

# Denton ISD Bully Prevention & Education

Review 2005—2010

Melanie Lewis, Director

Denton ISD Counseling Services

# State and Local Governance

- Texas **HB 283**, 2005 stipulates that the discipline management program and district improvement plan must provide for prevention of and education concerning unwanted physical or verbal aggression, sexual harassment, and other forms of bullying.
- **TEC, Chapter 37 Section 37.001**
- **DISD Policy FFI (Local)** July 2, 2008 Student Welfare, Freedom from Bullying

# Bullying refers to conduct that:

- Adversely affects a student's ability to participate in or benefit from the school's educational programs or activities
- As a result of repeated negative actions (intentional aggressive behavior) by one or more students over time, and
- That occurs in a relationship in which there is an imbalance of power.
- Bullying can be physical (hitting, kicking, pushing) or other conduct such as name calling.

# Building the DISD Bully Prevention Program

## Training

- Nov. 2005 Roger Dinwiddie, Olweus Model for Bully Prevention
- Nov.'06 "Bullies, Victims, and Bystanders"
- Spring 2006 Elementary Counselor Trainings "Bully Busters" and "Be Cool"
- Spring 2007, Fall 2009 Steps to Respect & 2<sup>nd</sup> Step Curriculum Pilots

## Collaboration

- District Parenting Program
- Guidance, Character Education; D.A.V.E., Botvin/Project Alert programs (MS-SAC); HS Counseling Groups all address bully prevention; STUCO; PALS
- Technology; Public Relations; Transportation; Community Partners

## District Coordination

- 2006-07 District wide Campus plans & annual trainings for campuses initiated
- Fall 2007 Coordination of Bully/Harassment prevention & planning through SHAC begins
- CIP/DIP include Bully Prevention

# Campus Roles & Responsibilities

## Principal

- Campus leader
- Whole school approach
- Lead Prevention Team
- Establish consequences- - practical, logical, reasonable and fair -- consistently enforced and developmentally appropriate
- Parent Communication
- Role Model for all

## Counselor

- Address Bully/Victim issues in Guidance Plan (Anger Management, Friendship Skills; Empathy; Assertiveness; Conflict Resolution)
- Consult with Bully Prevention Team, faculty and administration
- Individual counseling as needed for those who bully or who are bullied

## Teacher Role

- Classroom Rules/ Student Input
- Teach anger management & conflict resolution skills as a part of classroom management style
- Respond effectively to reports of bullying
- Supervise; Reinforce; Support the Positive
- Model Respect and Courtesy

## All Staff

- Know the school rules and chain of command
- Everyone on campus is a part of the plan
- Report infractions appropriately
- Model respect and courtesy

## Parents

- Know school rules and reporting procedures
- Reinforce Bullying Prevention

# Elements of a Prevention Plan

- Check all interventions currently in place or planned for implementation during the school year 2009/10:

## School-wide Interventions:

- \_\_\_ Formation of a Bullying Prevention **Coordinating Committee** made up of administrators, teachers, counselor, students, parents (consider creating a survey to assess bully activity on your campus)
- \_\_\_ **Staff Training** (all staff, professional and support)
- \_\_\_ Development of **campus-wide rules\* against bullying** (consistent with Student Code of Conduct) with clear and consistent enforcement of consequences
- \_\_\_ Development of a coordinated system of **supervision** of students during recess/lunch/break periods
- \_\_\_ **Parent information/education** about bully prevention and student code of conduct requirements
- \_\_\_ Establish a **safe and confidential reporting system** making clear to whom reports are made, when and where reports are made

## Classroom Interventions:

- \_\_\_ Guidance lessons and/or classroom meetings or discussions about bullying and peer relations
- \_\_\_ Parent meetings

## Individual Interventions:

- \_\_\_ Individual meetings with children who bully
- \_\_\_ Individual meetings with children who targets of bullying

**Name of Campus:** \_\_\_\_\_

**Name of Person to contact if more information about the Bully Prevention Program on your campus is required:**

\_\_\_\_\_ ext. # \_\_\_\_\_

**\*Please attach a copy of your campus-wide rules and consequences.**

**If you are using a particular program or combination of programs to instruct bully prevention, please list:** (such as Character Counts, Bully Busters, Bullyfree Classrooms, etc.)

