Bullying Prevention and Discipline: 
Teaching Empathy 
and 
Transforming School Culture

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Bullying Prevention

www.ascd.org/mydownloads

www.ascd.org/evaluations
Bullying Prevention

- Bullying – What is it?
- Effects of Bullying
- Eliminate Bullying – Systemic School Change
- Teach Empathy
- Discipline Changes
- Transform School Culture

1st day of a new school.
Bullying Prevention

**Bullying Defined**
- Pattern
- Power Imbalance

**Bullying Prevention**

Cyber-bullying
Using technology to harm

**The Cycle of Bullying**

Source: Olweus Bullying Prevention
Bullying Prevention

<table>
<thead>
<tr>
<th>Location of Bullying</th>
<th>Percent of Bullied Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bathrooms/Locker room</td>
<td>40%</td>
</tr>
<tr>
<td>Cafeteria</td>
<td>47%</td>
</tr>
<tr>
<td>Classroom</td>
<td>22%</td>
</tr>
<tr>
<td>Hallway/Stairwell</td>
<td>3.50%</td>
</tr>
<tr>
<td>Outside on school grounds</td>
<td>33.60%</td>
</tr>
<tr>
<td>School bus</td>
<td>5.20%</td>
</tr>
<tr>
<td>Somewhere else at school</td>
<td>10.0% 20.0% 30.0% 40.0% 60.0%</td>
</tr>
</tbody>
</table>

Fist to Five (Visual Likert)

- Fist = do not agree at all
- Five Fingers = Totally agree

Bullying Prevention

Bullying is just kids being kids. Don't make such a big deal about it.
Bullying Prevention

- Bullying – What is it?
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Please Stand If...
- your school has had a bullying incident in the last 5 days
- your school has had a serious bullying incident that led to suspension in the last 3 months
- your school utilizes a zero-tolerance policy for bullying behaviors
- your school uses peer mediation for perpetrators and victims of bullying

A rare occurrence?
Bullies are socially out-groupers.

Teen Dating + Overall Aggressiveness = Related?

Negative Effects:
- Teacher Satisfaction
- Student Safety & Security
- School Discipline
- Student Achievement
- School Culture
Only the victims of bullying are negatively affected - just 20% of students.

The majority of bullies go on to commit crimes.
Bystander Effects

Bullying Prevention

Students Impacted by Bullying

Source: Nansel, Craig, Overpeck, Saluja, & Ruan, 2004

Bullying Prevention

One class session on bullying can be helpful in dissuading such student conduct.
“To reduce cruelty and disrespect, promote their opposites.” – Tom Lickona

Bullying Prevention/Character Education

Taught by the regular classroom teacher

“Fuse” together character education lessons within standards curriculum

Free resources:
- www.athineline.org
- www.thatsnotcool.com
Bullying Prevention

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Bullying Prevention

Systemic School Change Process

Declare the Problem Analyze Data Apply Grounded Research-based Solutions Benchmark Monitor Mid-Course Corrections Evaluate

Systemic Change

Second Order Change

Beliefs, Values, Perceptions, Norms, Attitudes, New Knowledge and Understandings, New Educational Structures
Systemic School Change Planning Framework

<table>
<thead>
<tr>
<th>STEP</th>
<th>STRATEGIC ACTIONS</th>
<th>SCHOOL SITE ACTIVITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>STEP 1</td>
<td>Declare the Problem</td>
<td></td>
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<tr>
<td>STEP 2</td>
<td>Analyze Data</td>
<td></td>
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</tbody>
</table>
| STEP 3 | Grounded Research-based Solutions  
- Personnel Training |  
New Knowledge  
New Understandings  
Beliefs  
Norms  
Values  
Perceptions |
| STEP 4 | Benchmark, Monitor, Mid-Course Corrections | |
| STEP 5 | Evaluate | |

Bullying Prevention

STEP 1: Identify the Problem.

Bullying Prevention

Identify Root Causes
STEP 2: Gather and Analyze Data

STEP 3: Identify and Implement Systemic Solutions

Personnel Training
- New Knowledge
- New Understandings
- Beliefs
Personnel Training
- Norms
- Values
- Perceptions
- Caring Teacher Behaviors

STEP 4:
Benchmark, Monitor and Make Mid-Course Corrections

STEP 5:
Evaluate Results
Bullying Prevention

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Caring Teacher Behaviors
• Act on behalf of students
• Engrossed in student concerns
• Feel for students

Bullying Prevention

Capable of taking perspective of students

Bullying Prevention

Students report less than 5 teachers who cared


Bullying Prevention

Are you a caring teacher?
Teach character development to ALL students.
### Bullying Prevention

