

2016-2017 Bullying Prevention

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**AN ON-LINE
PROFESSIONAL DEVELOPMENT COURSE
OFFERED BY
DEWEY PUBLIC SCHOOLS
FOR
DEWEY PUBLIC SCHOOL EMPLOYEES**

Required Professional Development

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In accordance with
2013 Oklahoma HB 1661
70 O.S. 24.100
OAC 210:10-1-20

all Dewey Public School employees must
ANNUALLY participate in
Bullying Prevention Training.

Required Professional Development

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This self-paced course will:

- **Identify** the dynamics of the bullying phenomena and the potential factors that lead to possible victimization,
- Provide information on nurturing a positive school climate to **prevent** bullying,
- Provide guidance to help you **respond** to bullying situations, and
- Outline the procedure for **reporting** when a potential bullying incident is observed.

Bullying Definitions

School Safety and Bullying Prevention Act (HB 1661)

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The Oklahoma School Safety and Bullying Prevention Act defines four terms to help guide the identification, prevention, response to and reporting of bullying in Oklahoma public schools:

- “Bullying”
- “At school”
- “Electronic Communication”
- “Threatening behavior”

Definition of “Bullying”

School Safety and Bullying Prevention Act (HB 1661)



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“**Bullying**” means any **pattern** of harassment, intimidation, threatening behavior, physical acts, verbal or electronic communication directed toward a student or group of students that results in or is reasonably perceived as being done with the intent to **cause negative educational or physical results** for the targeted individual or group and is communicated in such a way as to **disrupt or interfere with the school’s educational mission or the education of any student.**

Definition of “At School”

School Safety and Bullying Prevention Act (HB 1661)

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“**At school**” means on school grounds, in school vehicles, at school-sponsored activities or at school-sanctioned events.

Definition of “Electronic Communication”

School Safety and Bullying Prevention Act (HB 1661)

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“Electronic communication” means the communication of any written, verbal, pictorial information or video content by means of an electronic device, including, but not limited to, a telephone, a mobile or cellular telephone or other wireless telecommunication device or a computer.

Definition of “Threatening Behavior”

School Safety and Bullying Prevention Act (HB 1661)

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“Threatening behavior” means **any pattern of behavior or isolated action**, whether or not it is directed at another person, that a reasonable person would believe indicates potential for future harm to students, school personnel, or school property.



Identification
"What is Bullying"

What is Bullying

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The US Department of Education defines Bullying as:

- Unwanted, aggressive behavior among school aged students that involves a real or perceived power imbalance,
- Behavior that is repeated, or has the potential to be repeated, over time, and
- Actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.

Identifying Bullying

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- Aggressive behavior may be bullying depending on:
 - what happened,
 - how often it happens and
 - who it happens to.
- It is not bullying when two students with no perceived power imbalance fight, have an argument, disagree or engage in conflict.

Components of Bullying Behavior

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● Imbalance of power:

- **Students who bully** use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.

● Repetition:

- Bullying behaviors happen more than once or have the potential to happen more than once.

● Intentional harm:

- behaviors are intended to create harm physically, emotionally, socially, or in digital space.

Types of Bullying

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Students attending Dewey Public Schools are most likely to experience one of the following types of bullying:

- **Verbal Bullying**
- **Social Bullying**
- **Physical Bullying**
- **Cyberbullying**

Verbal Bullying

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- Verbal bullying is saying or writing mean things.
- Verbal bullying includes:
 - Teasing
 - Name calling
 - Inappropriate sexual comments
 - Taunting
 - Threatening to cause harm

Physical Bullying

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- 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 or body gestures
 - Physical acts of sexual nature, such as, fondling or touching

Social Bullying

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- 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

Cyberbullying

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- Cyberbullying is bullying that takes place using electronic technology.
- Cyberbullying includes:
 - Sending mean text messages or Emails
 - Spreading rumors by Email or postings on social networking sites
 - Sending or posting embarrassing pictures or videos
 - Posting untruths on websites or social media
 - Using fake profiles to disguise source

Cyberbullying

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- Electronic technology includes but is not limited to:
 - Cell phones
 - Computers and tablets
 - Communication tools including
 - Social media sites
 - Text messages
 - Chat
 - Websites

The Players

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- **Primary players in a potential bullying incident:**
 - The students who bully (the aggressors)and
 - The students who are bullied (the receivers)
- **Other players who may be involved:**
 - Students who assist
 - Students who reinforce
 - Students who are outsiders
 - Students who are defenders

The Players

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● Students who bully

- These students engage in aggressive behavior towards their peers.
- Some are well-connected to their peers, have social power, are overly concerned about their popularity, and like to dominate or be in charge of others.
- Others are more isolated from their peers and may be depressed or anxious, have low self-esteem, be less involved in school, be easily pressured by peers, and may not identify with the emotions or feelings of others.

