READINESS AND EMERGENCY MANAGEMENT FOR SCHOOLS
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Using the School Emergency Operations Plan Framework to Support Bullying Prevention Efforts

September 7, 2016 | 2:00 PM ET

U.S. Department of Education
Office of Safe and Healthy Students

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Welcome

U.S. Department of Education | Office of Safe and Healthy Students

- Madeline Sullivan, Program Analyst
- Rita Foy Moss, Program Analyst

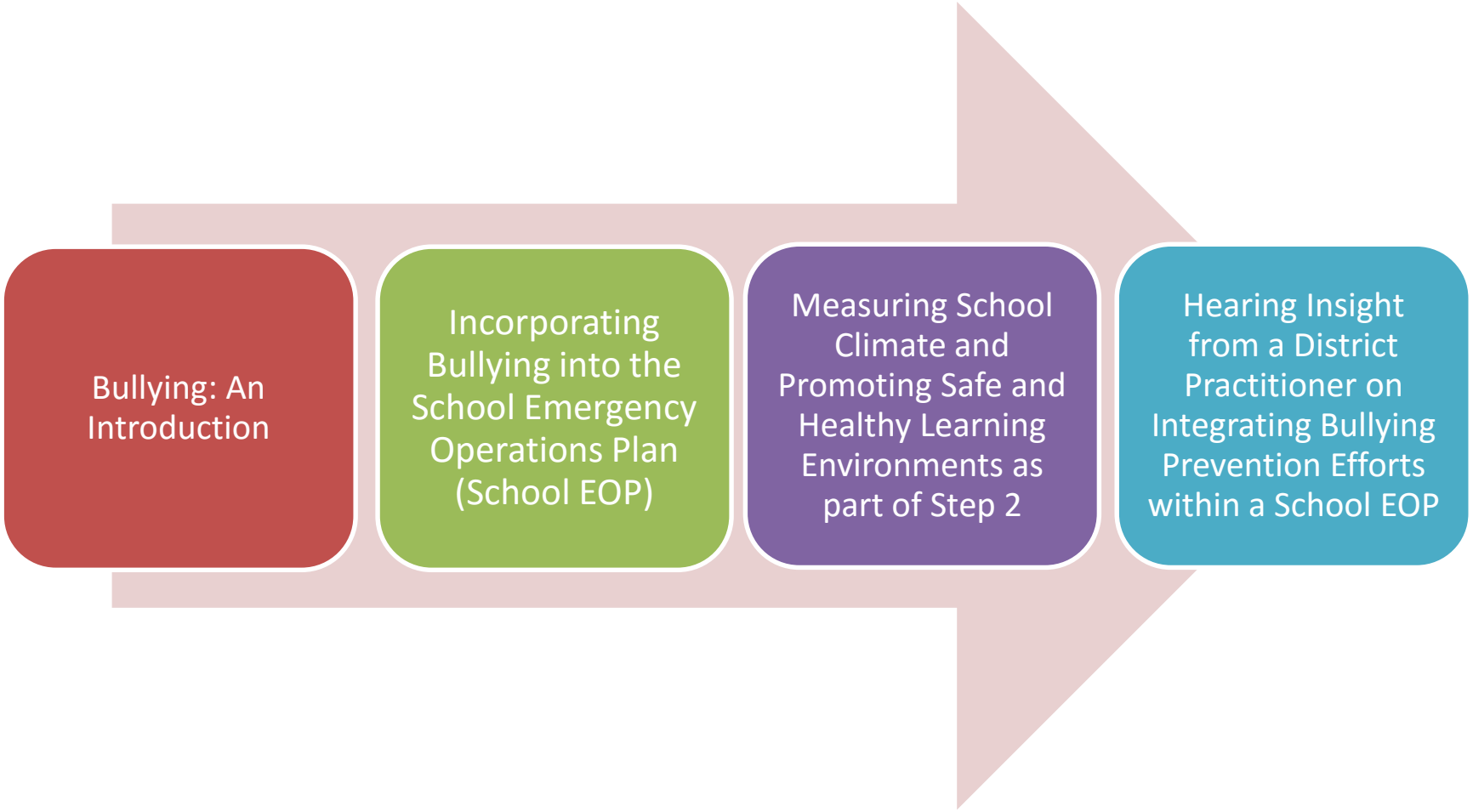
Local Level Practitioner

- Gina Kahn, Hampden-Wilbraham Regional School District

REMS TA Center

- Akshay Jakatdar, Director of Technical Assistance
- Erika Hill, Research Assistant

Meeting Purpose



Meeting Agenda

1. ***Introduction to Bullying in Schools***
2. Integrating Bullying Prevention within an EOP
3. Measuring School Climate
4. Hampden-Wilbraham Regional School District
5. Resources and Tools
6. Q&A Session

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Madeline Sullivan

U.S. Department of Education

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What is Bullying?

Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.