**Teach character development alongside standards curriculum**

Source: Stiff-Williams, The Clearing House, 2010

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<tr>
<th>COMPONENT</th>
<th>ELEMENTS</th>
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<tr>
<td>Lesson Objectives</td>
<td>Affective Domain</td>
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<td></td>
<td>Caring</td>
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<td></td>
<td>Empathy</td>
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<td>Self-regulation skills</td>
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<td>Instructional Strategies</td>
<td>Cooperative Learning</td>
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<td>Modeling</td>
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<td>Demonstration</td>
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<td>Role-playing</td>
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<td>Student Learning Activities</td>
<td>Service Learning</td>
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<td>Projects</td>
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<td>Collaboration</td>
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<td>Performance-based</td>
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<td>Teacher Observation</td>
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<td>Rubrics</td>
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<td>Self-assessments</td>
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<thead>
<tr>
<th>21st Century Skills</th>
<th>How to Teach?</th>
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<td>Self-Regulation</td>
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<tr>
<td>Collaboration</td>
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<td>Decision-Making</td>
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<td>Team Work</td>
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<td>Cooperation</td>
<td></td>
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<td>Conflict Resolution</td>
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Bullying Prevention

Self-Regulation
manage emotions
to cope with
environment and
accomplish goals

Bullying Prevention

Empathy – to humanize;
to create a bond that
will influence one’s
actions towards another.
Source: Damico, 1982.

Bullying Prevention

Perspective Taking –
understand and
respond to the
thoughts and
feelings of others
Bullying Prevention

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Bullying Prevention

**ZERO TOLERANCE**

Use of profanity, verbal threats or any act of violence will NOT be tolerated on school grounds or at school events.

This is effective in dissuading bullying.

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Bullying Prevention

**Zero tolerance policies**

Developed for drug enforcement and weapons restrictions.
Bullying Prevention

Zero Tolerance Policies

Mandate Specific Consequences, often “severe and punitive”

Bullying Prevention

Zero Tolerance Mentality

Automatic Penalties/Consequences - without consideration of context

Bullying Prevention

Zero Tolerance policies

--Redefine students as criminals

Source: American Bar Association
Zero Tolerance Policies:

Disproportionate amount of African-American students suspended, expelled, or referred to law enforcement.

Restorative Justice

Alternative to zero tolerance policies work with rather than punishment to student
Bullying Prevention

The Denver Public School district has had a restorative justice policy since 2008.

Specific guidelines with fair consequences.

Variety of prevention & intervention measures, responding to individual differences among students.

Picture Source: Centers for Disease Control and Prevention.
Opportunity for parental involvement

Bullying Prevention

Allows focus on educating the child

COMMON SENSE DISCIPLINE

DENVER PUBLIC SCHOOLS
EXPULSIONS + OUT OF SCHOOL SUSPENSIONS
DOWN 22% IN JUST TWO YEARS

Source: Denver Public Schools, Discipline Continuous Improvement: Suspensions and Expulsions Real Education Report: September 2013
Bullying Prevention

Restorative Justice Policies

More options for teachers/administrators

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Bullying Prevention

therapeutic  restorative  administrative

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Bullying Prevention

Due Process
Zero Tolerance

Restorative Justice

Bullying Prevention

Peer Mediation—
A means to resolve conflict and teach empathy
**Level 3**
- Fine of $5.00 pay to school and write a paper
- Fine of $5.00 and time after school (demerits)
- Classroom support (5 hours of work)
- Assignment to work on a school team for school-community service.

**Level 2**
- Helping task of the student’s choice
- Peer support (meaningful work to benefit the victim)
- Parent conference and way to make restitution

**Level 1**
- Verbal apology to victim
- Written apology to victim
- Reflection Paper and way to make restitution

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**What is culture?**
Bullying Prevention

What is the culture of your classroom or school?

Bullying Culture

- 43% fear harassment in bathrooms
- 1 of 5 students admit to bullying

Source: http://www.nvpep.org/Bullying_Awareness_Fact_Sheet_v2.jpg

How is culture changed?
Bullying Prevention

**Systemic Change**

- Beliefs, Values, Perceptions, Norms, Attitudes, New Knowledge and Understandings, New Educational Structures

**Second Order Change**

- Teach and evaluate character development through ALL classes

- Caring Teacher Behaviors
- Train Teachers
- Adopt new norms, values, beliefs, attitudes
- Revise discipline policies

Bullying Prevention
Bullying Prevention

Grow the character of ALL Students

Bullying Prevention

Bucket List

Bullying Prevention

Concluding Activity

Give One. Get One.

Reduce Bullying (Prevention)
Ex.: Teach empathy

School Culture

Modify Discipline Policy
Bullying Prevention

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