

DISC Meeting Notes 12-7-11

Attended: Melissa Hill, Melissa Frame, Sue Shea, Sandy Fischer, Kellie Rhinerson, and Michelle Jensen

A. Professional Development update

- Barb Callahan was absent, so full report not given.
- Ideas for future PDs: Problem solving, Time Management, discussion on technical vs interpersonal communication
- Boys Adrift, Block Scheduling, and current initiatives were examples of current PD offerings.
- Current district initiatives such as PBIS are needing continuing time to meet in teams and develop the current initiatives we already have in place.
- Discussed Junior Achievement and the possibility that Deerfield may establish a partnership with JA in the near future.

B. District Goals

- We reflected on the current goals of the district, with discussion on the challenges faced by the Middle School in general including time constraints, demands for curriculum, social acceptance, a need for fun and community building for the students. Discussed TRIBES model and a need to revisit this with new staff aboard within the district.

C. DISC Initiatives

Objective: Explore, create and implement staff development related to identifying and addressing bullying behaviors and building self-advocacy skills.

- We discussed the many good programs already in place within the district such as PBIS, guidance programs, individual support systems, but we discussed “What do we do about bullying as a staff?”

- Lots of different perspectives
- Bullying vs “just being kids”
- How do we define bullying?
- Self-Advocacy Skills—What can you control? What to do as self? Self-love is the best first step.
- Reflected on surveys and changed wording to get more specific details from the MS/HS students about the prevalence of bullying, personalized responses.
- MS/HS survey to go out in a few weeks.
- Reviewed the video from Jonah Mowry as a student’s perspective
- Discussed the possibility of TREE sharing NOH8 week
- Discussed Action Plan to help staff deal with bullying

1) Topics/Info to Share

- social isolation, i.e. lunch table
- cyber bullying, i.e. Facebook, email, text, Twitter
- name calling

- have's vs have not's, SES status
- impact on the brain, physical/emotional stress
- hierarchy status
- protected classes, i.e. sexual orientation
- define bullying vs harassment
- threats
- emotional, mental, verbal
- manipulation and control
- victim vs perpetrator
- self advocacy
- power of language, words
- social groups, i.e. athletes vs nonathletes, music, arts
- Just Joking, JK
- responses from teachers
- need for adult validation
- tattling vs reporting
- code of silence
- how and when to respond to bullying behaviors
- fear of retaliation
- aides, responses and approaches
- blame the victim?
- modeling the wrong behavior as staff, i.e. sarcasm, verbal messages, body language

2) Delivery Models

- Cool Tool for teachers and staff
- Inservice
- PD
- Webinar
- regular emails
- create a script of what to say in response
- outside speaker
- student groups, adult groups
- role playing
- future Problem Solving scenario
- multidistrict inservice

3) Frequency/Duration

- 5 minute message at every staff meeting
- TREE member?
- Master Teacher pamphlet

4) Responsibility

- Who will deliver it?
- internal movement from students, i.e. SAC, TREE
- videos from Canada as example

HOMEWORK for DISC members:

1. Find one bullying resource—can be YouTube, song, pamphlet, resource, etc, and share it with the DISC group by January meeting.
2. Send an example of a classroom survey used to evaluate instruction

Respectfully submitted by Kellie Rhinerson