



Delaware Department of Education School Climate and Discipline Program

Bullying Prevention Training

*Required of all district and charter public school employees under
14 Del Code §4162*

Title 14 Delaware Code § 4162

Child Safety Awareness, Prevention and other Non-academic Trainings

- Child Safety awareness, prevention, and other non-academic trainings
- 12.5 hours of training every three years in all of the following
 - 3 hours child abuse and child safety awareness, prevention, detection, and reporting training every three years. New hires must have child abuse reporting training within first 30 days of employment.
 - 3 hours of school bullying prevention and criminal youth gang detection training every three years
 - 4.5 hours of suicide prevention training every three years with 90 minutes required each year
 - 2 hours of additional non-academic training programs that are evidenced based, whenever available, and are related to a training subject required by the law, as selected by the school district or charter school

Bullying

“Bullying” means any intentional written, electronic, verbal or physical act or actions against another student, school district or charter school volunteer or a school district or charter school employee that a reasonable person under the circumstances should know will have any of the following effects:

- (1) Placing a student, school district or charter school volunteer or a school district or charter school employee in reasonable fear of substantial harm to the student's, volunteer's or employee's emotional or physical well-being or substantial damage to the student's, volunteer's, or employee's property;
- (2) Creating a hostile, threatening, humiliating or abusive educational environment due to the pervasiveness or persistence of actions or due to a power differential between the bully and the target;
- (3) Interfere with a student having a safe school environment that is necessary to facilitate educational performance, opportunities or benefits;
- (4) Perpetuate bullying by inciting, soliciting or coercing an individual or group to demean, dehumanize, embarrass or cause emotional, psychological or physical harm to another student, school district or charter school volunteer or school district or charter school employee.

3 CORE Characteristics of Bullying

AGGRESSIVE, intentional behavior involving unwanted, negative actions.

Involves an IMBALANCE of POWER or strength.

A pattern of behavior REPEATED over time or which could be repeated over time.

(Delaware Law states that bullying can be a one-time incident so don't wait for the behavior to be repeated before reporting as bullying if you believe it meets any of the state defined criteria.)

Dan Olweus' Core Program Against Bullying and Antisocial Behavior / A Teachers Handbook 2005

Hear what students perceive as bullying....

Click one or all of the links below to watch video through internet explorer or Windows Media Player. When finished, close the video window and return to the PowerPoint presentation.

[Elementary](#)

NOTE: Click "Cancel" if a logon box appears. It will then take you to the website.

[Adolescents](#)

Video not working? Try this [format](#).

[PSA created by students -
What Bullying is and is not](#)

A CONFLICT IS NOT BULLYING

- Two parties at odds with each other and there is no real or perceived power differential between them
- Conflict starts and ends on the same level
- Both parties feel uncomfortable emotions such as frustration, anger, and/or outrage

Source: Ed Donnelly

Teasing vs Taunting

- *Teasing is a fun thing you do with friends - with people you care about.*
In teasing:
- Both participants give and take equally.
- The teaser and person teased can swap roles with ease.
- The intention is not to hurt the other person.
- The basic dignity of everyone involved is maintained.
- Participants poke fun in a light hearted, clever and harmless way.
- Participants do it to get both parties to laugh.
- It is only a small part of the activities shared by kids who have something in common.
- The motive is innocent .
- The behavior is stopped when the person teased becomes upset or objects to the teasing.

Teasing vs Taunting

- *Taunting is a choice to bully someone for whom you have contempt.* There is no intent of playfulness, even if the bully says, I was just teasing, or joking. Taunting is intended to isolate the target, to hurt, and words used are demeaning and cruel. The bully may laugh, and so may the bystander(s). The target is embarrassed, humiliated, or shamed, living in fear of what may come next.
- Is based on an imbalance of power and is one - sided; the bully taunts (ridicules, uses sarcasm, etc.).
- Is intended to harm and involves humiliating, cruel, demeaning, or bigoted language thinly disguised as jokes.
- Includes laughter directed at the target, not with the target.
- Is meant to diminish the sense of self-worth of target.
- Induces fear of further taunting or can be a prelude to physical bullying.
- Is sinister in motive.
- Continues especially when target becomes distressed or objects to the taunts.

