to avoid being hooked by the bully. <i>Examples:</i> "It's his problem," "She doesn't know what she's talking about." "I know I'm smart."</p>
<p>O Own It:</p>	<p>"Own" the put-down or belittling comment in order to diffuse it.</p>	<p>Agree with the bully and leave the situation. Combine with humor strategies such as, "Yeah, this IS a bad haircut. The lawn mower got out of control." Combine with assertive strategies such as, "Yes I did fail the test and I don't appreciate you looking at my paper."</p>
<p>Important Reminders:</p>	<ol style="list-style-type: none"> 1. Practice these strategies in any order, in any combination, or numerous times. 2. The Caring Majority can remind each other of the strategies. 3. The Caring Majority can help support the victim in using the strategies. 4. If the strategies aren't working, leave or disengage from the situation. 	

Strategies to Use with Bullies

- Use a no-nonsense style. Be direct.
- Give brief, clear descriptions of unacceptable behavior and consequences.
- Do not have a long discussion of the situation.
- Help the bully to identify the victim's emotions and build empathy for the victim.
- Re-channel power in a positive direction—do not try to suppress.
- Set the culture for your school through the caring majority.

Faculty Lounge Scenario-Creative Problem Solving Strategies for Bystanders

Directions: Read the scenario below and discuss with others creative ways to solve the problem. Talk about low, medium, and high risk solutions.

Scenario: You're in the faculty lounge eating lunch. You overhear a staff member at another table making negative and sarcastic statements about a colleague who is not in the room. This has been happening periodically since the first of the year. You're worried that the statements he/she is making are starting to circulate throughout the building, and you have noticed that this kind of negative talk is spreading.

Developing a Caring Community

Strategies for Bystanders

C – Creative Problem Solving

A – Adult Help

R- Relate and Join

E- Empathy

S- Stand Up and Speak Out

Strategies for Bystanders

- Refuse to join.
- Walk away when bullies are acting up.
- Distract the bully so he or she stops the bullying behavior.
- Report any bullying you see.
- Speak out.
- Stand beside the bully's target.
- Work with others to reduce bullying.

Where is the Power to Stop Bullying?

Victims

Bullies

Bystanders

Expectations for School Sites

- Middle and high school: 1 Staff training before May 25, 2011
- Elementary school: 1 Staff training before December 15, 2011