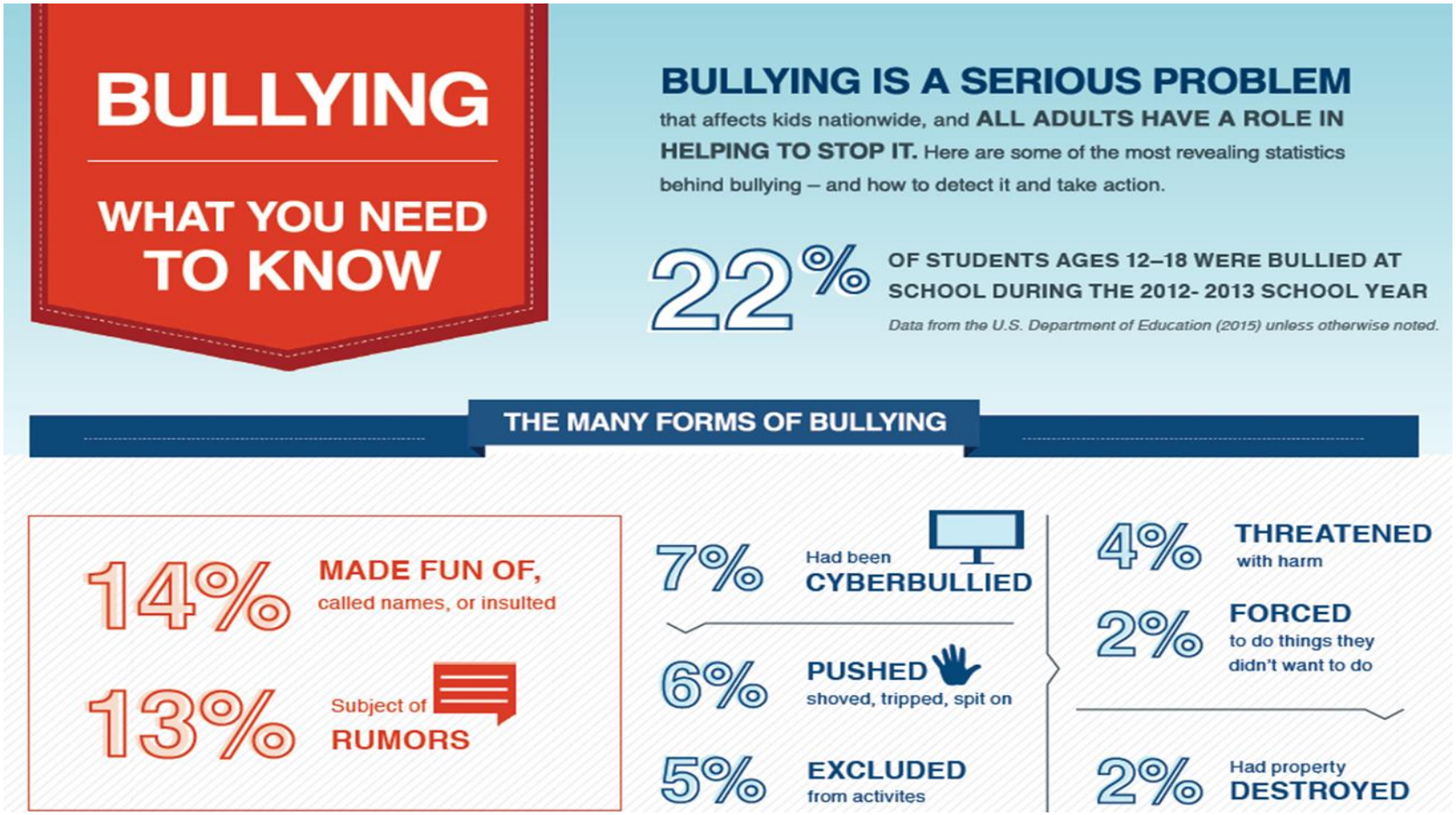
-- stopbullying.gov

What is Cyberbullying?

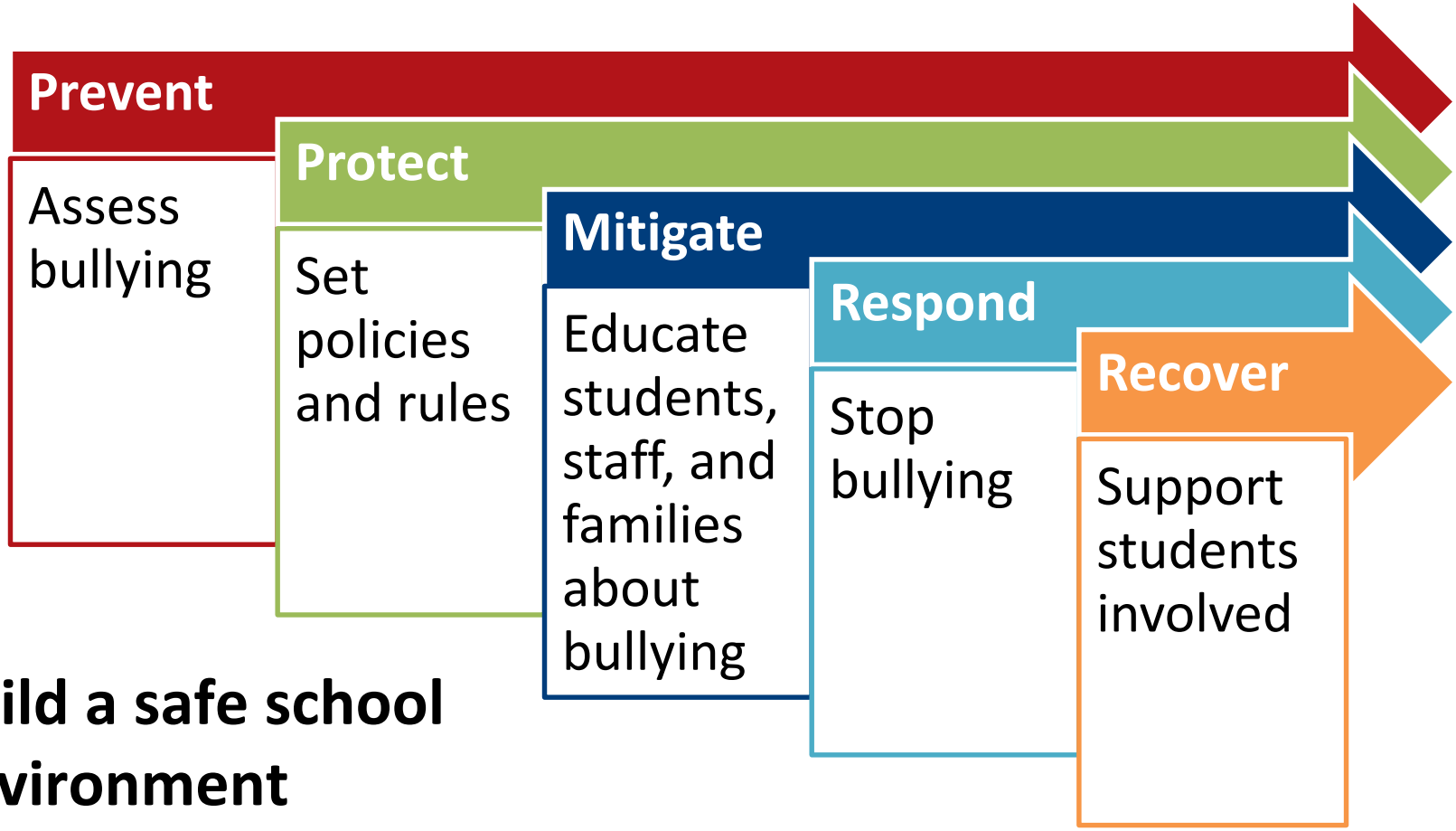
- *Cyberbullying is bullying that takes place using electronic technology. Electronic technology includes devices and equipment such as cell phones, computers, and tablets as well as communication tools including social media sites, text messages, chat, and websites.*
- *Examples of cyberbullying include mean text messages or emails, rumors sent by email or posted on social networking sites, and embarrassing pictures, videos, websites, or fake profiles.*

