

Welcome as **Christ** HAS welcomed You *for the glory of God!*
One another Romans 15:7

OLG S School Bullying Prevention Program

September, 2011



How Did We Get Here?

- Bullying is an increasing problem for all schools
- Our program is a response to parent & student concerns and behavioral challenges
- OLG's School Board Education Committee chose the Olweus Bullying Prevention Program (OBPP):
 - Proven, research-based
 - Involves faculty, students, parents, community
 - Long-term program vs. short-term campaign or workshop



Beginning a Journey

- Tonight's goal: Introduce you to our bullying prevention program
 - Goals, terminology, OLG implementation
- Key initial focus: **OLG students!**
- Additional parent involvement and training will follow over time



Goal of OLG's Bullying Prevention Program

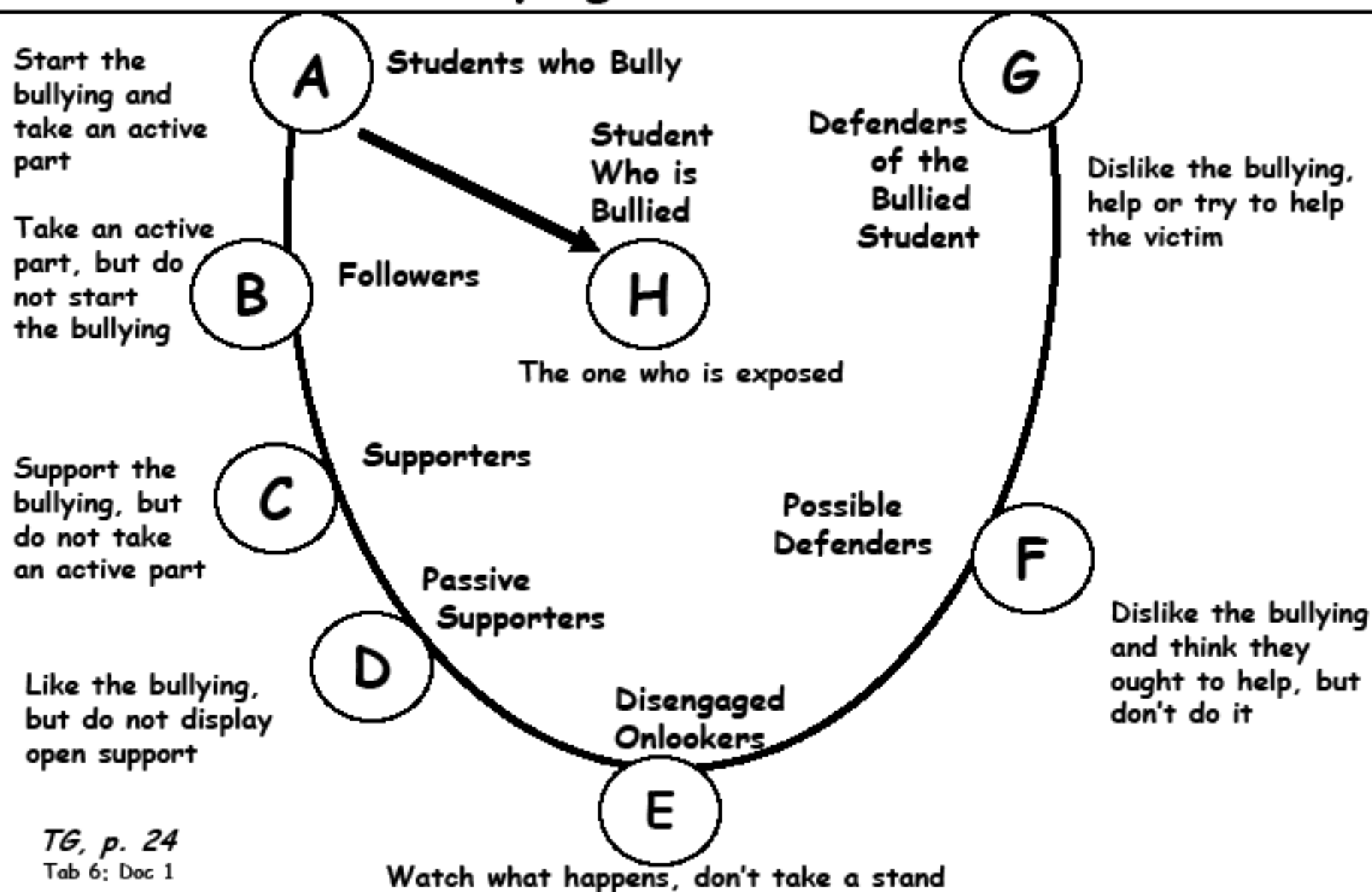
- To create a compassionate and empathetic school environment where bullying is non-existent



