

MAYORS CAMPAIGN TO END BULLYING IN ALEXANDRIA

November 3, 2014 Meeting

TC Williams Rotunda

Discussion Questions

Question 1: What would you do if you knew a child was being bullied by another child?

What would you do if you knew a child was bullying another child?

- Talk to parents first. If child is bullying sometimes the parents don't want to know. It may be that they are treated that way too. The child may be insecure and have problems. Be objective, describe the situation, and help the parent to work together with the child, not judgmental.

- Identify the people involved
- Conduct a mediation between all parties (including parents)
- Connect parents to services (mental health, mentoring, counseling)
- Assess level of severity of the bullying
- Involve them in other activities (sports, recreation)
- Police Intervention (last resort)

- Connect with a mentor
- Provide informal mentoring and follow-up

- Empower the child to talk about what's going on
- Listen to what the child has to say
- Ask the child "What can I do to help?"
- Don't retaliate against the bully or his/her family... Get help

- Coach your child on how to react; bullies tend to pick on people who they can get a reaction from
- Get help from teachers and administrators
- Take your child's side
- Get support
- Teach your child to name what's happening

- My daughter was the victim of bullying for a long time
- There was a lack of support from the principal (there was a language barrier)
- I was committed to supporting her/transfer school - family counselor at the school
- 1.5 years anti-bullying campaign
- Drawing
- Parents role is critical
- In Peru, there are anti-bullying ads on TV
- Don't want to get in trouble
- Break cycle of fear

- Speak to child, connect them to someone in school with their consent (their choice too)

- See if child realizes they are bullying
- Connect them to resources
- Speak to them
- Reverse roles – have them empathize with how a person being bullied feels

- If you observe yourself then you should stop it

<ul style="list-style-type: none"> • Also inform anyone in authority so they are aware • Contact an adult who is close to the child • Intervene immediately • Need to watch how you approach the bully because it may cause more bullying • Make sure the child is safe and you may have to pull them aside • Try to turn the bully into a positive role model. Use that energy in a positive way. • Need to provide opportunities for processing between the students
<ul style="list-style-type: none"> • Talk with both children, separately and together to determine what happened • Create a “What if” scenario with the bully • Based on the situation, inform parents/guardians, teachers, counselor, and principal. • Determine school policy on bullying. Determine school discipline policy, is it publicized to parents and students?
<ul style="list-style-type: none"> • Talk to him/her about bullying and connect him/her with resources at the school and let staff members know about this huge issue that needs attention • Learn about both the bully and the victim
<ul style="list-style-type: none"> • Try to intervene – depending on age, give the message that it isn’t right... ‘chill’ – Student response • A lot of students don’t want to be called ‘snitch’ – student response • Check in with bully and/or person being bullied <ul style="list-style-type: none"> – It’s hard when you don’t know the people – Don’t go in alone – have a buddy help • ISS (in-school-suspension)! Detention/suspension doesn’t help – student response • Peer mediation helps, it helped me – student response • I don’t think we have peer mediation anymore at school • Transfer out of troubled classes • We can’t learn because students misbehave and teachers can’t teach
<ul style="list-style-type: none"> • Call the school (they just get in trouble then do it again. It doesn’t stop) – student response • Teachers have to take time out of teaching us to deal with bullies • Not just about suicide, it affects lives of those around them. Some go and shoot up schools.
<ul style="list-style-type: none"> • Stop the bullying • Talk to each child individually to get his/her story • Bring both kids together to try to rectify the problem • If possible, discuss with parents
<ul style="list-style-type: none"> • I would speak to the principal or guidance counselor concerning the matter
<ul style="list-style-type: none"> • I would ride the bus if the incident occurred on the bus • I would continue to the school to observe
<ul style="list-style-type: none"> • Understand what defines bullying and how to respond when bullying is witnessed/observed • Educate parents on constructive responses to bullying • Promote ownership among all • Ask students how they want to be treated so they are invested in positive behaviors
<ul style="list-style-type: none"> • Educate for expected behaviors • Model positive behaviors • Educate staff to model positive behaviors • Identify bullying-related incidents • Recognize and mitigate the emotional needs of the bully (for prevention) • Vertical Articulation for prevention • Parents communicating with school

- Talk with each of them separately
- Talk to the parents separately
- Educate parents on what bullying is
- Talk about it with each student
- School wide programming on bullying

Question 2: How can we create a culture where our children feel accepted and respected?

How can we create this culture in our communities?