## DENTON ISD BULLY/HARASSMENT/VIOLENCE PREVENTION AND CHARACTER EDUCATION PROGRAMS—CAMPUS LIST

- **Denton High School:** **PALS (Peer Assisted Leadership)**, Choose to Care; Student Assistance Groups and Individual Counseling
- **Billy Ryan High School:** PALS, Choose to Care; **Student Assistance Groups** and Individual Counseling
- **Fred Moore Alternative HS:** Project Gateway; **Individual Counseling**
- **Guyer High School:** PALS, **Choose to Care**; Student Assistance Groups and Individual Counseling
- **Davis School:** Character Counts; **Phoenix House/Positive Action**
- **Calhoun Middle School:** **Bully Free Classrooms**; Project Alert; Guidance
- **Ronnie Crownover Middle School:** Project Alert; **Friends of Rachel**; Guidance
- **Harpool Middle School:** Project Alert; Welcome Back Devon; Guidance; **Reality Matters**
- **Strickland Middle School:** **WEB (Where Everyone Belongs)** Rachel's Challenge; Project Alert; Guidance
- **Navo Middle School:** WEB; **Why Try**; FGO (For Girls Only); Men at Work
- **McMath Middle School:** Rachel's Challenge; **Project Alert**; Guidance; Bully Free Classrooms



- **Borman Elementary:** Bully Free Classrooms; Bully Busters; **Core Essentials**
- **Blanton Elementary:** Bully Busters; Be Cool; Counseling Corner **“No Bullying”**; **Guidance**
- **Evers Elementary:** **Steps to Respect**; Bully Busters; Guidance
- **Ginnings Elementary:** K-3 Guidance; Steps to Respect--Grades 4/5; Core Essentials
- **Hawk Elementary:** **Bully Busters**; Guidance
- **Hodge Elementary:** **Be Cool program** and Guidance
- **Houston Elementary:** **Character Counts** K 1,2,4; Steps to Respect grades 3 & 5
- **Lee Elementary:** Core Essentials, Character Counts, Guidance
- **McNair Elementary:** **Kids of Character**; Guidance; Counseling Corner “No Bullying”
- **Nelson Elementary:** **Don’t Laugh at Me**; Counseling Corner “No Bullying”; Guidance
- **Newton Rayzor Elementary:** Steps to Respect; Character Traits; Guidance
- **Paloma Creek Elementary:** Core Essentials; Character Counts; **Bully Proofing your School**; **Guidance**
- **Pecan Creek Elementary:** Steps to Respect; Bully Busters; **American Girl: Stop Bullying Now**; Guidance
- **Providence Elementary:** Bully Busters; Guidance
- **E.P. Rayzor:** Guidance: **Building Good Character with Huggy**; Guidance
- **Rivera Elementary:** Bully Busters; Steps to Respect; Guidance
- **Savannah Elementary:** Bully busters; Savannah Traits of the Month; **PAX Peer Mediation**
- **W.S. Ryan Elementary:** Bully Busters; Be Cool; Guidance
- **Olive Stephens Elementary:** Huggy; **Kids Against Bullying**; Character Counts; Bully Busters; Guidance
- **Woodrow Wilson:** **Steps to Respect**; Character Counts; Bully Busters; Guidance

# Spreading the Word about Prevention to Employees .....

Confidential Reporting Option for Employees: Choose to Care



## **CONFIDENTIAL HOTLINE**

- You have the right to work in a safe environment
- You have the right to a drug-free worksite
- You have the right not to be harassed

*If you care about your rights and those of the people you work with, then*

## **CHOOSE TO CARE**

If you know about something or someone that could harm you or someone else, report it to a supervisor or building administrator. But, if reporting what you know or suspect in person is not an option or makes you uncomfortable, provide your information on-line.

ChooseToCare is safe, secure, and confidential.

*And, you can remain anonymous!*

**WWW.ChooseToCare.com**

No Web access? Call Toll-free: 877-277-3812



- <http://dentonisd.tx.safeschools.com/training>
- New Training  
“Bullying: Recognition and Response” training course  
“Online Safety: Cyberbullying” Training course

# Reporting options for Students...

## ATTENTION DISD BUS STUDENTS

These are your rights!

- You have the right to a danger-free school or school bus
- You have the right not to be bullied in school or on the school bus
- You have the right to a drug-free school or school bus
- You have the right to remain in a safe school or school bus

### Choose to Care

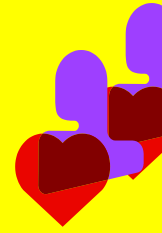
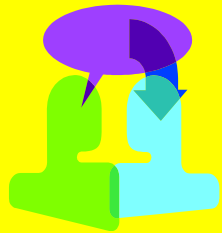
If you know about something that could harm you or someone you know, report it to your parents, bus driver, aide, teacher, counselor or principal. But, if reporting what you know is something you are not comfortable with, you can report it on-line. Choose To Care is safe, secure, and confidential. And, you can do this anonymously.

Help is just a click away:

[www.choosetocare.com](http://www.choosetocare.com)

What? .....No computer access?

Call toll-free @ 1-877-277-3812



**You Have Rights!**

You have the right to remain in a safe school  
You have the right to a drug-free school  
You have the right not to be bullied in school  
You have the right to a danger-free school

**Get it???????**

Then  
**Choose to Care!**

If you know about something that could harm you or someone you know, report it to your teacher, counselor or principal. But, if reporting what you know is something you are not comfortable with, you can report it on-line. Choose To Care is safe, secure, and confidential. And, you can do this anonymously. Help is just a click away

[www.ChooseToCare.com](http://www.ChooseToCare.com)  
What? No computer access?  
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# Campus Counselor Plans include Bully Prevention Projects....