The Olweus Bullying Prevention Program Is...

- Designed for ALL students
 - NOT about 'rooting out' the bullies, but raising up all our kids
 - All kids make mistakes. We help kids learn from them!
- Preventive AND responsive
- Not a quick fix: Requires systematic efforts over time
- Focused on transforming the school setting:
 - *Educates faculty, students, parents, community*
 - *Leverages – does not lead with - consistent consequences*
 - *Empower the bystander*

What Roles Do Students Play In Bullying Situations?





Where are YOU in the U?

A. Bully



G. Defenders

H



**H. Student
Who is Bullied**

B. Followers



**F. Possible
Defenders**



**C. Supporters or
Passive Bullies**



**E. Disengaged
Onlookers**



D. Passive Supporters



Where are YOU in the U?

A. Bully



H



H. Student
Who is Bullied



Defenders



“In the end it is not the words
of our enemies that hurt us,
but the silence of our friends.”

Martin Luther King, Jr.



Olweus Work to Date at OLG

- Conducted benchmark survey among OLG students (April, 2011)
 - Captured ongoing assessment of bullying at our school, identified hot spots, opportunities for education and improvement
 - Will enable measurement of progress in reduction of bullying behavior over time
- Conducted 2-Day Bullying Prevention Training for faculty, staff and parent representatives (August, 2011)
 - Included review and modification of Codes of Conduct for K-5 (work in progress) and Middle School (complete) to better address bullying behaviors
 - Planned first 9 weeks of Bullying Prevention lessons for all grades



OBPP Terminology



Bullying Definition

“Bullying is when someone repeatedly and on purpose says or does mean or hurtful things to another person who has a hard time defending himself or herself.”

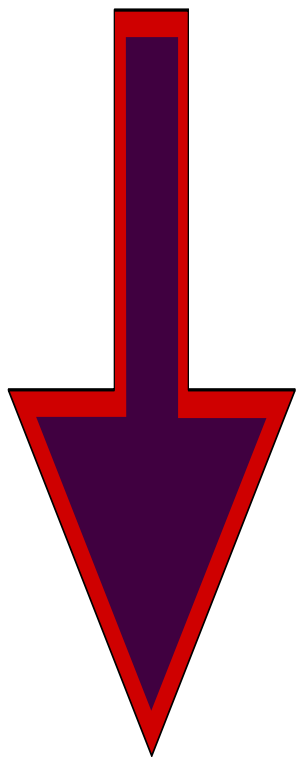
3 Key Components of Bullying:

- Involves an **aggressive behavior**
- Typically involves a **pattern of behavior** repeated over time
- **Imbalance of power** or strength





