

Decreasing Risk Exposure:

A Successful JPA & School District Partnership to Reduce Bullying, Cyberbullying and Harassment

PARMA Annual Conference – Indian Wells, CA
February 2016

Presented by:

Debrah Sherrington,

Schools Insurance Authority (SIA)

and

William Grace Frost, Community Matters (CM)

Partnership Overview



Community
Matters

Empowering Youth
Transforming Communities



Pools Being Proactive in Helping Districts Improve School Climate What's the ROI?

Pools Potential Return on Proactive Investment

- Reduced risk of exposure
- Bottom-line improvement through the reduction of WC and liability claims
- Offering a value-added solution that addresses members needs to:
 - Create safer schools
 - Reduce costs and losses associated with disciplinary problems and suspensions
 - Improve attendance and achievement
- Increased member satisfaction and retention

The Average Cost of just one California Worker's Comp claim is \$85,285

Equals CA state funding for 13.5 elementary students

OR

The cost of training more than 14 schools
in student–empowered, bullying prevention practices

OR

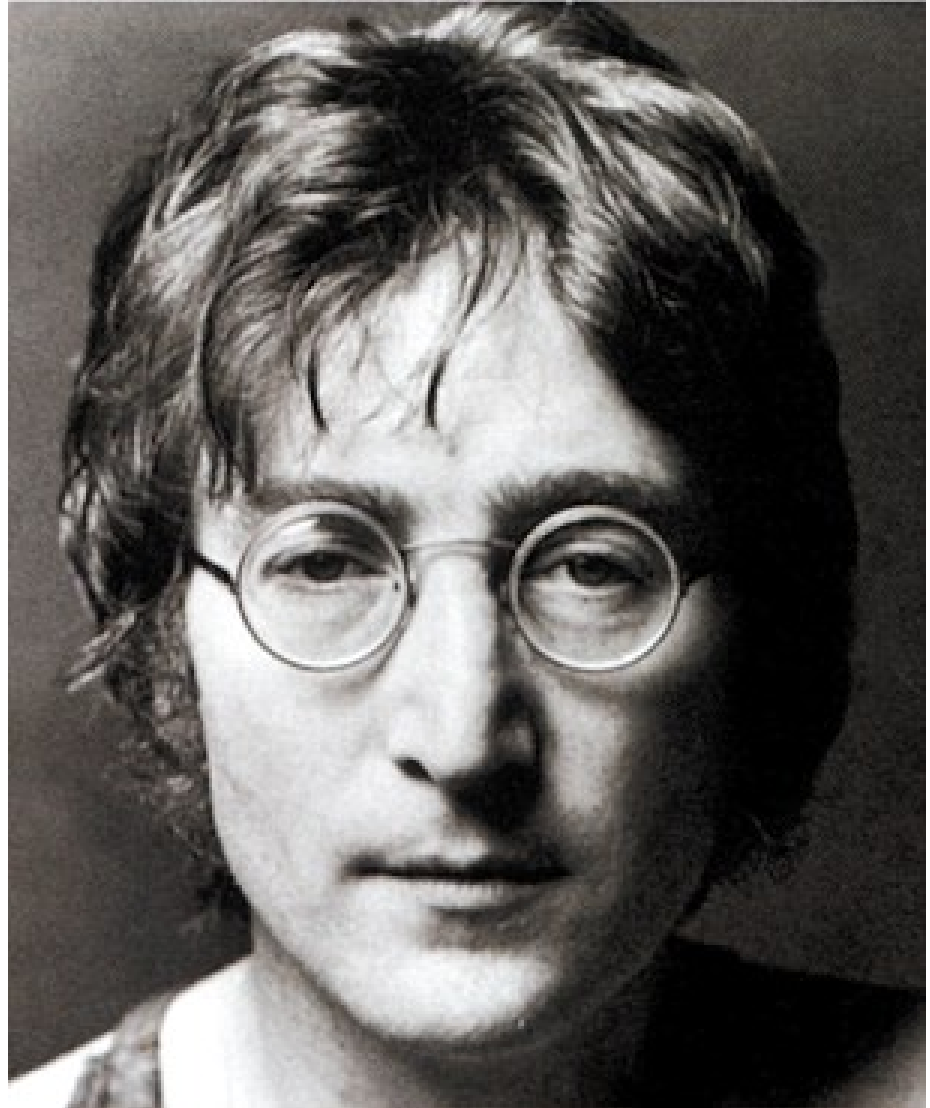
The cost of doing a 360 Climate Assessment
with 5 or more districts

So where to begin improving school climate?