Campus Name: Evers Elementary

Counselor: Dr. Jane Smith

## **2009-2010 Accountability Project**

**Goal and purpose:** To determine the effect of Steps to Respect and Bully Busters programming on student behavior in terms of number of referrals to the office for disciplinary offenses involving bullying.

**Alignment to Campus Improvement Plan:** To reduce number of office referrals for disciplinary offenses involving bullying.

**Timeline:** August 25, 2009 through May 15, 2010

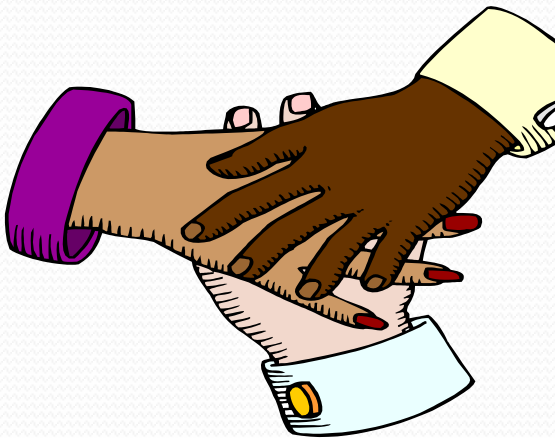
**Data collection:** A running record will be kept of discipline referrals and Bully Busters reports for students in grades 4 and 5.

**Description of Project:** Bully Busters and Steps to Respect Guidance Lessons will be taught monthly in the Fall 2009 to students in grades 4 and 5. Bully Busters reports and Office Referrals will be collected through May 15 and tallied to determine whether a reduction is noted from the previous year's reports in 2008-2009.

**DENTON INDEPENDENT  
SCHOOL DISTRICT**  
Mildred Hawk Elementary School  
2300 Oakmont Corinth, TX 76210

Program Design and Training  
Models....

# BULLY BUSTERS



Bullying? In my school?

Stay informed

# Reports and Monitoring!

McMath Middle School

Guidance Curriculum RESULTS REPORT 2008-2009

Curriculum Unit: Bullying & Managing Our Behavior

Grade Level	Guidance Lesson Content	Curriculum and Materials	Number of Guidance Lessons delivered in what class or subject	Project Start / Project End	Process Data: (Number of students impacted)	Perception Data: Pre and Post Test or Activity or Student Data (What they learned, believe, think or can demonstrate)	Results Data: How did students' behavior change because of the lesson? (Improved behavior, attendance or achievement)	Implications (So what does the data tell you?)
6 <sup>th</sup> grade	Bullying	Teachers who play musical instruments and sing (guitars, violin). The book "Don't Laugh at Me." Song handouts, "Don't Laugh at Me." The "Bully Box."	3 Classroom Guidance Lessons over Bullying in each 6 <sup>th</sup> grade history class.	August 2008 - May 2009	300	<p><u>Pre/Post Assessment</u> Students believe there is bullying going on in different areas of the school, and that they have a voice and know how to stop bullying happening to them and others. Pre: 74% Post: 92%</p> <p><u>Activities:</u> 92% of students know that they need to either stop bullying, or help someone who is being bullied. 92% know how to tell an adult about being bullied, and extreme the consequences of bullying.</p> <p>..... <u>Pre/Post Assessment</u> Students believe that they have a voice and know how to stop bullying from happening to them and others. Pre: 82% Post: 98%</p> <p><u>Activities:</u> 98% of students know that they need to either stop bullying, or help someone who is being bullied. 98% know how to tell an adult about being bullied, and extreme the consequences of bullying.</p>	<p>Counseling System Report: 6-8 Students contacts because of student bullying issues have decreased.</p> <p>2007-2008: 57 contacts from previous counselors</p> <p>2008-2009: 24 contacts from this counseling team</p>	<p><u>Counseling Dept:</u> Results report shows a greater decrease in % of student contacts because of bullying problems according to the previous year. Numbers suggest that a concentrated effort on bullying and managing personal behavior earlier in the school year will help better manage the safety of the entire student population.</p>
7 <sup>th</sup> grade	Helping others and standing against bullying	Video clip about "Bullycide." Wooden hearts, nails, and hammer. Paper hearts.	3 Classroom Guidance Lessons over Bullying in each 7 <sup>th</sup> grade history class.	August 2008 - May 2009	261			

