

BULLYING PREVENTION:

IT TAKES ALL OF US!



“If we see cruelty or wrong that we have the power to stop, and do nothing, we make ourselves sharers in the guilt.”

Brent Yeager, Executive Director of General Administration & Elementary Programs

reasons to engage...

I shall remember forever and will never forget

Monday: my money was taken

Tuesday: names called

Wednesday: my uniform torn

Thursday: my body pouring with blood

Friday: it's ended

Saturday: Freedom



The final diary pages of thirteen-year-old Vijay Singh. He was found hanging from the banister rail at home on Sunday...



It Takes All of Us!


*"In the end, we will remember
not the words of our enemies,
but the silence of our friends"*

-Martin Luther King

The Olathe Public School's Comprehensive Approach to Bullying Prevention



Policy



Code of Student Conduct



Student and Staff Training



Support and Intervention



Family Education



What is BULLYING?

Bullying is an intentional, aggressive and repeated behavior that involves an imbalance of power or strength. The various forms of Bullying are:

- Physical
- Verbal
- Emotional
- Sexual
- Cyberbullying

Bullying is **NOT**...

- **A mutual disagreement or name calling.**
- **A mutual escalation.**
- **A normal, unpleasant part of growing up.**
- **A male-only behavior.**
 - **Bullying defies gender.**
- **Something that only occurs in large schools with large class sizes.**
 - **There is no correlation between larger schools and more incidents of bullying.**



Why the concern...and the conversation?

- **The role of the cyber world**
 - **Increased incidents**
 - **Media coverage**
 - **Federal guidelines**
 - **National concern**
 - **Law Suits**

National Statistics on Bullying

- 160,000 students stay home from school everyday due to bullying.
- 30% of students who reported they had been bullied said they had at times brought weapons to school.
- A bully is 6 times more likely to be incarcerated by the age of 24.
- 2/3 of students who are targets become bullies.
- 20% of all children say they have been bullied.
- 25% of students say that teachers intervened in bullying incidents while 71% of teachers say they intervened.

National Statistics on Bullying

- 1/3 of students surveyed said they heard another student threaten to kill someone.
- In schools where there are bullying programs bullying is reduced by 50%.
- 43% of kids have been bullied while online. 1 in 4 have had it happen more than once.
- 58% have not told their parents or an adult about something mean or hurtful that happened to them online.

Local Statistics on Bullying

Kansas Statistics:

The Kansas Bullying Prevention Program released a baseline survey of nearly 19,000 students from 74 Kansas Schools. The survey reveals that **35.1% of Kansas students in grades 3-12 are regularly victimized by students who bully.**



Local Statistics on Bullying

In 2010-2011...

- **9-22%** of our 6,8, 10, and 12th graders report being bullied at school 1 - 2 times per month.
- **38-44%** of our 6, 8, 10, and 12th graders report seeing bullying 1-2 times per month.
- **25%** of the same students report that they ignore the bullying when they see it.
- **46%** of the same students report that they report bullying they see to a teacher or other adult.
- **44%** report that when they report to an adult about bullying...the adult stops and solves it.

Olathe Trends...

- An **increase** in students reporting to an adult over the past two years.
- A **decrease** in students just ignoring the bullying over the past five years.
- A **decrease** in students reporting that adults stop the bullying and solve the problem in the past two years.

POLICY



BOARD POLICY JDDC

The Board of Education prohibits bullying in any form, including electronic means (cyber-bullying), on, or while using school property, in a school vehicle or at a school-sponsored activity or event. The administration shall propose, and the board shall review and approve a plan to address bullying on school property, whether in a school vehicle or at a school-sponsored activity or event.

The plan shall include provisions for the training and education of staff members and students and shall include appropriate community involvement as approved by the board. Students who have bullied others in violation of this policy and the Student Code of Conduct may be subject, at the sole discretion of the administration and Board of Education, to disciplinary action, up to and including suspension and expulsion. If appropriate, any students who violates the bullying prohibition shall be reported by the administration to local law enforcement.