-- stopbullying.gov

Statistics | stopbullying.gov



Bullying Initiatives in Schools



Build a safe school environment

Meeting Agenda

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Why Integrate Bullying Within a School EOP?

- All schools have an Emergency Operations Plan (EOP)
- The goal of an EOP is to keep the whole school community safe before, during, and after
- EOPs address more than hurricanes and earthquakes

Common Threats and Hazards

Natural Hazards	Technological Hazards	Biological Hazards	Adversarial, Incidental, and Human-caused Threats
➢ Earthquakes ➢ Tornadoes ➢ Lightning ➢ Severe wind ➢ Hurricanes ➢ Floods ➢ Wildfires ➢ Extreme Temperatures ➢ Landslides or mudslides ➢ Tsunamis ➢ Volcanic eruptions ➢ Winter precipitation	➢ Explosions or accidental release of toxins from industrial plants ➢ Accidental release of hazardous materials from within the school, such as gas leaks or laboratory spills ➢ Hazardous materials releases from major highways or railroads ➢ Radiological releases from nuclear power stations ➢ Dam failure ➢ Power failure ➢ Water failure	➢ Infectious diseases, such as pandemic influenza, extensively drug-resistant tuberculosis, *Staphylococcus aureus*, and meningitis ➢ Contaminated food outbreaks, including *Salmonella*, botulism, and *E. coli* ➢ Toxic materials present in school laboratories	➢ Fire ➢ Active shooters ➢ Criminal threats or actions ➢ Gang violence ➢ Bomb threats ➢ Domestic violence and abuse ➢ Cyber attacks ➢ Suicide ➢ Bullying

Planning and Programming

Before **During** **After**

an incident or emergency

Connection to the Six-Step Planning Process

STEP 1 Form a Collaborative Planning Team	STEP 2 Understand the Situation	STEP 3 Determine Goals and Objectives	STEP 4 Plan Development (Identifying Courses of Action)	STEP 5 Plan Preparation, Review, & Approval	STEP 6 Plan Implementation & Maintenance
Include Bullying Coordinator	Conduct assessments	Select bullying goals and objectives	Identify specific steps to address bullying	Formalize bullying initiative	Provide training

Step 2: Understand the Situation

There are numerous types of assessments the planning team may use, including:

- **Site Assessment**
- **Behavioral Threat Assessment**
- **Capacity Assessment**
- ***Culture and Climate Assessment***