# District & Campus Improvement Plans

## Bully Prevention 2009-10 Campus Improvement Plan

Needs Assessment: PEIMS Data for Denton ISD; HB 283 Compliance; Board Policy FO (Legal) and FFI (Local)													
Vidly Important Goal: Each Campus will implement a bully prevention plan in accordance with district policy and procedure and state law													
District Goals	Leads	Title I SW Components	Prevention / Intervention	Targeted SI Component	Target Groups	Resources / Materials	State Comp Ed Funds	State Comp Ed FTEs	Person Responsible	Timeline	Formative Evaluation	Summative Evaluation	Results
1 b a	<p>Campus Bully Prevention Coordinating Committee led by the Principal is formed to assess campus needs, identify concerns, and create campus plan for prevention and intervention in alignment with Board Policy; Forms/procedures posted on the O Drive, the Discipline Plan in the DIP; and the Code of Conduct.</p> <p>Information about district freedom from bullying policy shall be distributed annually to District employees and included in handbook.</p>	T PI C RS	Both	P	All	<p>Board Policy FO Legal FFI Local</p> <p>District Guidelines for Bully Prevention; Intervention List; Evaluation ("O" drive; Counseling Folder; Bully Prevention)</p> <p>Character Education and Bully Prevention Materials as determined by campus committee.</p>			Principal	Plan in place by Nov.1	<p>*Committee meeting agendas and minutes</p> <p>*Needs evaluated and Programs materials selected as needed</p>	<p>*District form describing plan with list of campus wide, classroom, and individual interventions submitted on district form to Director of Counseling (district contact for bully prevention) along with evaluation of previous year form by Nov.1</p> <p>*Campus Reports of Bully incidents reduced;</p> <p>*Improved campus climate as observed by Committee and needs survey</p>	



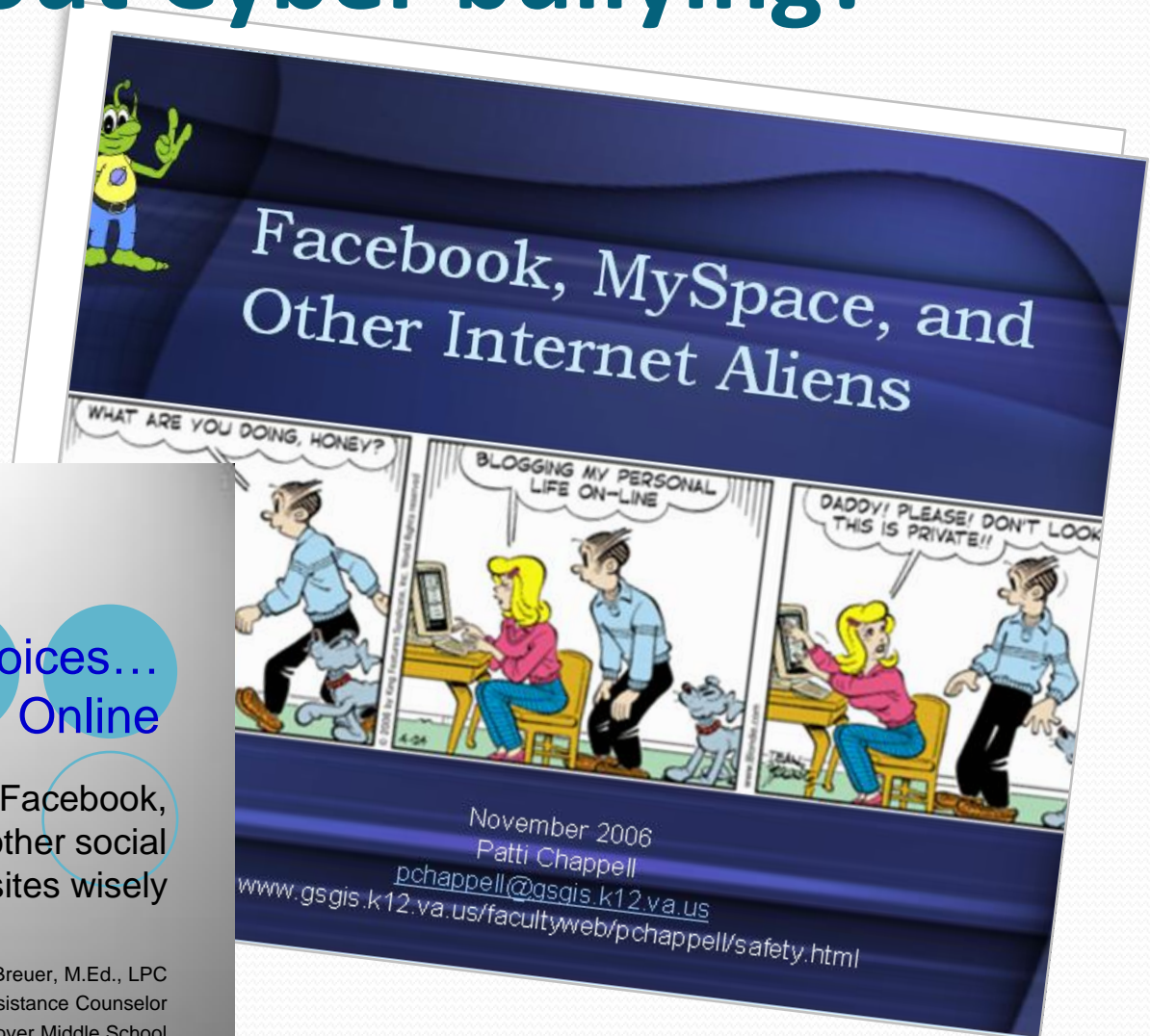
# What about Cyber bullying?