Adapted from the book *The Bully, the bullied and the bystander* by Barbara Coloroso

Why Children Bully?

3 interrelated reasons

1. Need for power and (negative) dominance
2. Find satisfaction in causing injury and suffering to others
3. Are often rewarded in some way for their behavior with material or psychological rewards

Signs a Child is Bullying Others

Kids may be bullying others if they:

- Get into physical or verbal fights
- Have friends who bully others
- Are increasingly aggressive
- Get sent to the principal's office or to detention frequently
- Have unexplained extra money or new belongings
- Blame others for their problems
- Don't accept responsibility for their actions
- Are competitive and worry about their reputation or popularity

Types of Bullying

- VERBAL
- SOCIAL
- PHYSICAL
- CYBER or Electronic

Warning Signs of Bullying

Anxiety or low self-esteem



Look for changes in the child. However, be aware that not all children who are bullied exhibit warning signs.

Warning Signs (continued)

- Excuses to avoid school
- Diminished social contact
- Pattern of withdrawal, shame, fearfulness



Warning Signs (continued)

Damaged or missing belongings



Warning Signs (continued)

- Persistent, vague, unexplained physical complaints
- Unexplained bruising or injuries



Additional Warning Signs

- Frequent headaches or stomach aches, feeling sick or faking illness
- Changes in eating habits, like suddenly skipping meals or binge eating. Kids may come home from school hungry because they did not eat lunch.
- Difficulty sleeping or frequent nightmares
- Declining grades, loss of interest in schoolwork
- Self-destructive behaviors such as running away from home, harming themselves, or talking about suicide

Bullying and Suicide

- Take every threat seriously
- Immediately inform the child's counselor regarding your concern or the child's threat to harm him/herself
- Ensure that the parent/guardian is notified about your concern

- State and National Suicide Hotlines
 - Child Priority Response Hotline 1-800-969-HELP
 - National Suicide Prevention LifeLine 1-800-273-TALK
 - Delaware TeenLine 1-855-517-1500 (not a 24/7 hotline)

Any staff member must report suspected bullying

14 Del Code 4112D(b)(2)(e)

Subsection e.

A requirement that any school employee that has reliable information that would lead a reasonable person to **suspect** that a person is a target of bullying shall **immediately** report it to the administration.

Twenty-one percent of students said that they had experienced bullying that consisted of being made fun of or taunted.

This indicator repeats information from the 2009 Indicators of School Crime and Safety report. For more information: Tables 11.1, 11.2, and 11.3 and DeVoe and Kaffenberger (2005), (<http://nces.ed.gov/pubs2005/2005310.pdf>)



18 percent reported being the subject of rumors





11 percent said that they were pushed, shoved, tripped, or spit on

6 percent said they were threatened with harm



NOTE: Some incidents of student misconduct may also be an act of [Sexual Assault/Teen Dating Violence](#) which is also a mandatory report to the DDOE. Discipline Code = D2011.

5 percent said they were excluded from activities on purpose



Nationwide over 160,000 students per day do not go to school for fear of bullying....

That is more than **all** the students enrolled in Delaware public schools.



Anyone can be a victim of bullying....



Delaware law requires that schools have a procedure in place to investigate bullying and to determine the reason “why” the bullying is occurring. Reasons may include race, age, marital status (such as having gay/lesbian parents), creed, religion, color, sex, disability, sexual orientation, gender identity or expression, or national origin. Or, it may be because of a person’s physical appearance or some other unknown reason.

Could this be a classroom in your school?

Click on the “Video 1” link below to watch video through internet explorer or Windows Media Player. When finished, close the video window and return to the PowerPoint presentation.

Video 1

Video not working? [Try this format.](#)

Can you blame this student if
he did not want to attend
school?

How about Delaware schools?