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Rita Foy Moss

U.S. Department of Education

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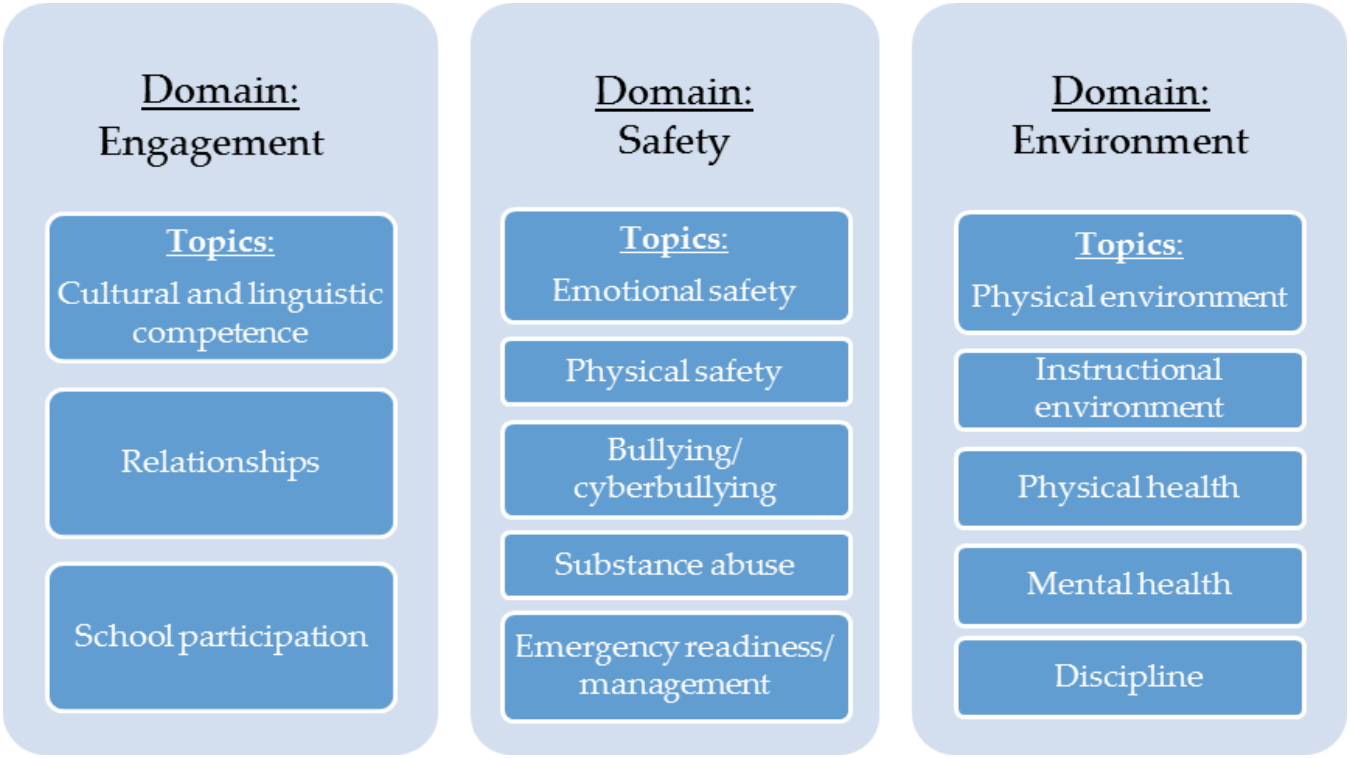
ED School Climate Surveys (EDSCLS)

Safe Supportive Schools/EDSCLS Model



Scope of EDSCLS

NCES is prohibited by Federal law from asking questions about student high-risk behaviors.

To protect student privacy, EDSCLS does not ask about a respondent's victimization or perpetration.

Where possible, items that have performed well on earlier surveys have been used.

Questions aim at understanding the climate and culture experienced by students.

School Climate Improvement Resource Package (SCIRP)

Content of Resource Package

1	Quick Guide
2	Reference Manual
3	Action Guides for a Range of Stakeholders
4	Data Interpretation Guides
5	Online Modules
6	Customized List of Resource Package Items Based on an Assessment
7	Pointers for Improving School Climate Based on an Assessment

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Gina S. Kahn, Ed.D.

Hampden-Wilbraham Regional School District

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Hampden-Wilbraham Regional School District

- **Western Massachusetts**
- **Rural/suburban (adjacent to Springfield)**
- **School population: 3138**
- **2 towns, 7 schools:**
  - **3 elementary**
  - **2 middle**
  - **1 high school**

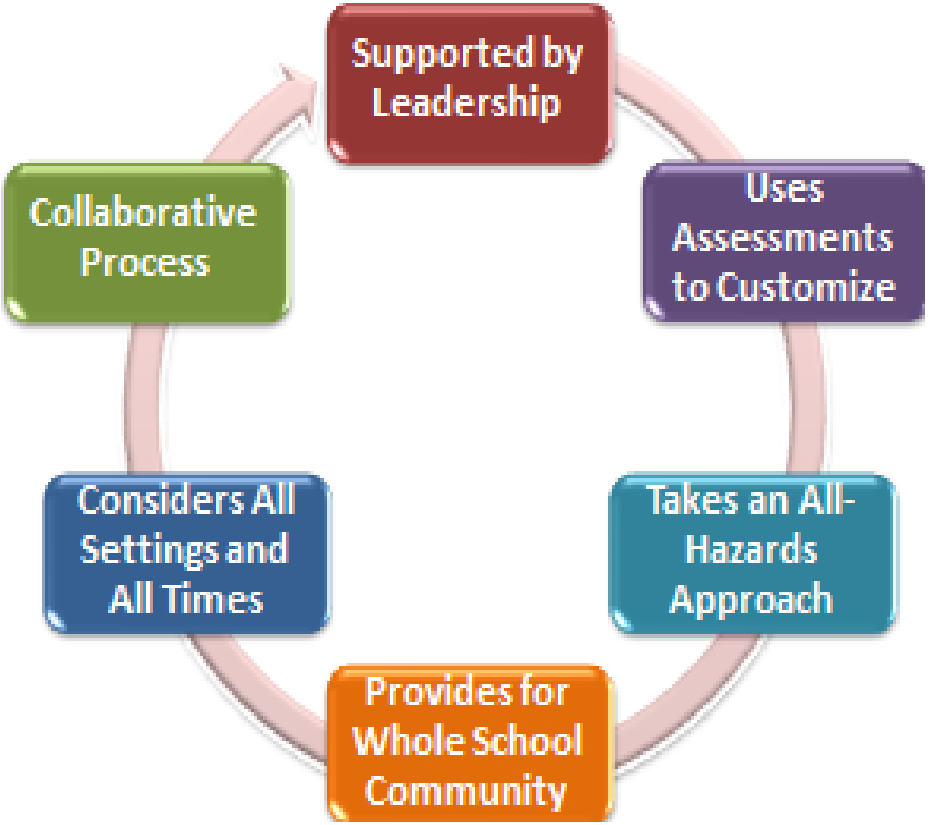
Bullying Prevention and School Safety: Shared Commitments

To provide our students equal educational opportunities within a safe and respectful learning environment free from bullying and cyber-bullying. This commitment is essential to the District's vision of educational excellence, and is further strengthened by M.G.L. c. 71, § 37O, Act Relative to Bullying in Schools, prohibiting all forms of bullying and retaliation in all Massachusetts public and private schools.