- DISD AUP
- Light Speed Protection
- Office of Attorney General
  - Safety Tips
  - “Consequences”
- Practical Parenting program
- [www.NetBullies.com](http://www.NetBullies.com)
- [www.wiredsafety.org](http://www.wiredsafety.org)

Making Positive Choices...  
Online

Using MySpace, Facebook,  
Twitter, and other social  
networking sites wisely

Angela Breuer, M.Ed., LPC  
Student Assistance Counselor  
Crownover Middle School





So, What is the Bottom Line?  
How are we doing?



# EVALUATION DATA number 1: PEIMS

## SUMMARY OF PEIMS INFORMATION

## CODE 21: Violation of Code of Conduct

<u>Year</u>	<u># of reported incidents</u>	<u>% Change</u>	<u># of actions</u>	<u>% Change</u>
06-07	5191		6142	
07-08	4975	4% decline	5872	5% decline
08-09	4284	14% decline	5053	14% decline
Total change in COC violations over 3 years (figures rounded to nearest percent)=				
		17% decline	18% decline	

## SUMMARY OF PEIMS INFORMATION

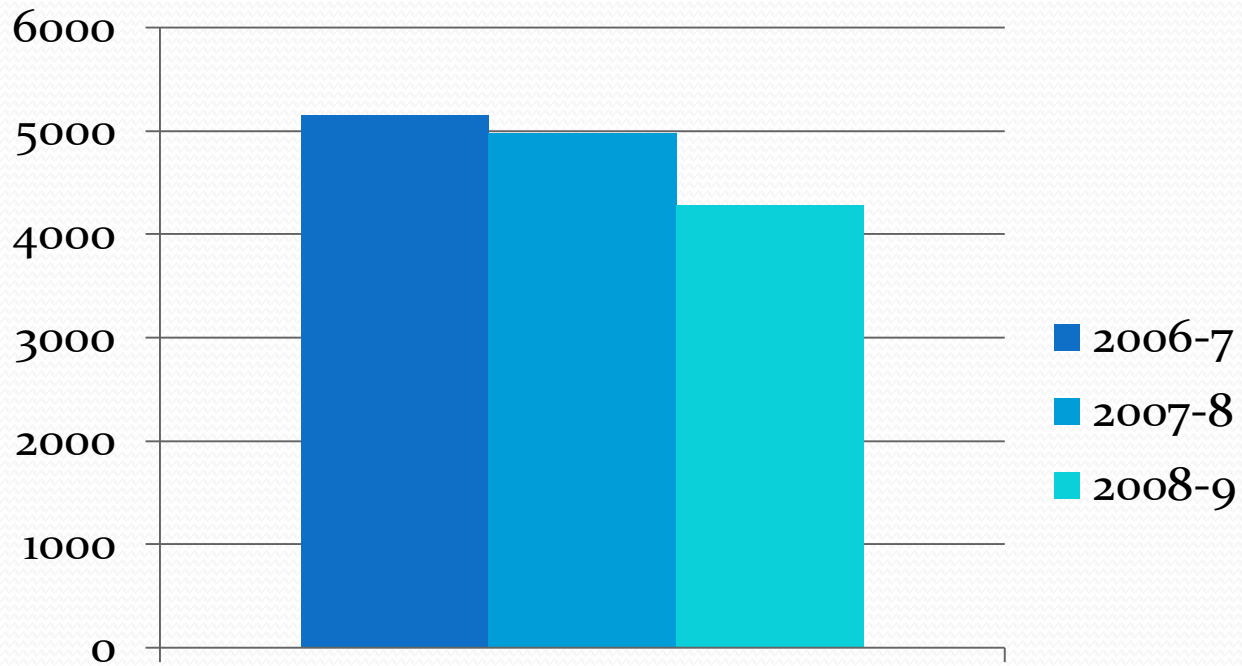
## CODE 28: Assault of Non-Employee or Volunteer

<u>Year</u>	<u># of reported incidents</u>	<u>% Change</u>	<u># of actions</u>	<u>% Change</u>
06-07	13		26	
07-08	10	23% decline	22	15% decline
08-09	3	70% decline	5	77% decline
Total change in assault over 3 years (figures rounded to nearest percent)=				
		23% decline	81% decline	