The Players

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- **Students who bully may have these characteristics:**
 - Are aggressive and easily frustrated
 - Have less parental involvement in their lives
 - Have issues at home that are reflected at school
 - Think badly of others
 - Have difficulty following rules
 - View violence in a positive way
 - Have friends who bully others

The Players

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- **Students may be bullying other if they:**
 - Get into physical or verbal fights
 - Have friends who bully others
 - Are increasingly aggressive
 - Exhibit behaviors that require frequent disciplinary action
 - Have unexplained extra money or new belongings
 - Blame others for their problems
 - Do not accept responsibility for their actions
 - Are competitive and worry about their reputation or popularity

The Players

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● **Students who are Bullied**

- These students are the targets of aggressive behavior from their peers.
- No single factor puts a student at greater risk for being bullied; but being different from the majority – language, clothes, where you live - may put a student at increased risk for being bullied.
- Students who are bullied frequently lack social skills and may lack self defense skills

The Players

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- **Students who are bullied may have these characteristics:**
 - Are perceived as different from their peers (i.e. overweight, wear glasses, different clothing, new to school)
 - Are perceived to be weak and unable to defend themselves
 - Are depressed, anxious or have low self esteem
 - Are less popular than others and have few friends
 - Do not get along well with others
 - Are seen as annoying, provoking or antagonizing others for attention

The Players

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- **Signs a student may be being bullied:**
 - The student's behavior may change for no apparent reason
 - Unexplained injuries
 - Lost or destroyed clothing, books, electronics, money
 - Frequent head or stomach aches, feeling sick
 - Changes in eating habits; may skip lunch
 - Declining grades and interest in school
 - Sudden loss of friends; changes in social habits
 - Self destructive behaviors; feelings of helplessness

The Players

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● **Students who assist**

- These students may not start the bullying or lead in the bullying behavior, but serve as an "assistant" to children who are bullying.
- These students may encourage the bullying behavior and occasionally join in.

The Players

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● **Students who reinforce**

- These students are not directly involved in the bullying behavior but they give the incident an audience.
- They will often laugh or provide encouragement to the students who are engaging in bullying. These actions may encourage the bullying to continue.

The Players

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● **Students who are outsiders**

- These students remain separate from the bullying situation.
- They neither reinforce the bullying behavior nor defend the child being bullied.
- Some may watch what is going on but do not provide feedback about the situation to show they are on anyone's side.
- Even so, providing an audience may encourage the bullying behavior.
- These students often want to help, but don't know how.

The Players

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- **Students who are defenders**
 - These students actively comfort the student being bullied and may come to the student's defense when bullying occurs.
 - The support is often short lived.

Facts about Bullying

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- Labeling students as "bullies" or "victims" may have unintended consequences. It may:
 - Send the message that the student's behavior cannot change.
 - Fail to recognize the multiple roles students might play in different bullying situations.
 - Disregard other factors contributing to the behavior such as peer influence or school climate.

Facts about Bullying

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A more desirable way of referring to students :

- Instead of calling a student a "bully," refer to them as ***"the child who bullied"***
- Instead of calling a student a "victim," refer to them as ***"the child who was bullied"***
- Instead of calling a student a "bully/victim," refer to them as ***"the child who was both bullied and bullied others."***



Prevention

"What Can Our School Do?"

Prevention

The Oklahoma School Safety and Bullying Prevention Act Requires:

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- Schools must annually publicized their bullying policy and reporting procedures through written notice to:
 - Parents and guardians
 - Staff
 - Volunteers and
 - Students
 - Age appropriate language is required for students

Prevention

The Oklahoma School Safety and Bullying Prevention Act Requires:

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- Each school site to establish and maintain a ***Safe School Committee***.
- The site ***Safe School Committee*** should meet ***monthly*** and is charged with creating activities to be implemented by the school as a whole, by teachers and students in classrooms, and by individual students and adults who participate in the school.

Prevention

The Oklahoma School Safety and Bullying Prevention Act Requires:

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- The site ***Safe School Committee*** shall be composed of at least seven (7) members and may include:
 - Administrators and principals (including the person designated to investigate reports of bullying)
 - School staff (teachers and classified staff)
 - Students
 - Parents
 - School volunteers,
 - Community representatives and
 - Representatives from local law enforcement agencies

Suggested Bullying Prevention Activities

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- Create a positive school climate to reduce the likelihood of bullying occurring while at school or during school sanctioned activities.
- Conduct a safe school survey to determine if students and adults feel safe or bullied while at school. Use data to make changes if needed.
- Plan for all teachers to be in halls during passing time and to monitor “high traffic” student areas.
- Increase adult supervision in known “hot spots” for bullying, violence and antisocial behaviors.

Suggested Bullying Prevention Activities

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- Schedule class meetings where it is “safe” to talk about behavior and feelings.
- Deliver direct instruction in what is and is not bullying.
- Invite guest speakers who help to create an awareness of bullying.
- Provide a “safe place” for students who have been bullied.
- Provide instruction for students who need help in making friends.
- Inform parents of your bully-free policy and procedures for reporting suspected bullying activities.