1

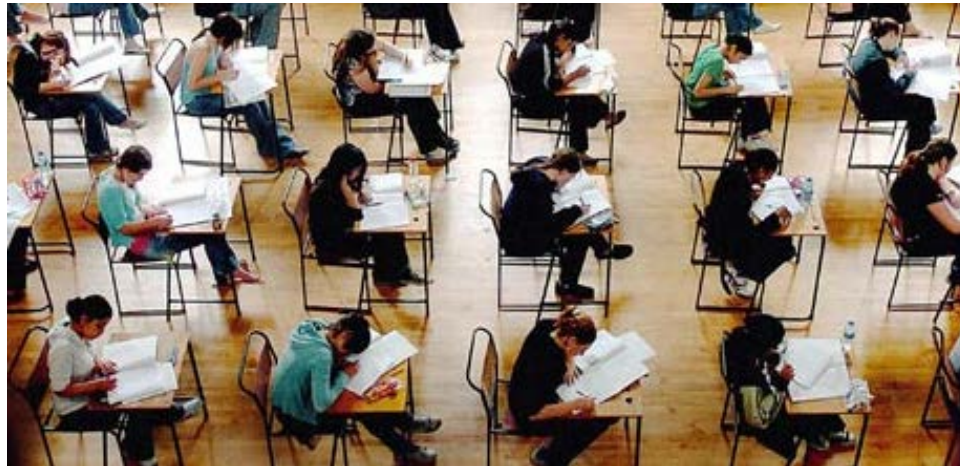
Be daring –
create a
vision of the
best
outcome
you can
imagine



TRUSD – SIA Partnership

2012 – Vision:

schools where students feel safe, respected and included, and hence, are able to focus on the business of learning and growing into healthy, successful, contributing citizens.