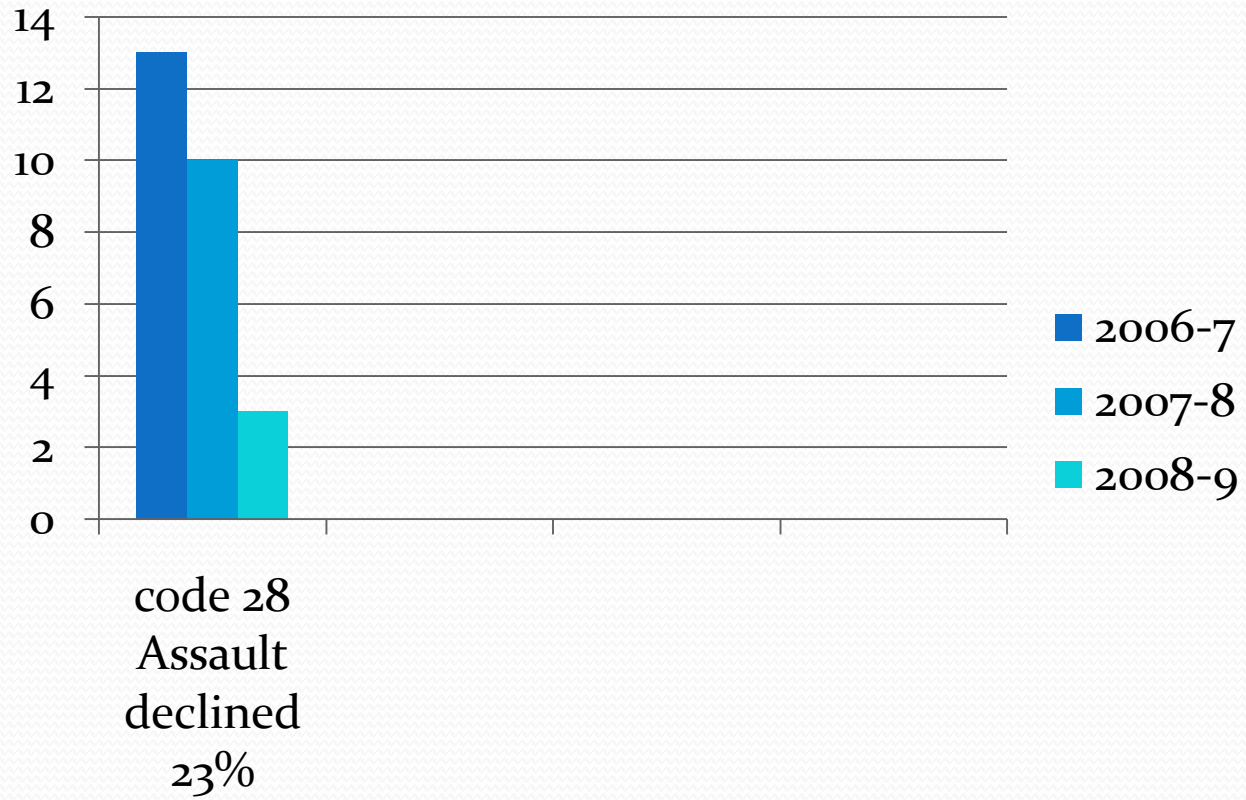
## SUMMARY OF PEIMS INFORMATION

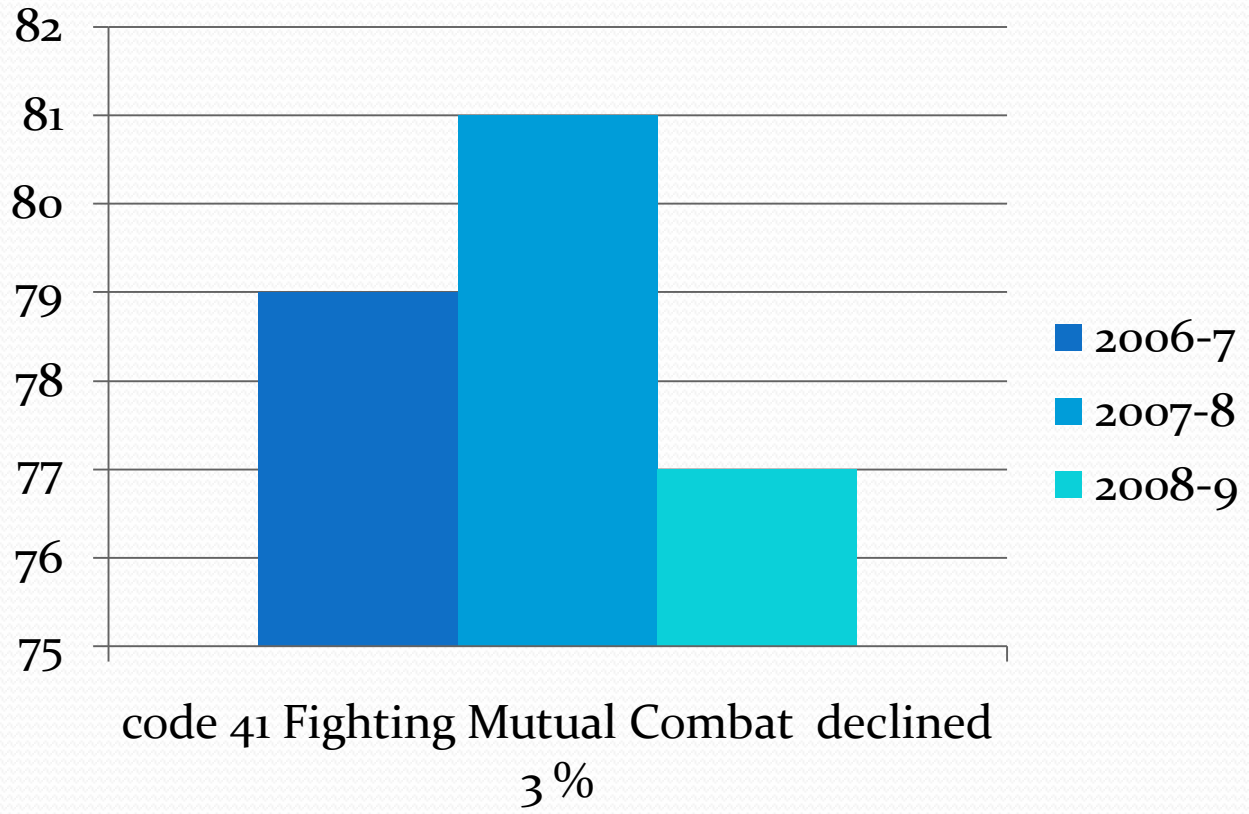
## CODE 41: Fighting/Mutual Combat

<u>Year</u>	<u># of reported incidents</u>	<u>% Change</u>	<u># of actions</u>	<u>% Change</u>
06-07	79		217	
07-08	81	2% increase	184	15% decline
08-09	77	5% decline	177	4% decline
Total change in mutual combat over 3 years (figures rounded to nearest percent)=				
		3% decline	18% decline	