Responding
"What Can I Do?"

Responding to Bullying

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If possible bullying behavior is witnessed:

- **Intervene Immediately.** It is ok to get another adult to help.
- **Separate the students involved.**
- **Make sure everyone is safe.**
- **Stay calm.** Reassure the students involved, including by-standers.
- **Use appropriate language to express inappropriate behavior and refer to student conduct rules:** “It is inappropriate to push people at school”; “pushing is against school rules.”
- **Re-direct the attention of all by-standers.**

Responding to Bullying

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If possible bullying behavior is witnessed: (continued)

- Provide a **safe place** for the student suspected of being bullied and the student suspected of being a bully .
- **Separately discuss the details** of the incident with the student suspected of being bullied and the student suspected of being a bully.
- **Get the facts.** Listen without blaming.
- **Don't refer to the incident as "bullying"** while you are trying to understand what happened.
- **Don't ask students to apologize** or patch up relations on the spot.

Responding to Bullying

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If possible avoid these common mistakes:

- **Don't ignore an incident that may be bullying.**
- **Don't immediately try to sort out the facts.**
- **Don't force students to say publicly what they saw or heard.**
- **Don't question the students involved in front of other students.**
- **Don't immediately question or ask witnesses to answer questions about the situation.**
- **Don't utilize a student mediator to investigate allegations of bullying.**

Responding to Bullying

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If possible bullying behavior is witnessed: (continued)

- **Immediately after the incident record your observations:**
 - **Type of Incident**
 - **Names of Individuals involved**
 - **Date**
 - **Time Location**
 - **Names of by-standers**
 - **Actions taken**

Determine if the Incident Is Bullying

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If possible bullying behavior is witnessed: (continued)

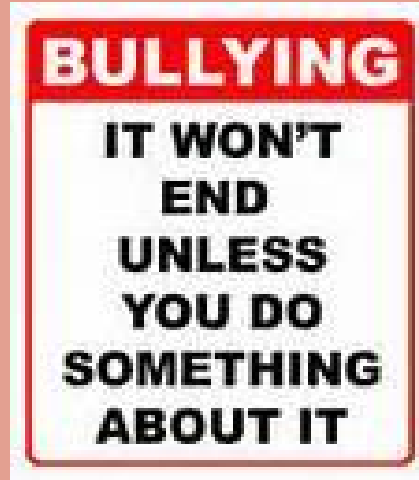
- Determine if the incident was bullying or another behavior, consider the following questions:
 - What is the history between the students? Have there been conflicts in the past?
 - Is there an imbalance of power?
 - Has similar behavior happened before?
 - Is a student worried that the incident will happen again?
 - Are any of the students involved in a dating relationship? Or in a Gang?

Responding to Bullying

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If possible bullying behavior is witnessed: (continued)

- Complete a Bullying Incident Report and give to your principal or supervisor.
- File your notes for future reference.
- Your responsibility is complete.
- The incident will be formally investigated using the protocol established by the District Safe School Committee. You may be asked to provide the committee with additional information.



Reporting
"See Something...Say Something"

Reporting

The Oklahoma School Safety and Bullying Prevention Act Requires:

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Each school site must post its anti-bullying policy and reporting procedures at various locations within the school site, including but not limited to:

- School cafeteria
- School bulletin board
- Principal's office
- School's website
- Student and employee handbooks

Reporting

The Oklahoma School Safety and Bullying Prevention Act Requires:

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Any school employee who has reliable information that would lead a reasonable person to suspect that a person is a target of bullying shall immediately report this information to their school principal or supervisor.

Reporting

The Oklahoma School Safety and Bullying Prevention Act Requires:

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- A “reporting form” must be completed and submitted to your school principal or principal’s designee, if bullying behavior is suspected or reported by a student or parent.

Reporting

The Oklahoma School Safety and Bullying Prevention Act Requires:

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- All reports of bullying must be formally investigated.
- Parents or guardians must be notified in a “timely” fashion as to findings of documented and verified incidents of bullying.
- This includes students who have been the target of bullying behavior and students who target others with bullying behaviors.

Facts about Bullying

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Resources

Resources

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Oklahoma State Department of Education

www.ok.gov/sde/bullying-prevention

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Active Web Link to Resources



The following active web link will take you to original source documents where you can find additional information about Bullying:

<http://www.stopbullying.gov/what-is-bullying/index.html>

2016-2017 Bullying Prevention

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It is mandatory that you now complete a short monkey survey from the PD on Bullying Prevention. Please click on the appropriate link that corresponds with your site.

Elementary Staff:

<https://www.surveymonkey.com/r/JKBJZDB>

Middle School Staff:

<https://www.surveymonkey.com/r/J7DP27L>

High School Staff:

<https://www.surveymonkey.com/r/J9J5Y88>