M-DCPS Policy Against Bullying and Harassment: Staff Presentation

Division of Student Services
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Maintaining a Safe Learning Environment.
Implies both physical and emotional safety.
THE DISTRICT POLICY INCLUDES PREVENTION AND INTERVENTION COMPONENTS.
Bullying and Harassment

- M-DCPS is committed to providing a safe learning environment for all students.
- Bullying and harassment is prohibited in all schools.
- Awareness, prevention and education are provided to promote a school atmosphere in which bullying and harassment will not be tolerated by students, school board employees, visitors, or volunteers.
Policy Against Bullying & Harassment

- A result of a Florida Law: “Jeffrey Johnston Stand Up For All Students Act”
  \((FL\ Statute\ 1006.147,\ June\ 2008)\)
- FDOE requires that all school districts adopt a policy prohibiting Bullying & Harassment of students and staff on school grounds, at school-sponsored events, and through school computer networks by \(December\ 1,\ 2008\).
- School Board Policy 5517.01
Bullying, Harassment, Cyberbullying, and Discrimination (as referred to and defined herein) encompasses, but is not limited to, unwanted harm towards a student or employee based on or with regard to actual or perceived:

<table>
<thead>
<tr>
<th>•sex</th>
<th>•disability (physical, mental, or educational)</th>
<th>•gender</th>
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<tr>
<td>•race</td>
<td>•marital status</td>
<td>•gender identity or expression</td>
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<td>•color</td>
<td>•socio-economic background</td>
<td>•linguistic preference</td>
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<td>•religion</td>
<td>•ancestry</td>
<td>•political beliefs</td>
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<td>•national origin</td>
<td>•ethnicity</td>
<td>•sexual orientation</td>
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<tr>
<td>•age</td>
<td>•social/family background</td>
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Bullying is Prohibited

- During any **education program or activity** conducted by M-DCPS;
- During any **school-related or school-sponsored** program or activity; or
- On a M-DCPS **school bus**;
- Through the use of **any electronic device** or data while on school grounds or on a M-DCPS school bus, computer software that is accessed through a computer, computer network of M-DCPS.
- **This includes threats made outside of school hours, which are intended to be carried out during any school-related or school-sponsored program or activity, or on a M-DCPS school bus.**
Critical Components of the Policy

- Intervention services should be provided for both the victim and bully.
- **The** victim needs protection, advocacy and intervention.
- The bully needs intervention services and consequences for the behavior.
- The policy is applicable to school employees and visitors.
Bullying Defined

Bullying means **systematically** and **chronically**, inflicting **physical hurt or psychological distress** on one or more students or school employees. It is further defined as a **pattern of unwanted** and **repeated** written, verbal, or physical behavior, including any threatening, insulting, dehumanizing gesture by an adult or student, that is severe or pervasive enough to create an **intimidating, hostile, or offensive educational environment**; cause discomfort or humiliations; or **unreasonably interfere with the individual’s school performance or participation** that includes a noted power differential.
Bullying …

- Bullying can present itself in sophisticated, organized subtle forms.
- It can create an undercurrent of hostility, exclusion, and often utilizes multiple forms of interactions (i.e. classroom, social media, etc.).
Examples of Bullying / Harassment

- Teasing
- Social exclusion
- Threats
- Intimidation
- Stalking
- Physical violence
- Theft
- Sexual, religious, or racial harassment
- Public humiliation
- Destruction of Property
- Cyberstalking and Cyberbullying
- Hazing
Intention and Impact

Example: “Teasing”
Consider the context of the act to determine if it should be deemed bullying.
What was the intent of the act?
What was the impact of the act?
The Passive or Submissive Victim

- The typical victim is more anxious and insecure than students in general. They are often cautious, sensitive and quiet.
- They may have a negative view of themselves and low self esteem.
- They may be lonely or abandoned in school; without a single good friend in class.
- They often have a negative view about violence and are reluctant to retaliate.
The Victim May Have Special Needs

- Behavior may be characterized by both anxious and aggressive reaction patterns.
- These students may have problems with concentration and behave in ways that cause irritation and tension around them.
- May be characterized as hyperactive.
- Their behavior may provoke other students in class and results in negative reactions from peers.
Characteristics of Typical Bullies

- Aggression towards peers and adults.
- More positive attitude towards violence; characterized by impulsivity and a need to dominate others.
- Very little empathy and a relatively positive view of themselves.
- Aggressive reaction patterns combined with physical strength (in the case of boys).
- 60% of boys who were characterized as bullies in grades 6-9, will have at least one criminal conviction by the age of 24 yrs.
# Impact of Bullying

<table>
<thead>
<tr>
<th>Internalizing Effects</th>
<th>Externalizing Effects</th>
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<tbody>
<tr>
<td>Depression</td>
<td>Aggression</td>
</tr>
<tr>
<td>Anxiety</td>
<td>Higher incidences of Substance Use/Abuse</td>
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<tr>
<td>Attention/Concentration Difficulties</td>
<td>Attendance Issues</td>
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<tr>
<td>Feelings of hopelessness and helplessness</td>
<td>Power and Control issues in Relationships</td>
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<tr>
<td>Low Self Esteem</td>
<td>Self Injury</td>
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<tr>
<td>Nightmares</td>
<td>Academic Difficulties</td>
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<tr>
<td>Suicidal Thoughts, Gestures, Attempts</td>
<td>Somatic Complaints</td>
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<tr>
<td>Hypervigilance</td>
<td>Behavioral Concerns</td>
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<td></td>
<td>Withdrawal/Isolation</td>
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WHAT ARE MY OBLIGATIONS IN REGARD TO THIS POLICY?
Know the Policy

Your Classroom = Safe Zone

Reporting Obligation

Curriculum

- What is bullying?
- What is harassment?
- 24 HR Initiation
- Parent Contact
- Documentation
- Classroom Expectations
- Immediately Stop Bullying behaviors
- PK-12
- 5 Required Lessons

Know the Policy

What is bullying?