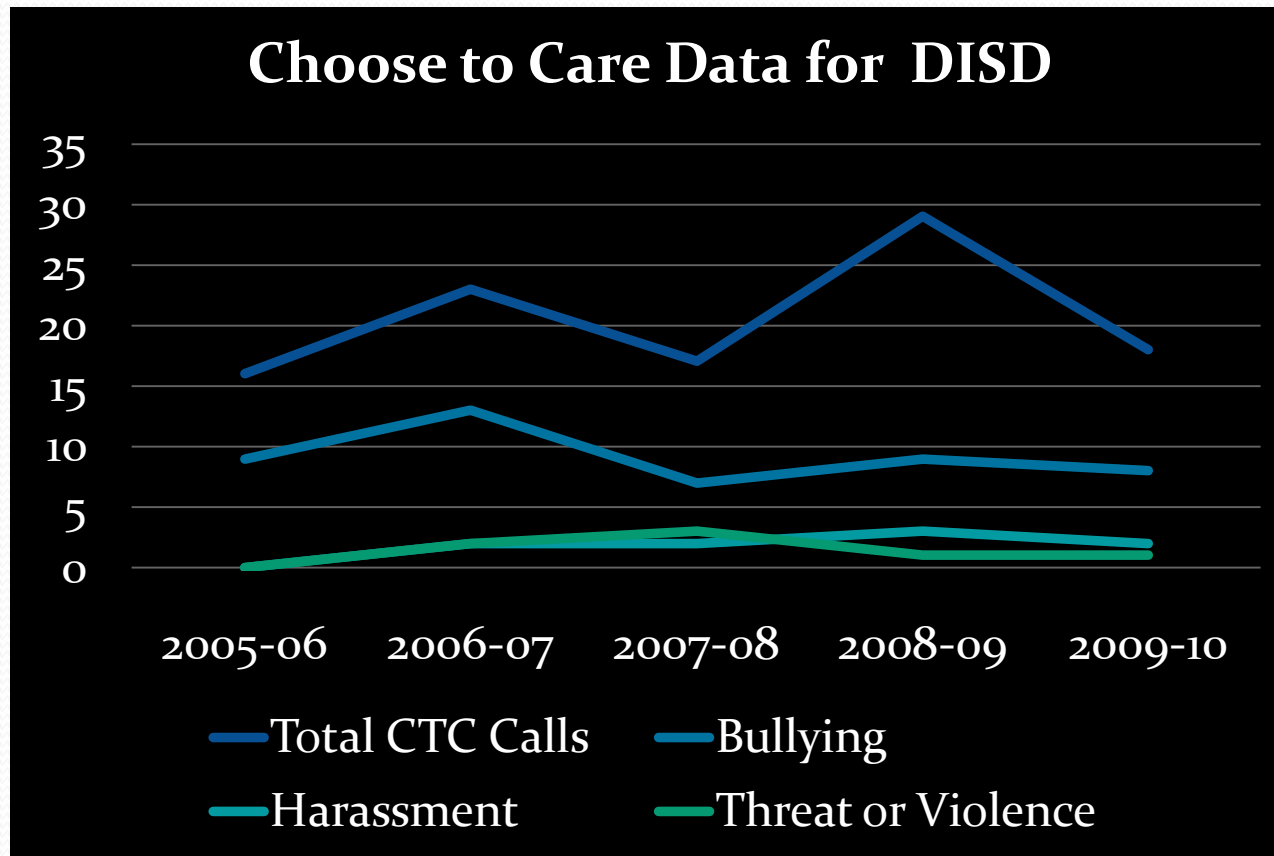


code 21 conduct violations reduced by  
17 %





# EVALUATION DATA number 2: CTC Calls:



## EVALUATION DATA number 3: CHOOSE TO CARE SURVEY DATA

Item 4) In general, do you feel safe from physical violence at your school?"

- 06-07 Yes: 72.92%
- 07-08 Yes: 77.11%
- 08-09 Yes: 79.97%

16 b) Bullying –choose one answer:

	<u>06/07</u>	<u>07/08</u>	<u>08/09</u>
• Makes me afraid to come to school every day	3.56	3.47	4.13%
• Makes me afraid to come to school some days	13.92	11.82	11.59%
• Has hurt my friends/others, but not me	47.03	43.87	39.30%
• Is not a problem at my school	35.38	40.84	43.85%

Item 32 "Check the training most needed in order to improve safety in your school."

- 06-07 72.71% checked "Bullying"
- 07-08 73.26% checked "Bullying"
- 08-09 72.36% checked "Bullying"

These questions are derived from the comprehensive school safety and drug use survey developed by Choose To Care and administered annually to the DISD secondary student population. Random sampling includes a minimum of 20% of the students in the target grades.

# EVALUATION DATA number 4: Life Track

Beginning with the graduating class of 2007, Denton ISD contracted with LifeTrack Services to survey our graduating classes at exit, at 18 months and finally at 3 years after graduation.

Question 5 on the exit survey: **Did you ever experience significant harassment from other students?**

<u>Class of 2007:</u>	<u>Class of 2008</u>	<u>Class of 2009</u>
Yes= 9.4%	7.0 %	6.9%
No= 89.7%	91.7%	92.9%
No Response= 0.9%	0.3%	0.2%

**Summary: Perception of student harassment dropped 2.5% from 2007 to 2009**

Question 13 on 18 months post-graduation survey for Class of 2007:

**How would you rate the school in providing a safe learning environment?**

(based on 283 responses from total possible 781=36.2% response rate)

**83 % of respondents rated their HS campus as a safe learning environment.**

**1.8% rated their HS campus environment as below average / needs safety improvement**



## EVALUATION DATA number 5:

ENROLLMENT 06/07; 07/08; 08/09, 09/10

October 2006	Denton ISD total enrollment =	19721
October 2007	Denton ISD total enrollment =	20896