46% of elementary
37% of middle
30% of high school



Students agreed or agreed a lot that bullying is a big problem in their individual school*

*2016 Delaware school climate Survey of 154 schools

10% of elementary
23% of middle
16% of high school

Teachers agreed or agreed a lot that bullying is a big problem in their individual



*2016 Delaware school climate Survey of 154 schools

Even Teachers Are Bullied

Students are not the only victims of intimidation or violence in schools. Teachers are also subject to threats and physical attacks. Unfortunately, these behaviors are sometimes exhibited from their own students.

5% are verbally abused on a daily basis



Unfortunately, sometimes adults can be the bullies....

Click on the “Video 2” link below to watch video through internet explorer or Windows Media Player. When finished, close the video window and return to the PowerPoint presentation.

Video 2

Video not working? [Try this format.](#)

Every Child, Teacher and Staff Member Should Love the School Experience

Support and Supervision are the keys



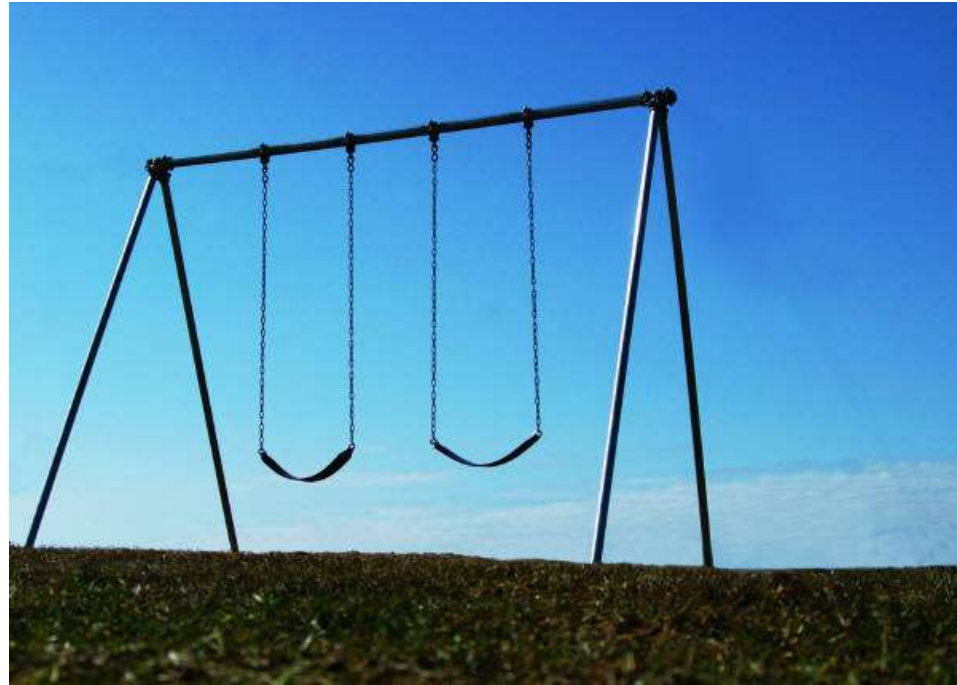
The five most common areas where bullying occurs in schools include....



School Buses



Playgrounds



Hallways



Locker Rooms



Supervision is key

Other areas to look out for



What Will Help Prevent Bullying?

- Creating a positive School Climate
- Supervision
- Encourage students not to be passive bystanders, but to be active and report bullying behavior to an adult
- Strong teacher-student relationships
- Positive expectations of students
- Atmosphere of cooperation in the classroom
- Firm limits for unacceptable behavior
- **Reporting the behavior**

“Kids will be kids”, but behaviors that demean, dehumanize, or instill fear in an individual must be addressed by the school.

Courts found that where the school district has knowledge that attempts to stop the bullying are ineffective, it is required to take additional action to eliminate the bullying. Its failure to do so is a form of discrimination (Jones v. Indiana Area School District 2005)

Courts held that the rights to be free from bullying based on sexual orientation is clearly established. School officials do not enjoy immunity for liability when they fail to respond to a pattern of bullying.
(Flores v. Morgan Hill Unified School District 2003)



Courts ruled that when schools have actual knowledge of the bullying they have a duty to take appropriate action and are not allowed to continue to use methods that fail to address what they know is happening.