What is harassment?

Your Classroom = Safe Zone

Reporting Obligation

Curriculum

- Classroom Expectations
- Immediately Stop Bullying behaviors

PK-12

5 Required Lessons
Know the Policy

- Participate in Annual Training Requirement - Power Point Presentation Available:
  http://studentservices.dadeschools.net/bullying/district.asp
  (for versions for All Staff, Parents/Volunteers, All Students)

- Understand Definitions:
  - Actions Direct and Indirect
The Prevention Component of the Policy
Classroom = Safe Zone

- Create rules that include concepts of both emotional and physical safety.
- Teach students that their words and behaviors have meaning. Words can hurt even worse than actual physical injuries.
- Observe unstructured and structured interactions and impact of behaviors. Bullying often occurs during “opportune” times.
Classroom = Safe Zone

- Take advantage of teachable moments.
- Maintain and teach appropriate boundaries.
- When you hear or see bullying behaviors, stop it immediately and consistently. A clear message is communicated that bullying will not be tolerated.
- Teach and model pro-social behaviors.
Classroom = Safe Zone

- If you see a child isolated, being rejected or having difficulty relating, create a bridge. For example: make the child a helper; have students participate in activities where they can learn from one another; include cooperative activities; teach social skills; and/or join forces with your guidance counselor.
Curriculum

Curriculum Implementation
- Principal designates teacher/counselor or combination
- Required implementation of all 5 lessons
The Intervention Component of the Policy
Reporting

- Employees are REQUIRED to report incidents.
- Others are strongly encouraged to report incidents.
Anonymous Reporting

- Each school is **required** to have a Bullying/Harassment Reporting Box located in a discrete location determined by the Principal.
- Anonymous Bullying Report form provided in manual and on-line.
- At each school, the Principal or designee is responsible for receiving complaints.
- Reports can be made by students, parents/guardians, volunteers or visitors.
Reporting Procedures: Employees

- If the alleged offense is against a school board employee, discipline may be taken consistent with any applicable bargaining agreement provisions, (Personnel Investigative Model – PIM), to resolve complaint of bullying or harassment.

- Reports may be made anonymously, but formal disciplinary action may not be based solely on the basis of an anonymous report.
What happens after a report?

- Initiation of investigation within 24 hour period of receipt of report
- Confidential Parent Contact (victim/bully) within 24 hours
- Interview and written statements of alleged bully, victim, and witnesses – (CONFIDENTIAL & INDIVIDUAL)
- Review of evidence/determination of founded or unfounded
- Services provided to both victim and alleged bully providing at least 2 community resources
- Consequences based on Code of Student Conduct
- Group interventions counter-indicated.
- Documentation on SCM form and in ISIS
Intervention and Counseling

- Both victims and bullies will be referred to the members of the school’s Student Services Team for counseling.
- Parent / legal guardian must be notified.
- Referrals to at least two different community based counseling agencies will be provided when additional counseling is warranted.
- Mediation is not an appropriate intervention for most bullying situations.
Creative Sanctions

- Less focus on punitive consequences
- More focus on changing the culture of the school
- Have student (bully) create posters about the dangers of bullying to hang throughout the school
- Write an essay about bullying
Special Note on Best Practices

- Treat group complaints as a single process
- Cyberbullying is covered under this policy
- Involve law enforcement as appropriate (danger of harm)
- Multiple complaints from a grade level/classroom etc.? Best practice to remind students/staff of policy and expectations
- Promptly address any suspicious behavior thereby building school culture where behavior is not tolerated
- Utilize helpful forms from website
BeSafe: Anonymous Reporting System

Submit Tip On-Line!
Go To
www.dadeschools.net
Or Use the Website!
http://besafe.dadeschools.net

Call In Your Tip!
305-995-2677
Remain Anonymous!

Send text to 274637 (CRIMES)
Then type in the word keyword: Besafe.
Then, type your tip, i.e. who, what, when, where. (Standard Text Message Rates Apply)
MIAMI-DADE COUNTY PUBLIC SCHOOLS

Bullying and Harassment
Policy and Curriculum Manual

Artwork by: Kris Reig, Arvida Middle School
Manual

- Artwork on Cover
- District Policy
- Definitions – Bullying & Harassment
- Reporting Procedures
- Investigation Procedures
- Helpful Forms
- Frequently Asked Questions
- Curriculum
- Resources
Website

- Accessed through Students, Parents or Employee Portals
- On the Bullying and Harrassment Policy homepage http://studentservices.dadeschools.net/bullying/ you can find the complete manual, reporting forms, power point presentations, curriculum
- **Students:** reporting forms, reference documents and online resources
- **Parents:** reporting forms, reference documents and resources
It’s the Law

All staff are responsible for the information contained in the Policy Against Bullying and Harassment
Contact us...

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305-995-7338
http://studentservices.dadeschools.net
Questions?

Crisis Management Program

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