October 2008	Denton ISD total enrollment =	22218
October 2009	Denton ISD total enrollment =	22865

- Total 4 year increase in student enrollment = 13.75 %

# CONCLUSIONS

Available bully/harassment data from PEIMS, Choose to Care, and Lifetrack indicate that Bully related incidents reported to school officials, or on anonymous student surveys, and graduate responses to mailed surveys all indicate a decrease in bully related incidents and increase in student sense of safety. This is particularly satisfying given the increase in enrollment during this same time period.

**However, reports of incidents of bullying behaviors leading to serious consequences including student deaths by suicide are on the rise across the nation. We must continue to be vigilant and step up our training and improve our reporting procedures in order to protect and best serve our students and families.**

# RECOMMENDATIONS

- Continued Intensive Training tailored to District needs
- Review of hierarchy of consequences for consistency, and developmental appropriateness
- Update of Reporting Procedures
- Investigation and tracking of bullying allegations by the campus and district
- Website Updates /Parent Communication
- Unfunded Mandate--Seek funding sources to support curricular and training needs

***Coming Soon....***

***Denton ISD Bully Prevention Walk-a-thon***

# Resources

- <http://www.stopbullyingnow.hrsa.gov/kids/>
- [www.stopbullyingnow.com/](http://www.stopbullyingnow.com/)
- <http://library.thinkquest.org/07aug/00117/bullying.html>
- <http://www.oag.state.tx.us/criminal/cybersafety.shtml>
- <http://www.education.com/topic/school-bullying-teasing/>

O Drive: Counseling Services/Bully Prevention

District Counseling Website: Departments/Counseling Services

# Attachments:

1. District Guidelines
2. Transportation
3. Hawk Bully Busters Program
4. Evers Bully Prevention Project
5. Lee Bully Prevention Project
6. McMath MS Bully Prevention Project
7. Strickland MS Bully Prevention Project
8. Denton High School Procedures
9. Parent Report Form (front)
10. Parent Report Form (back)
11. MS Training
12. HS Training
13. Internet Choices & Cyber bullying
14. Bully Harassment Facts TEA