2

Create allies by enrolling and educating potential champions & stakeholders

TRUSD – SIA Partnership Champions

Martin Brady,

SIA Executive Director

Deb Sherrington,

SIA Project Coordinator

Craig Murray,

TRUSD Executive Director
of Student Engagement

Rudy Puente,

TRUSD Director of Student
Services



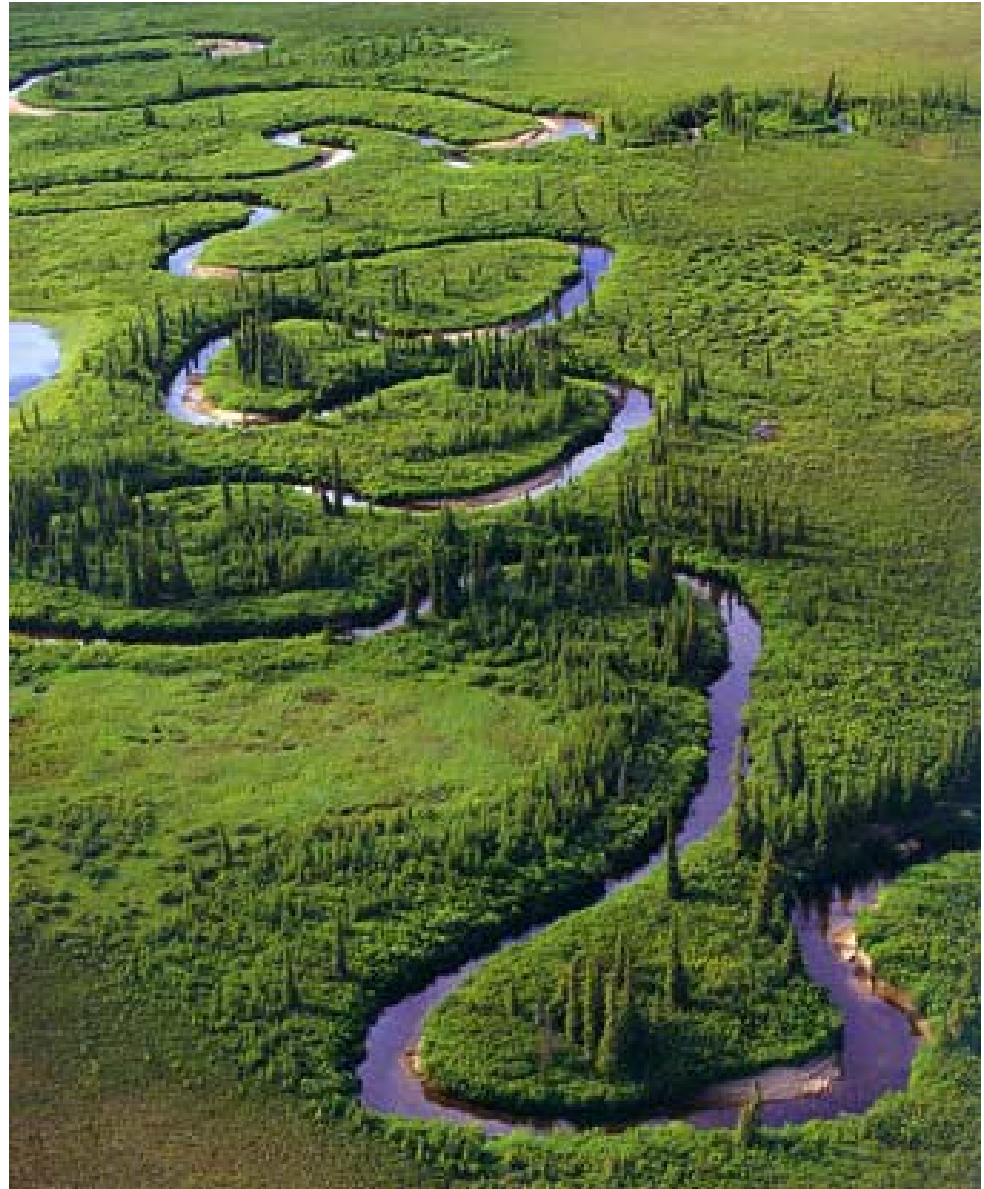


“It has become totally natural to see Martin Brady and his team in the room during district climate activities. For me, the most significant success factor has been SIA’s partnering to benefit our students.”

Craig Murray, TRUSD Executive Director of Student Engagement

3

Begin either where the strongest desire lies, where the deepest need is found, or at the point of least resistance.



TRUSD – SIA Partnership

2012 – SIA began by supporting TRUSD’s climate change efforts with a training and conflict resolution workshop with the Public Safety Officers (PSO’s) and the district police department.



TRUSD – SIA Partnership

2012 – Training for district administrators in the importance of focusing on school climate improvement as an essential path to safer schools, reduced suspensions, better attendance and improved academics.



Secure enough funding to get started with a “pilot”

4



TRUSD – SIA Partnership

Spring 2013 – SIA & the district extended their partnership with a pilot climate change initiative in three schools that included:

- ✓ The Safe School Ambassadors program (SSA)
- ✓ Waking Up Courage Assemblies
- ✓ Staff Development Workshops on School Climate Improvement

*Genesis matched SIA's contribution and another third of the total funding was contributed by Community Matters via a grant from the San Francisco Giants Community Fund

TRUSD – SIA Partnership

Fall 2013 – Maintained the momentum of the pilot by conducting expansion trainings of the Safe School Ambassadors program (SSA) at the three pilot schools



Be willing to
take a step
back to figure
out what's
working, what's
not and where
there might be
gaps



5



Leave no stone left unturned

TRUSD – SIA Partnership

2014 – Initiated a district-wide
360 Degree Whole School Climate Assessment (WSC360):

- discipline policies, procedures & practices,
- climate surveys,
- student discipline handbooks,
- discipline data and suspensions,
- school climate / risk prevention initiatives undertaken by the district and other Youth Serving Organizations in the community