(HWRSD Bullying Prevention Plan)

Bullying Prevention and the Planning Principles

- Key Planning Principles that Support Bullying Prevention Efforts
- Goals and Challenges



1. Supported by Leadership

State	• Massachusetts Anti-bullying legislation, 2010
District	• Developing, reviewing and disseminating procedures • Allocating resources (time) for professional development
Building	• Committing to fidelity for evidence-based prevention/intervention practices • Training staff, students, parents • Reinforcing positive behavior/ enforcing policies

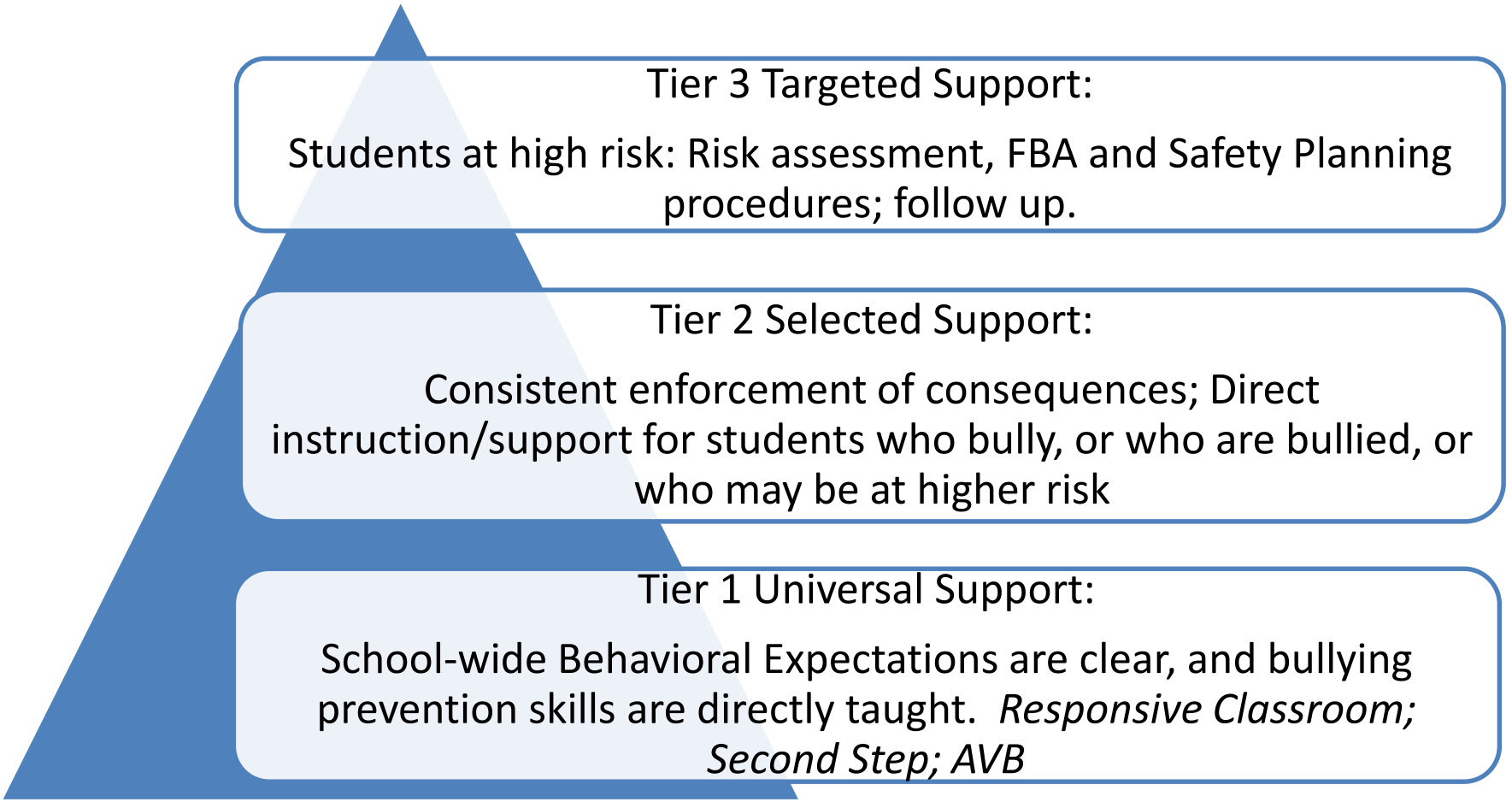
2. Uses Assessments to Customize

Site Assessments	• Annual Safety/Vulnerability "Audits" conducted by multi-disciplinary safety teams
School Climate Assessments	• Multiple sources of data • Reviewed by "School Climate Teams" in each building
Threat Assessment	• Procedures for identifying students who pose a risk and students at risk • Development of safety plans
Capacity Assessment	• Sufficient time and tools for training staff, students and community • connections to other prevention efforts

School Climate: Multiple Sources of Data

Type/Source
Youth Risk Behavior Survey
Rediker Student Information
- Attendance
- Office Discipline
- Grades
Nurse Encounters
Counselor Intervention
S/TAT Involvement
Social Skills Checklists (SAEBRS)