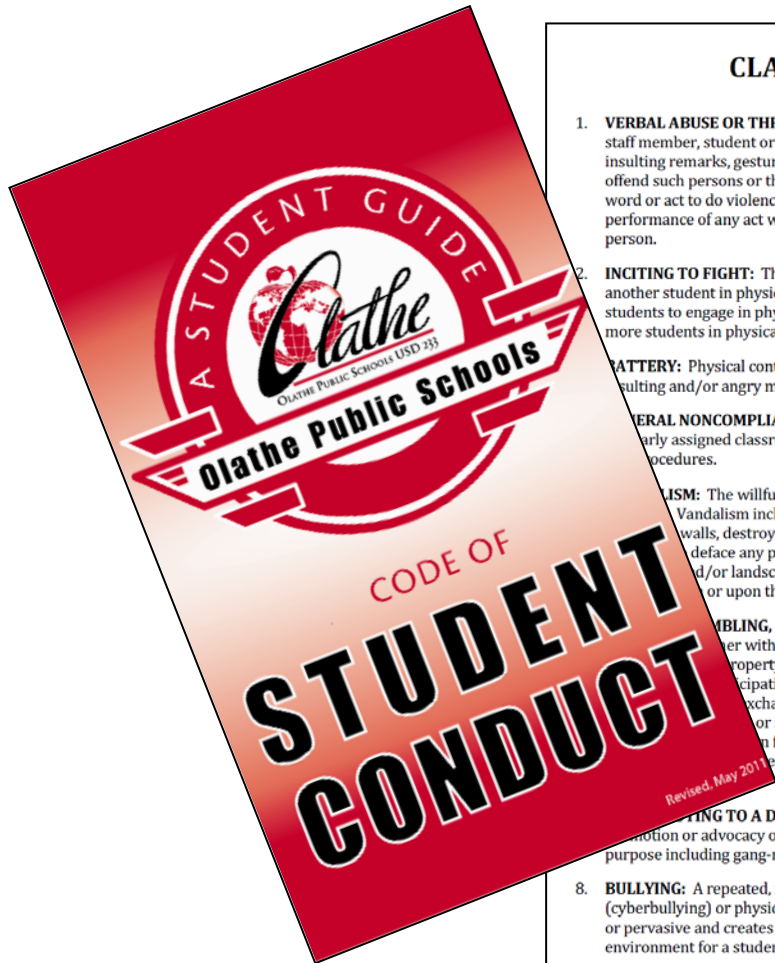
"Bullying" is defined as any intentional gesture or any intentional written, verbal, electronic or physical act or threat that is sufficiently severe, persistent or pervasive that creates an intimidating, threatening or abusive educational environment for a student or staff member that a reasonable person, under the circumstances, knows or should know will have the effect of:

- 1.Harming a student or staff member, whether physically or mentally;
 - 2.Damaging a student's or staff member's property;
 - 3.Placing a student or staff member in reasonable fear of harm to the student or staff member; or
 - 4.Placing a student or staff member in reasonable fear of damage to the student's or staff member's property,
- "Cyber-bullying" means bullying by use of any electronic communication device through means including, but not limited to, e-mail, instant messaging, text messages, blogs, mobile phones, pagers, online games and websites.

For more information or resources please see the Olathe District Schools: *Bullying Prevention Awareness Plan* adopted by the Board on December 6, 2007. [_](#)

Approved: KASB Recommendation, June 2007; Revised December, 2007 (K.S.A. 72-8256); Revised September, 2008