- To create programs that encourage peace and understanding
- I would have motivational speeches frequently (also social media)
- I would create mentoring programs from K-12
- Educate teachers, staff, and bus drivers
- Create discipline measures that's displayed throughout the schools
- After school programs & PTA involvement
- Adults need to model respect to each person, child, co-worker, and parents
- Identify staff in the school who children can talk to or implement a system where a child can write an anonymous complaint
- Install a system in all schools, then follow consistently what to do when an incident arrives not only for the child who was bullied but also for the bully to show them new ways to behave
- Hold individual group meetings with youth
- Have a representative from each group meet to propose solutions to problems and propose an action plan
- Join 2 groups for discussion
- Put plan into action
- Follow-up
- Educate them early about negative impact of bullying
- Educate parents
- Kids buy-in campaign
- Give kids a voice that matters
- Leadership rules through clubs, etc.
- Leadership roles in communities
- Amnesty box (email)
- Coaches, rec leaders, teachers, parents, non-profits, etc. should all use the same language and approach against bullying
- Establish a shared vision in the community
- Olweus training
- Teachers need to listen and respect the student and how they feel
- The school system needs to help the teachers come up with a plan on how to reach out to all the students
- Make the students feel comfortable with speaking up no matter what culture and language they speak
- Parents need to help support the child and stick behind them so they get a good outcome

<ul style="list-style-type: none"> • Stop the bullying immediately • Refer to school rules regarding bullying • Support the bullied child • Offer guidance to bystanders • Follow up... do not let anything fall apart after one meeting
<ul style="list-style-type: none"> • Parent-teacher workshops: come together to support children • A team/coalition that focuses on bully prevention • A class/curriculum • Take time off to listen to a child and seek out additional resources • Try to talk to the bully to figure out why the bullying is happening • Empower parents: teach them to teach their kids self confidence
<ul style="list-style-type: none"> • Teacher/peer support to deal with difficult students (sometimes teachers model bullying behaviors to their students) • Let the students lead the charge of the campaign
<ul style="list-style-type: none"> • Build resiliency among the youth • Restorative justice • PBIS • Make messages uniform • Acts of kindness • Youth involved in making decisions together • TC – Random Acts of Kindness
<ul style="list-style-type: none"> • Perceptions of adults in the school and community need to be consistent • Peer mediation is a system that can work to address issues between students • Need to change the decision making about inequities in suspension • Need consistent application of consequences based on school code of conduct, not its interpretation • Teach children about respect for all • Need to look at current models that are working and how that looks at different levels • Just because it's how it was doesn't mean that is the way it has to be • Need to focus on the adults first to change culture • Adults must watch how they project their own experiences onto the present situation • We must have a consistent message and training on how to address an incident
<ul style="list-style-type: none"> • At the beginning of the school year, the Principal should speak about bullying and share the 'No Bullying' policy. It will not be tolerated. If bullied – who to go to, share with family. The Principal will share the policy for dealing with (disciplining) a bully • Train teachers and counselors • Provide assistance to parents • Community: create attention-getting programs for parents and youth • Level of awareness at all levels: family, students (include SGA presidents), teachers, counselors, principals, superintendent • Identify programs to teachers/leadership
<ul style="list-style-type: none"> • Educating staff and talking about bullying – how it looks, and how it should be addresses • Having information available about bullying in different language because ACPS is diverse and needs to make sure that these minority populations know what bullying is
<ul style="list-style-type: none"> • Program to encourage critical thinking/empathy during in school suspension

<ul style="list-style-type: none"> • Develop common set of goals, expectations, discipline steps across community programs • Survey about how safe students feel • Developing 'Wall of Trust' – youth write sticky notes of adults they trust
<ul style="list-style-type: none"> • Incredible Top/Down response/leadership support/creating that connect that starts with administration/role modeling (leading by example) • Determine what bullying is • Student controlled environments • At home – shut down and show aggression Empathize • Education from school • Anger management training • Different adult role model • Hold accountable (place them in empathy programs possibly forming peer groups) • Discussions with kids (surveys)
<ul style="list-style-type: none"> • Approach child, format game plan to change behavior
<ul style="list-style-type: none"> • Police officers at GW focus on 7th and 8th grade and ignore 6th grade... need to focus on ALL grades • Bring back peer mediation • People don't let others sit at their lunch table. Include everyone • Teach students the behavior expectations for standing up and doing what is right. Showing Honor Code makes students think twice. • Train teachers, students, and community how to intervene • Enough snacks in GW cafeteria so 7th and 8th graders don't get mad at 6th graders for buying too much • Focus on middle schools, where bullying is the worst • Parents need to be more involved; not tell kids if they are hit to hit back
<ul style="list-style-type: none"> • I believe that there should be a school wide mentorship program where 1st graders mentor kindergartners, 2nd graders mentor 1st graders, etc. This would facilitate relationships with younger students • Every child should be treated the same in regard to bullying. IE: the football player shouldn't get a break because he's the star player. • Every child should know that the policy on bullying is for real and not just something on paper • All staff, parents, and community members should be educated on bullying
<ul style="list-style-type: none"> • Anonymously report incidents • Education on how to deal with bullying/how to cope with bullying • Teach basics/set clear expectations for behavior • Model behavior as adults • Educate staff in schools • Educate community members • Teach social and emotional skills