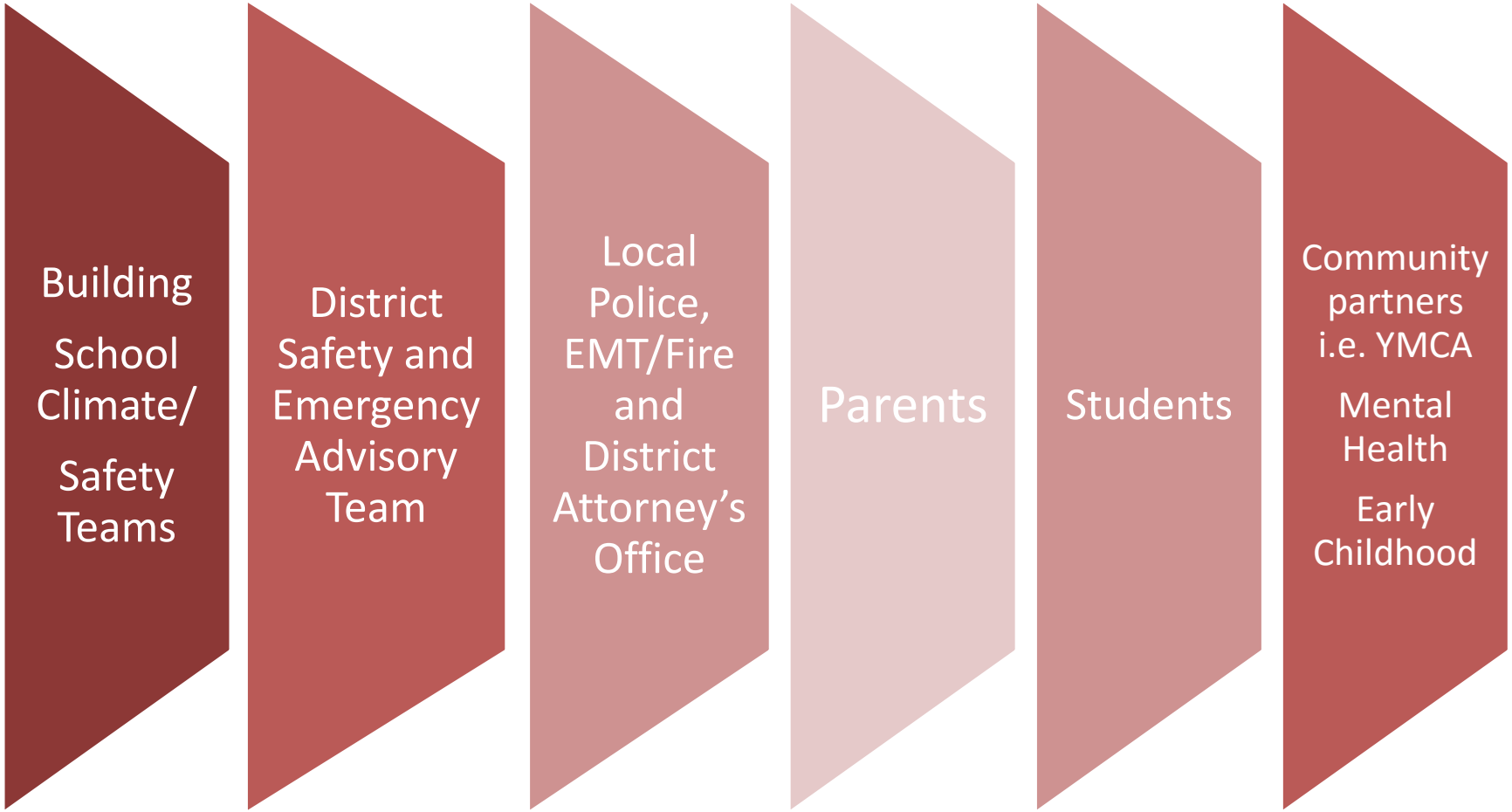
3. Provides for the Whole School Community



4. Considers All Settings and Times

- On school grounds or adjacent property
- At school-related activities
- In school owned/leased vehicles (bus!)
- Through technology