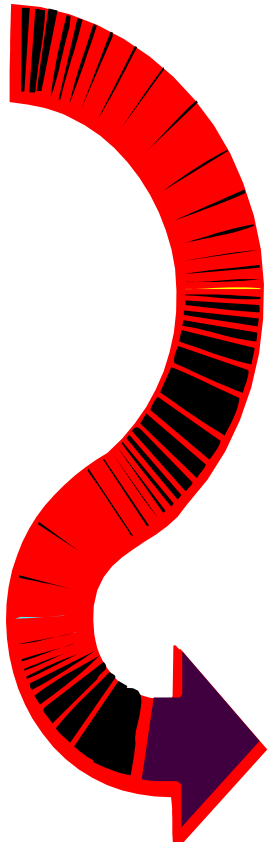
Direct Bullying



- Physical
 - Hitting, kicking, shoving, spitting...
- Verbal
 - Taunting, teasing, degrading racial or sexual comments
- Non-verbal
 - Threatening, obscene gestures



Indirect Bullying



- Physical
 - Getting another person to assault someone
- Verbal
 - Spreading rumors
 - Deliberate exclusion from a group or activity
- Non-verbal
 - Cyber-bullying



Relational Bullying

- Targets relationships and social status to cause harm to peers.
- Can combine direct & indirect bullying strategies.





Conflict vs. Bullying

Conflict

- May involve a number of people, no specific “targets”
- Fighting may occur, but both parties are engaged and it usually stops quickly
- Can occur between friends, balance of strength/power is equal
- Friends disagree and work out their problems

Bullying

- Behavior is intended to harm or disturb
- Behavior occurs repeatedly over time
- There is an imbalance of power
- There is a definite target
- Those who bully are not usually friends with their targets
- Peer abuse



Bullying Behaviors: OLG Code of Conduct (6-8)

- Physically harming a student
- Damaging or taking a student's property
- Placing a student in reasonable fear of physical harm
- Placing a student in emotional unrest by:
 - Spreading rumors
 - Manipulating social relationships
 - Engaging in social exclusion, intimidation or ridicule
- Cyber-bullying: forms of verbal and psychological bullying which occur via the internet, text or IM
- Creating an intimidating or hostile environment that substantially interferes with a student's educational opportunities
- Creating verbal statements or written remarks that are taunting, malicious, threatening or sexual



OLG Implementation of OBPP

- We will not bully others.
- We will try to help students who are bullied.
- We will try to include students who are left out.
- If we know that someone is being bullied, we will tell an adult at school and an adult at home.



What parents can expect from OLG School

- Consistent enforcement of the Code of Conduct
- Consistent interventions:
 - On the spot, when bullying is observed
 - Investigation and follow-up for reported bullying
- Consistent reporting, documentation and administration of consequences
- Follow-up on ALL reported situations
 - Teachers are obligated to report, once aware of an issue, including cyber-bullying



What parents can expect from OLG School

- Weekly lessons aimed at educating our kids about bullying, bullying prevention
- Continued assessment of the effectiveness of bullying prevention program
- Ongoing efforts to engage our students, parents in this important topic over time



OLG Parents' Role in Bullying Prevention

Parent support is critical to ensure bullying is reduced, and discipline enforced!



OLG Parents' Role in Bullying Prevention

- Encourage your child to report bullying.
- Let the school know when there are issues. Sooner is better.
 - Bring the issue to school officials, who can do something about it
 - Recognize the difference between bullying and conflict
- Trust the school to handle it.
- Avoid judgment and discussion of kids' behavior issues with other parents.
 - Can pigeon-hole kids, make issues bigger



OLG Parents' Role in Bullying Prevention

- Listen to teacher feedback about your child without defensiveness
 - All kids make mistakes!
- Support school consequences to help our kids learn, be accountable
 - Detentions, reflections, lunch with a supervisor, are not the end of the world!
- Avoid endorsement of exclusive behaviors
 - Keep party activities, discussions outside of school if they do not involve the whole class
- Monitor your child's behavior
 - Check text messages, email, facebook, other social networking
 - Be the first to know what your child is doing & communicating



Remember...

- We are partners in educating and raising OLG students
- We all want what is best for them
- We are their role models
- With parents, faculty and staff working together, we can make OLG a community that is safe and nurturing for ALL kids