Code of Student Conduct



CLASS II OFFENSES

- 1. VERBAL ABUSE OR THREAT:** Any act of disrespect directed at a teacher, staff member, student or other person in school, including profane or insulting remarks, gestures, or a statement that offends or is intended to offend such persons or the intentional unlawful threat or intimidation by word or act to do violence to the person or property of others or the performance of any act which creates a well-founded fear within another person.
- 2. INCITING TO FIGHT:** The intentional promotion by a student to engage another student in physical conflict, or to engage and/or encourage other students to engage in physical conflict or the willful engagement of two or more students in physical combat.
- BATTERY:** Physical contact with another person when done in a rude, insulting and/or angry manner.
- GENERAL NONCOMPLIANCE:** The continuous refusal to participate in regularly assigned classroom activities or to comply with general school rules and procedures.
- VANDALISM:** The willful or malicious destruction or defacement of any property. Vandalism includes, but is not limited to, breaking windows, breaking down doors, destroying restroom fixtures, or the use of paint or like substances to deface any portion of the interior or exterior of school property including signs, murals, landscaping, including the furnishings and equipment located on or upon the school property.
- THEFT, MISAPPROPRIATION, CONCEALING, EXTORTION:** The unlawful taking or disposition of property with intent to deprive the person of the property. Theft, misappropriation, concealment, or possession of stolen property is included in this category. Participation on school property in games of chance with the exchange of money or other tangible barter, or the exchange of something of value, from another student, regardless of whether the exchange is for protection or in connection with a threat to inflict physical injury on another student in this category may be subject to Class III offenses.
- CONTRIBUTING TO A DISRUPTIVE SITUATION:** The intentional promotion or advocacy of student misconduct by any student, for any purpose including gang-related graffiti or attire, or signs/symbols.
- 8. BULLYING:** A repeated, intentional gesture, written, verbal, electronic (cyberbullying) or physical act or threat, that is sufficiently severe, persistent or pervasive and creates an intimidating, threatening or abusive educational environment for a student or staff member.

ADMINISTRATIVE OPTIONS

CLASS II OFFENSES

ELEMENTARY

FIRST OFFENSE:

- In-School Conference with Student
- Individual Student Behavior Support Plan
- Detention(s)
- Review Bus Privilege
- Parent/Guardian Conference
- Individual Behavior Plan
- In-School Suspension
- Suspension or Forfeiture of Access to Computer Privilege

SECOND OFFENSE:

- Parent/Guardian Conference
- Individual Student Behavior Support Plan
- Review Bus Privilege
- In-School Suspension
- Suspension or Forfeiture of Access to Computer Privilege
- Short-Term Out of School Suspension

SUBSEQUENT OFFENSES (three or more):

- Suspension or Forfeiture of Access to Computer Privilege
- Loss of Bus Privilege
- Short-Term Out of School Suspension
- Long-Term Out of School Suspension

MIDDLE SCHOOL

FIRST OFFENSE:

- In-School Conference with Student
- Individual Student Behavior Support Plan
- Detention Or Other Extended School Time Options
- Review Bus Privilege
- Restitution
- Parent/Guardian Conference
- Restriction of Attendance at School Sponsored Activities
- Loss of Athletic/Activity Privilege
- In-School Suspension
- Suspension or Forfeiture of Access to Computer Privilege
- Short-Term Out of School Suspension
- Long-Term Out of School Suspension



Staff and Student Training



What is in place in the District:

- Individual Building Bullying Prevention Plans/Programs For all Elementary Schools
- Steps to Respect Program
- Second Step
- The Positive Classroom Initiative
- Camp A.B.L.E.
- Counselors
- Watch D.O.G.S.

School and Staff Response



Each School and School Staff must include in their culture:

- No tolerance for any bullying to anyone.
- In the recent Virginia Tech school shooting, there were over 70 red-flags discovered during the investigation. Not one person told another person...They didn't seem like a big deal in isolation, but combine all 70 and this tragedy probably could have been prevented. We have to tell each other!
- When we dismiss something as not significant we dismiss the child.
- Students will only report to us when they feel like we are taking it/them seriously.

School and Staff Response



1. I am sorry that happened and I appreciate you telling me. I take this very seriously and will address it immediately. You and I will talk again after I have collected some information. Let me know if you need any assistance before we talk again.
2. I hear what you are saying and I can tell that you are concerned. I want you to know that I am concerned, also. I will look into this and I will visit with you again soon. If you think of anything else I should know, please come and tell me.
3. It is important that all students feel safe in our school! Thanks for reporting. I'm going to work hard to make sure this doesn't happen again. Let's plan to continue talking about this as long as we need to.
4. Thanks so much for reporting this to me! I'm going to address this quickly. Is there anything you need from me right now? I will keep you posted about what I'm doing.

When using these, it is important to give them your own voice. Above all, students must feel like we are listening and taking their reports seriously!

In the House...



"Our most important task as parents is raising children who will be decent, responsible, and caring people devoted to making this world a more just and compassionate place. We can fashion for ourselves and our children a warmer, kinder world that will dispel the darkness and isolation."

~ Neil Kurshan

In the House...



The Bully

The
Bullied

The
Bystander

In your
HOUSE!