(Vance v. State of Tennessee, 2000)



Bullying Prevention Law & Cyberbullying Regulation

- Requires schools to report both allegations of bullying and substantiated incidents to the DOE within five business days
- Requires school administration to identify and report the reason for the bullying
- Districts and charter schools must adopt state's cyberbullying policy language
 - Defines cyberbullying
 - Allows schools to discipline for off-campus cyberbullying which is causing a substantial disruption to the educational process
 - School must inform students of social media sites which are considered to be available to a broad audience regardless of privacy settings

AG's School Ombudsperson Contact Number is 1-800-220-5414

Other Legal Requirements

- Schools identify an appropriate range of consequences
- A procedure in place for students and guardians to provide information on bullying activity
- That the guardian of both the bully and the target be notified by the school
- That the school forbid retaliation following a report of bullying
- That the school bullying prevention program be implemented throughout the school year
- That a procedure be in place for communication with medical professionals treating students for bullying issues

How you can help your school prevent bullying?



Forming a team approach to prevention and intervention (Support & Supervision)

About 50 percent of all behavior problems in schools are associated with three to five percent of students.

Team-based approaches aim to target these students.

There are two types of team-based approaches that are effective in dealing with at-risk and behavior problem children (bullying)—the Behavior Support Teams and the Student Intervention Teams.

Many schools use these two approaches, but may refer to them by another name.

Support and Supervision

The Behavior Support Team (also known as PBS) designs a comprehensive approach whose focus is primarily on prevention.



It takes a Team

Team-based approaches and working together are effective in dealing with behavior problem children and bullying

However..

The Individual Teacher is the key person in the intervention against bullying and antisocial behavior.



All school staff are instrumental in preventing bullying in the overall school environment.

Review

The three core characteristics of bullying are:

- 1) Aggressive & unwanted negative actions
- 2) Imbalance of power
- 3) Repeated or could be repeated over time

Review

True or False? Under Delaware law a bullying behavior does not necessarily have to be repeated for it to be reported as an instance of bullying.

True

Review

True or False? To meet the state requirement of having a school-wide bully prevention program a school only needs to conduct a half-hour anti-bullying assembly at the beginning of the school year.

False. State law requires that a school's bully prevention program be implemented through the entire school year.

Review

As opposed to bullying, a conflict among students includes what three characteristics?

- 1) Equal power
- 2) Starts and ends on same level
- 3) Each person feels same emotions

Review

Purposefully spreading rumors about a student to isolate a him/her from his/her peers would be considered what type of bullying?

Social

Review

The five main areas where bullying is most likely to occur in the school environment include:

School Bus

Bathroom

Playground

Hallway

Locker Room

Review

What are the two keys to bully prevention in classrooms and schools?

**Support
&
Supervision**

Review

True or False? Custodians, bus drivers, secretaries, and cafeteria workers are not obligated to report suspected instances of bullying to the school administration.

False. Under Delaware law LEA policies must require that any school employee that has reasonable information that would lead a reasonable person to suspect that a person is a target of bullying shall immediately report it to the administration.

You can and do make a difference in a child's life



If you have any questions please contact
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Additional Resources

DDOE Bullying Website

<http://www.stopbullying.gov/>

<http://www.goodcharacter.com/>

<http://www.tolerance.org/>

<http://www.eyesonbullying.org/>

<https://www.samhsa.gov/suicide-prevention/bullying>

Additional Resources

<http://www.nobully.org/>

<http://www.bullyingnoway.gov.au/>

<http://www.delawarepbs.org/>

<http://www.rootsofempathy.org/>

<http://www.clemson.edu/olweus/>

<http://www.bullyprevention.org/aboutdbpa.html>

Acknowledgements and Resources

- The U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention (OJJDP)
- U.S. Dept of Education BJS
- Delaware Dept of Education
- Stop Bullying Now.org
- Delaware Attorney Generals Office
- National Center for Education, US Department of Education
- Los Angeles Police Department
- Federal Bureau of Investigation
- Delaware State Police
- Ed Donnelly
- Lifelines Suicide Prevention Program
- *The Bully, the bullied and the bystander* by Barbara Coloroso