

## **Building belonging and safety for all students**

Stan Davis and Chuck Saufier have both been active in research-based bullying prevention since the early 1990s. They are both school counselors and founding board members of the International Bullying Prevention Association. Stan and Chuck have trained and supported schools throughout the United States and in Canada. Stan recently keynoted and conducted training workshops for staff of international schools throughout Africa, and is the author of two books published by Research Press: *Schools Where Everyone Belongs* and *Empowering Bystanders in Bullying Prevention*. Chuck is currently the lead trainer for bullying prevention education at the Maine Law and Civics Education Program, University of Maine School of Law. He has extensive training and experience in implementing brain-based learning and Restorative Justice interventions. Starting in fall, 2010 Stan and Chuck will be working together to help schools build safety and belonging for all students. Decades of research establish that students who feel safe and connected to school are more likely to learn and to succeed in life. A wide range of research-based interventions have been shown to increase safety and connectedness.

Any successful school initiative begins with identifying goals and the techniques that will work to reach those goals. Achieving buy-in and participation by staff, sustaining changes over time, and measuring the effectiveness of that change are also crucial. As educators ourselves, we have both seen too many initiatives which lose the support of staff because they fail to recognize the good work that is already being done in a school. To be successful we should begin by determining a school's strengths and then involve staff and students in building on those strengths. For this reason, the Safe Schools for All/Stop Bullying Now intervention begins with a detailed assessment of each school's strengths and needs, and works with you to create an individualized plan suited to your school. Staff, students, and (ideally) parents and guardians complete an online questionnaire focused on measuring the school's functioning in key areas of performance, including:

- The school's ability to build connections between staff and all students
- Perceived fairness and effectiveness of the current discipline system
- Equity of connectedness and safety across racial, gender, income, and disability groups
- The school's perceived responsiveness to student and parent concerns about behavior
- Student input about the frequency of different negative peer actions
- Student, staff, and parent input about what should be done about different negative peer actions
- Student attitudes about different negative peer actions
- Detailed input from students, staff, and parents/guardians about which existing programs and practices are working to build safety and belonging.
- And detailed input from students, staff, and parents/guardians about which new or changed practices would make the school a safer and more inclusive place.

A climate-building or school safety committee, including administrators and representatives of stakeholders, will then be trained in depth and work with one of us collaboratively to create a detailed plan based on the survey data and our review of other relevant information, including:

- Strategies for maintaining the strengths of the existing program,
- Identification of which current programs and staff actions are making a positive difference,
- Needs for intervention and specific recommendations for supporting those interventions.

Once a school's strengths and needs are determined, one of us will work with you to support implementation through providing customized in-service training, ongoing consultation, continuing measurement of progress through repeat surveys, and other strategies. We will recommend other trainers, materials, and resources as needed or desired.

As veteran educators, we know that it is difficult to achieve sustainable change, and we have both experienced one-time trainings that may have no lasting effect. A superintendent Stan has worked with calls these training efforts “one and done.” Based on our experience of what works, we have found that the following combination of interventions is most likely to result in positive, lasting systemic change.

We offer and recommend a customized and comprehensive assessment, training, and follow-up intervention which includes

- Survey-based assessment, data presentation, and recommendations.
- a two-day customized training for a team including administrator and staff which will initiate and lead the intervention over time
- a customized one day staff training by consultant, after some program elements are begun. Ongoing training with consultant support, done by the team.
- ongoing phone and email consultation for one year including a repeat survey a year after the initial survey.

The trainings will focus on some or all of the following elements of building safety and belonging, based on school strengths and needs:

- Building positive staff-student connections for all
- Setting clear and consistent behavior standards and using effective and fair interventions schoolwide when those standards are broken
- Encouraging positive actions and helping youth change negative behaviors and attitudes; helping verbally and physically aggressive youth develop empathy, self-control, and other essential social skills as needed
- Supporting and connecting youth who are isolated and/or mistreated
- Building social and emotional skills and skills for positive bystander behavior schoolwide
- Peer norms interventions to encourage positive behaviors by student bystanders

#### **FEES:**

One-time trainings are available at \$1200/day in Maine (except for parts of the state requiring overnight travel); \$1500/day in other states in New England and in other nearby locations plus the cost of motel (and flight if needed); and \$1800/day plus the cost of flight, motel, and ground transportation on site for locations involving 6 or more hours of travel each way.

For our comprehensive assessment, training, and consultation package, including all required program materials as pdfs and in computer video format, the fee is \$4000 in Maine (except for parts of the state requiring overnight travel); \$5000 in other states in New England and other nearby locations plus cost of motel (and flight and ground transportation after a flight if necessary,) and \$6000 for more distant schools and communities, plus the cost of motel (and flight and ground transportation after a flight if necessary.) NOTE: Based on the survey results as compiled and interpreted, the school and/or consultant may decide not to continue with the whole intervention as planned. In this case the fee to the school for the survey and recommendations phase will be \$1000.

#### **What about school systems containing multiple schools?**

We will develop a fee proposal including multiple surveys, training a group of teams together, shared staff training, and a set of separate consultation times for each school.

We look forward to hearing from your school’s principal at [stan@stopbullyingnow.com](mailto:stan@stopbullyingnow.com) or [csaufler@safeschoolsforall.com](mailto:csaufler@safeschoolsforall.com)