Family Education



- REPORT
- REPORT
- REPORT
- REPORT
- REPORT
- REPORT

Family Education



There are many warning signs that could indicate that someone is involved in bullying, either by *bullying others or by being bullied.*

Family Education



Being Bullied:

- Comes home with damaged or missing clothing or other belongings.
- Reports losing items such as books, electronics, clothing, or jewelry.
- Has unexplained injuries.
- Complains frequently of headaches, stomachaches, or feeling sick.
- Has trouble sleeping or has frequent bad dreams.
- Has changes in eating habits.
- Hurts themselves.
- Are very hungry after school from not eating their lunch.
- Runs away from home.

Family Education



- Loses interest in visiting or talking with friends.
- Is afraid of going to school or other activities with peers.
- Loses interest in school work or begins to do poorly in school.
- Appears sad, moody, angry, anxious or depressed when they come home.
- Talks about suicide.
- Feels helpless.
- Often feels like they are not good enough.
- Blames themselves for their problems.
- Suddenly has fewer friends.
- Avoids certain places.
- Acts differently than usual.

Family Education



Victim's Rights (The Victim of Bullying):

- All reports of bullying are taken seriously.
- Consequences are provided based on Code of Student Conduct.
- Victim is protected from ANY potential retaliation.
- School monitoring and supervision of the victim as well as the bully for any continued contact.
- Opportunities for reoccurrence are limited.
- Counselor support immediately available for the victim, the bystanders, and the bully.
- Further intervention and support as needed/desired.
- Communication with all parents involved.

Family Education



Bullying Others

- Becomes violent with others.
- Gets into physical or verbal fights with others.
- Gets sent to the principal's office a lot.
- Has extra money or new belongings that cannot be explained.
- Is quick to blame others.
- Will not accept responsibility for their actions.
- Has friends who bully others.
- Needs to win or be best at everything.
- Is secretive while online.

Family Education



What can parents do?

- **Talk with your child.** Be objective and listen carefully.
- **Make it clear to your child that you take bullying seriously.** Calmly let them know that you will not tolerate this behavior. Help your child learn that bullying hurts everyone involved.
- **Develop clear and consistent rules for your child's behavior.** Praise your child when they follow the rules. Decide on fair consequences and follow through if your child breaks the rules.

Family Education



- **Monitor your child.** Carefully supervise and monitor their activities, including when they are online or texting.
- **Be aware of who your child's friends are.** Find out how they spend their free time.
- **Build on your child's talents and positive attributes.** Encourage him or her to get involved in social activities.
- **Work with your child's school to ensure the bullying does not happen again.** Ask the school to keep you informed. Develop strategies together to address bullying. Work together to send clear messages to your child that the bullying must stop.
- **Talk with an administrator, school counselor, health professional or school support staff.** They may be able to provide your child with additional help.

The Third Person



Bystanders:

- The third players in the story. They are the supporting cast that support the bully through acts of omission or commission.
- Stand idly by or look away.
- Actively encourage the bully or join in.
- Cheering on the bully causes more distress to the victim, encourages the bully, and puts the bystander at risk of becoming desensitized to the cruelty.

Research shows that:

- Peers were involved in 85% of bullying episodes.
- Peers reinforced the bullying 81% of the time.
- Peers were more respectful and friendly to the bully than the victim.
- Peers became active participants in 48% of the episodes.
- Peers intervened in 13% of the episodes in which they were present.

Why would 81% of kids who would not instigate bullying be so willing to part of the attack or turn a blind?



- The bystander is afraid of getting hurt.
- The bystander is afraid of becoming a new target of the bully.
- The bystander is afraid of doing something that will only make the situation worse.
- The bystander does not know what to do.

As legitimate as these seem they do not equal the self-confidence and self-respect that is eroded when a child witnesses a bullying incident and is unable or unwilling to respond effectively and stop the cruelty.

Next Steps



- We have partnered with our local YMCA for consistency and provided training to staff
- We have partnered with our bus company to provide training
- All of our middle and high schools participated in Rachel's Challenge this fall
- All elementary schools have participated in chains of kindness activities
- We will be releasing a bullying investigation protocol to our administrators

Our Message...





*"In the end, we will remember
not the words of our enemies,
but the silence of our friends"*
-Martin Luther King

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