5. A Collaborative Process: All Stakeholders



School Climate Indicators: Youth Risk Behavior Survey 2015-16

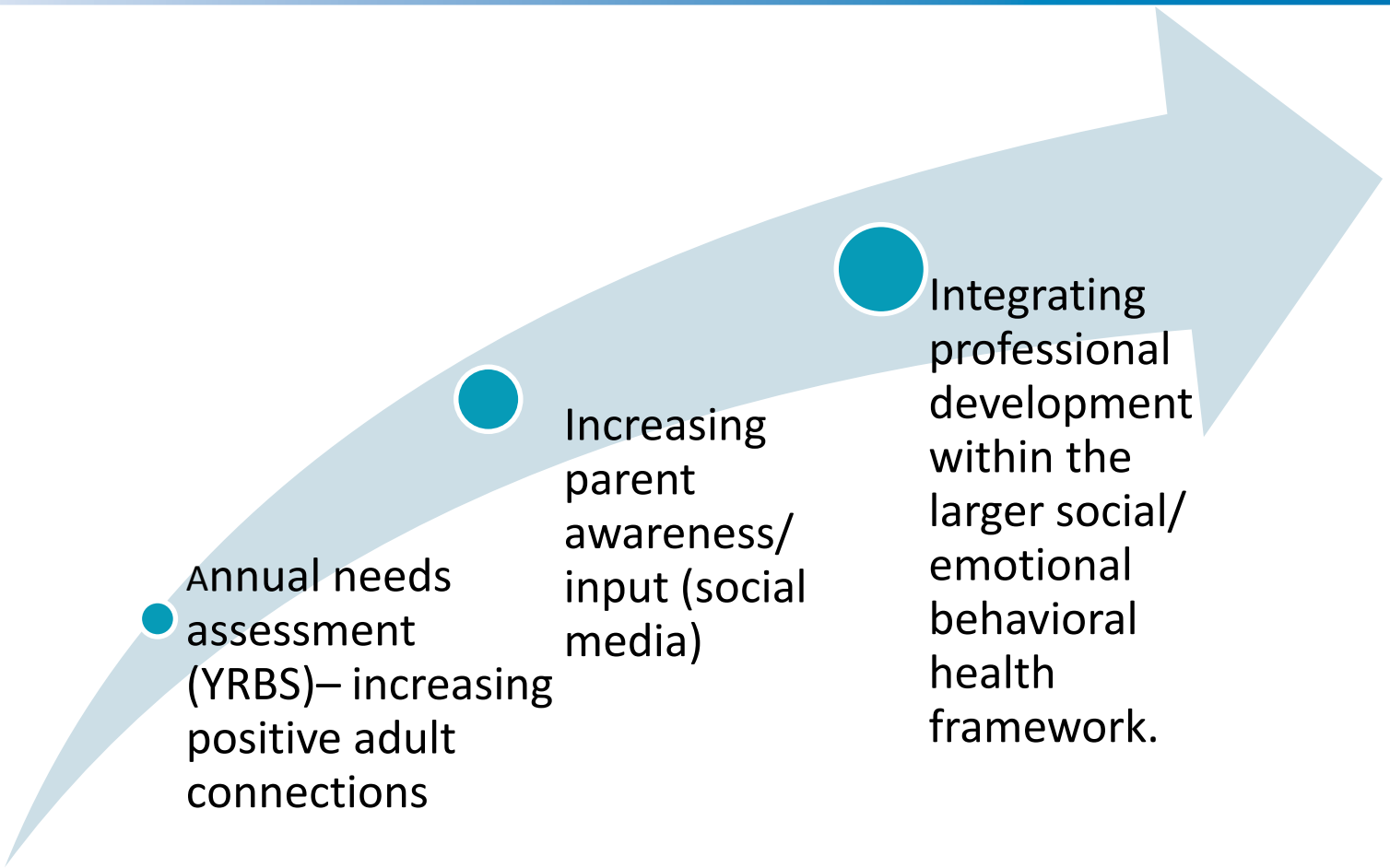
Students who answered yes to the following:	2015	2016
High School: Is there at least one teacher or other adult in this school that you can talk to if you have a problem?	81.7%	82.1%
Middle School: Is there at least one teacher or other adult in this school that you can talk to if you have a problem?	66.9%	63.5%
High School: I think bullying is a problem in my school.	19%	19%
Middle School: I think bullying is a problem in my school.	11%	12%

Key Considerations

"School climate, including our bullying [prevention] programs are part of the annual safety audit. It is an excellent time to look at what we have in place and evaluate effectiveness."

-Lori Mooney, Safety Team Chair
Stony Hill Elementary School

Challenges and Goals



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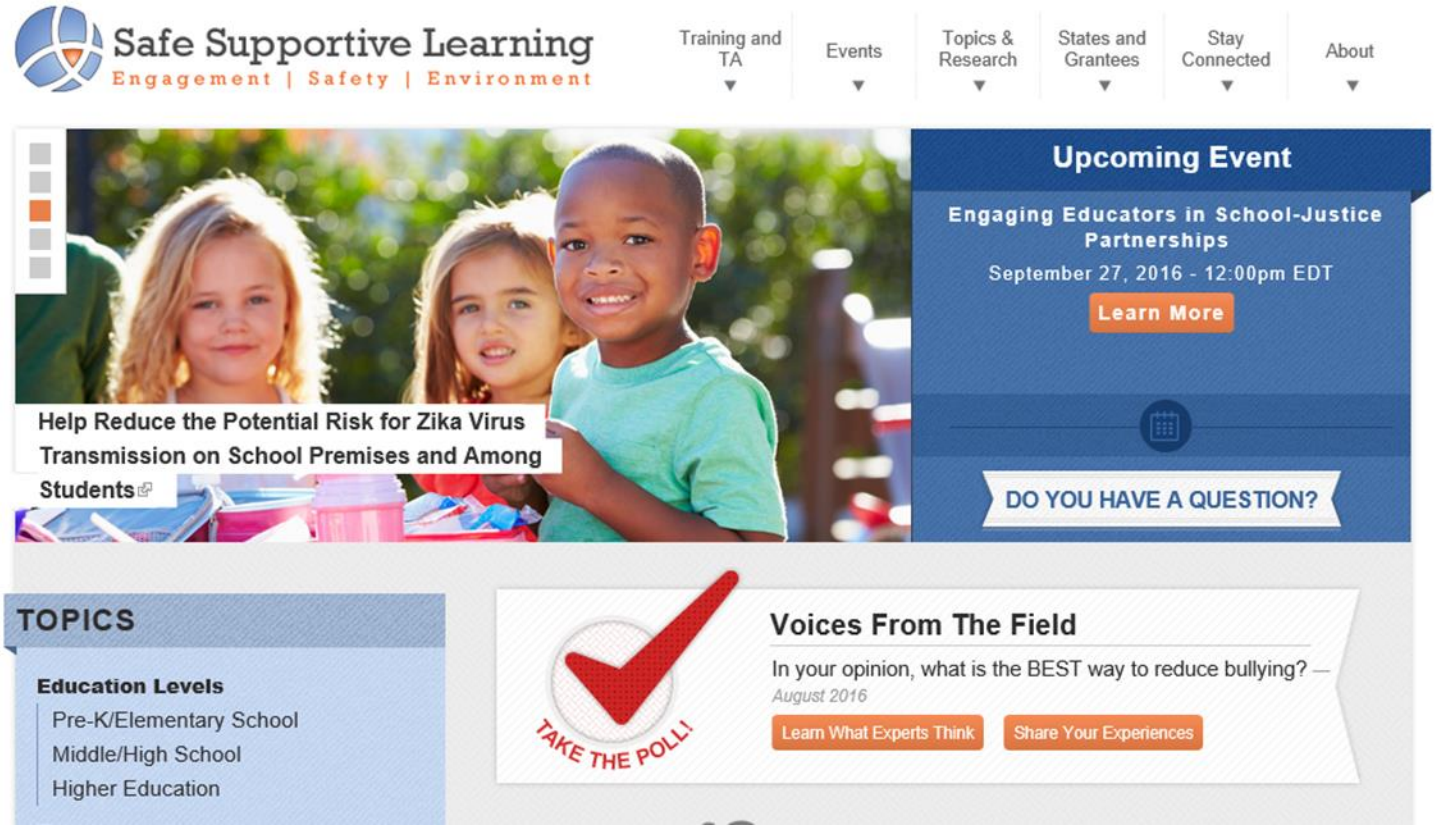
National Center on Safe and Supportive Learning Environments (NCSSLE)



