



Bullying vs Peer Conflict

EAST BROADWAY ELEMENTARY SCHOOL

Introductions

- Milton Josephs – Assistant Principal
- Lisa Lombardo – School Psychologist
- Danielle Bantileskas – School Social Worker
- Pat Nolan - Teacher/Peer Mediator



Agenda

- District Policy
- What is bullying
- What is peer conflict
- Peer Mediation
- Next Steps



District Policy

- All cases of bullying – taken seriously
- Investigated by either:
 - Administrator or designee
 - Social Worker
 - Psychologist
 - Peer Mediator



How We Investigate

- Meet with student(s)
- Discuss/investigate claim
- Meet with witnesses
- Decide on next steps
- Inform parents



DASA

- New York State's Dignity for All Students Act (The Dignity Act) seeks to provide the State's public elementary and secondary school students with a safe and supportive environment free from discrimination, intimidation, taunting, harassment, and bullying on school property, a school bus and/or at a school function.



DASA

- All staff must be trained and certified – requirement when getting new licenses or certificates.



Conflict vs Bullying

Conflict vs. Bullying - What's the difference?

Conflict

- Disagreement or argument in which both sides express their views
- Equal power between those involved
- Generally stop and change behavior when they realize it is hurting someone

Bullying

- Goal is to hurt, harm, or humiliate
- Person bullying has more power*
- Continue behavior when they realize it is hurting someone.

* "Power" can mean the person bullying is older, bigger, stronger, or more popular.



What is bullying

- Bullying is done with a goal to hurt, harm, or humiliate.
- With bullying, there is often a power imbalance between those involved, with power defined as elevated social status, being physically larger, or as part of a group against an individual.
- Students who bully perceive their target as vulnerable in some way and often find satisfaction in harming them.



What is conflict

- In normal conflict, children self-monitor their behavior.
- They read cues to know if lines are crossed, and then modify their behavior in response.
- Children guided by empathy usually realize they have hurt someone and will want to stop their negative behavior.
- On the other hand, children intending to cause harm and whose behavior goes beyond normal conflict will continue their behavior even when they know it's hurting someone.



Conflict is healthy

- Conflict is a natural part of human relationships as people grow and change.
- Even though it can cause us stress and can hurt, conflict is not bullying.
- Conflict happens between two people who are equal in the relationship (think: friends or classmates or co-workers) but have two different points of view about what's going on.
- Sometimes this escalates into a disagreement that's so strong people become emotional.
- There might be strong words used and lots of big feelings involved. It may take time to sort things out.



Conflict is healthy

- Children can use conflict in the classroom as a learning tool – life skill.



Proactive Strategies

- Social Worker Push in's to classroom
- Health curriculum
- Get a voice- promotes positive language
- Beautiful Me- The Hance Foundation
- Mindfulness- Breathing, guided visualizations
- Too Good For Drugs



Therapeutic Reactive Supports

- Each student followed up with individually by a support staff member
 - Support staff would meet with the perpetrator/bully
 - Support staff would meet with the victim
- Additional supports



The Instructional Support Team

- The IST includes...
- How a referral is made
- How you are informed
- Possible recommendations from IST
- Consent



Peer Mediation / Health Lessons

- Resolve conflict between students
- Help students to actively listen as well as express themselves
- Help build problem solving skills



Summary

- <https://www.youtube.com/watch?v=TkOdY4YiHf4>



Next Steps

- Teacher Contact
- Conflict Resolution
- Referral to supportive staff if further support needed
- Principal, AP, Psychologists, Social Worker



Summary / Questions

- Conflict is healthy and developmentally normal.
- Bullying is taken seriously and will be acted upon accordingly.
- Be proactive with your children.
- Stay calm – if there is a problem - things will get better.

- ***DISCLAIMER – please keep any questions generalized, as specific examples may require a more one to one conversation during the school day.***