NCSSLE TA Center Resources

For More Information on the ED School Climate Surveys or School Climate Improvement Resource Package

NCSSLE TA Center | Operated by the American Institutes of Research| ncssle@air.org

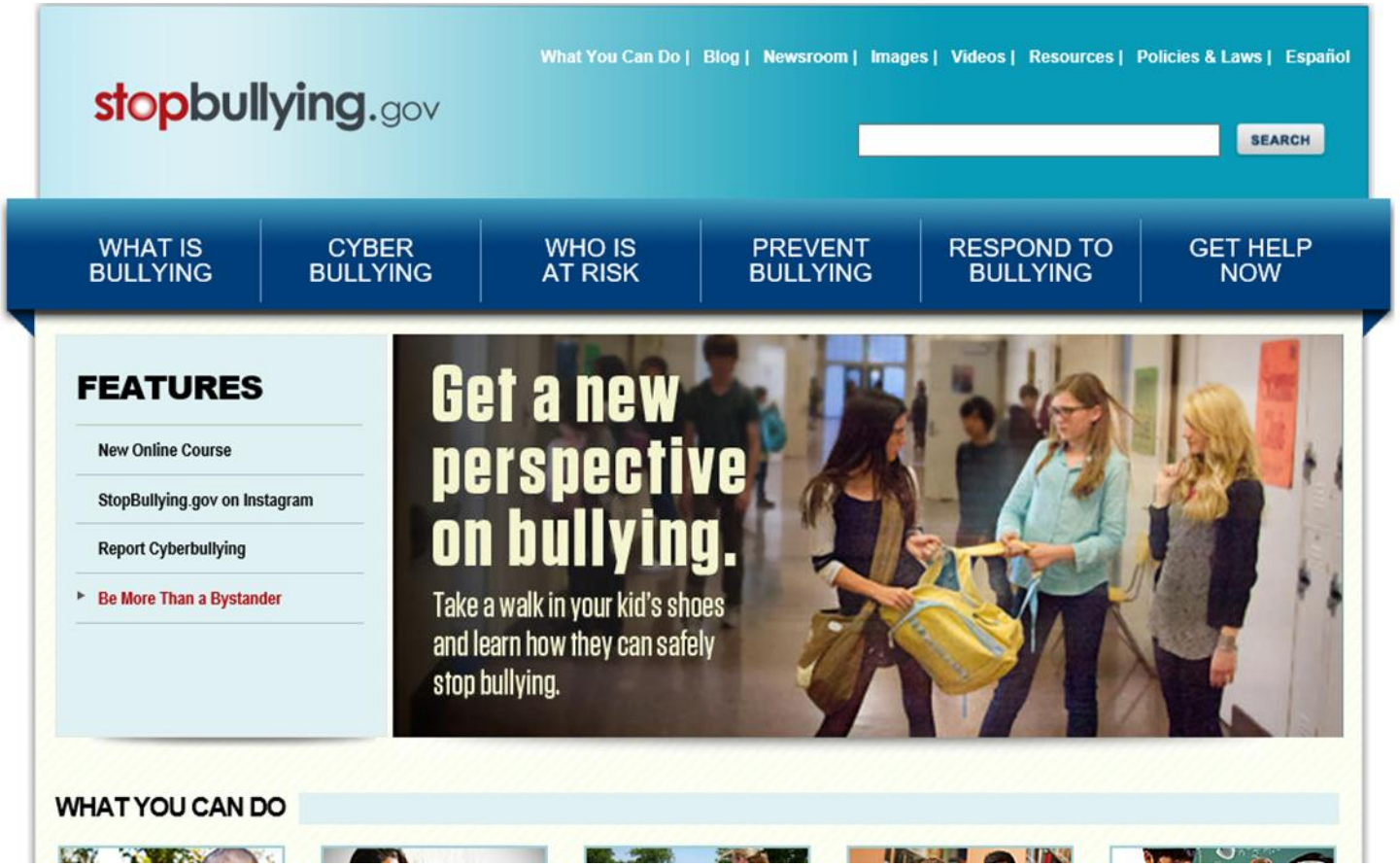
https://safesupportivelearning.ed.gov/edscls(About the Survey)

https://safesupportivelearning.ed.gov/edscls/administration(Button to Download)

https://safesupportivelearning.ed.gov/scirp/about(About resource Materials)

https://safesupportivelearning.ed.gov/SCIRP/Quick-Guide(Actual Button to Download)

StopBullying.Gov



StopBullying.Gov Resources

- Bullying Prevention Continuing Education Course
- Bullying Prevention Training Module Presentation
- Organizing a Community Event: Community Action Toolkit
- Working with Stakeholders: User Guides
- State Anti-Bullying Laws & Policies

REMS TA Center

REMS TA Center Resources

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School Climate and Emergencies

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Request an On-site Training

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Thank you for all you do each and every day to address bullying in your schools and school districts!!!