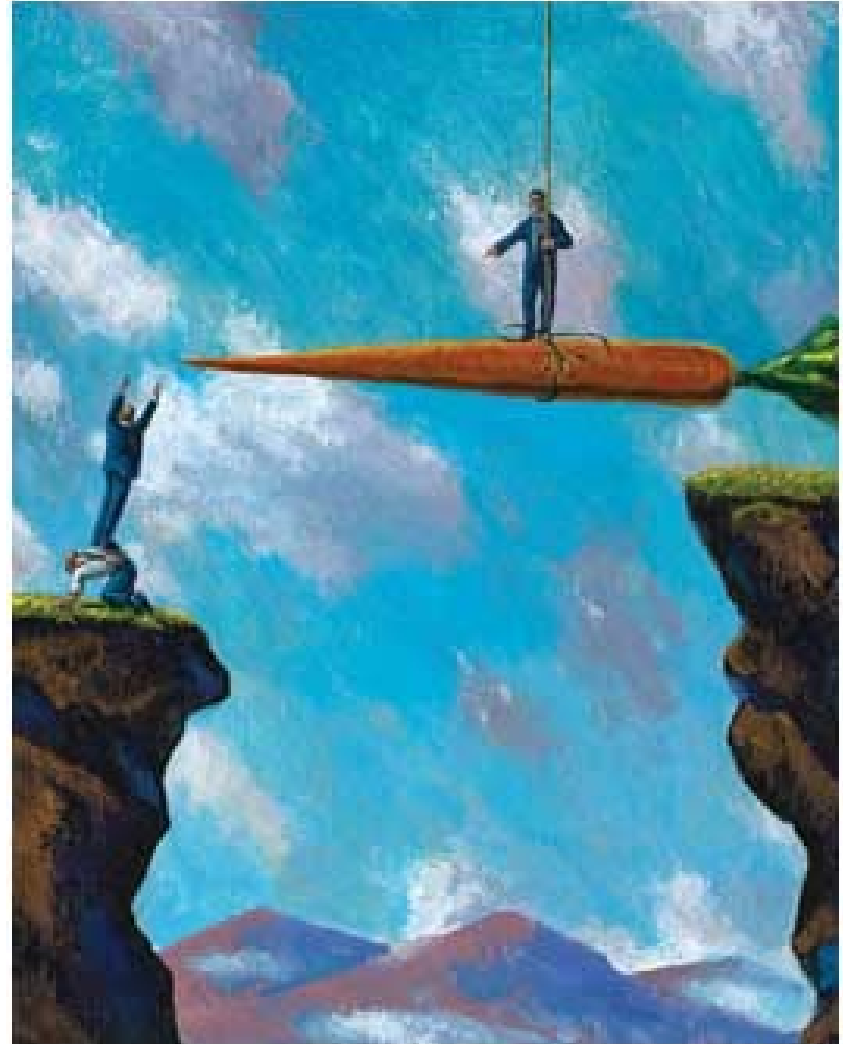
TRUSD – SIA Partnership

Fall 2014 – Continued the Expansion of the Safe School Ambassadors program (SSA) at the three pilot schools



6

Include all stakeholders in developing integrated strategies



Key Stakeholders



Community Matter's Whole School Climate Framework for Implementing Improvements

Integrated Strategies

2015 - Promote a Restorative Culture:

Held Staff Development trainings in the use of Restorative Circles and Conferencing

* Co-funded with matching grants from SIA, the district and the California Endowment Fund



Integrated Strategies

2015 - Train staff and administration:

Conducted an all-day, district-wide staff forum to generate greater buy-in to climate improvement efforts and to promote skillful relationship building with students



Integrated Strategies

2015 – Train Parents:

Conducted climate training for the parents of each of the middle and high schools where the SSA program was in effect



Integrated Strategies

2015 – Train Key Community Stakeholders:

Conducted additional meetings for greater cooperation and understanding between School Resource Officers, Police Dept. and School Administration



Integrated Strategies

2015 - Engage the Students:

Continued a 4th year of the 3 original SSA pilot schools, as well as, expanded the SSA program into all the district's remaining middle and high schools



Monitor Progress

7



IMPACT 2012-Present

Over **40** school trainings with approximately **1557**
students trained in
intervention skills for bullying and violence and prevention



Approximately **568** staff members trained in
school climate change, restorative practices and bullying
prevention / intervention strategies

IMPACT 2012-Present



Estimate of the intervention actions the trained Ambassador students have taken to de-fuse, de-escalate, prevent or stop bullying & other types of peer-to-peer mistreatment

700,650

And with the ripple effect, each positive action can **influence as many as 10-20** members of the student's clique and other bystanders

IMPACT 2012-Present

Reductions in district suspensions

22%

Estimate of money saved by reduction in suspensions

\$157,156

Matching funds leveraged beyond SIA and the district

\$10,000 from Genesis

\$25,000 from the CA Endowment Fund

IMPACT 2012-Present

Strong on-going commitment demonstrated by the district's decision to use LCAP funds in 2016-17 to match external contributions

Strengthened cooperation between SRO's, police and administration

Movement from zero tolerance policies to restorative practices and student empowerment

Leadership buy-in demonstrated in continuing the district-wide systemic change efforts through 2016-17 and beyond



“The programs we’ve implemented are making a big difference. Semester over semester results, especially in suspensions of minority students, are way down. We’re super pleased with the results we’re getting.”

Craig Murray, TRUSD Executive Director of Student Engagement

2016-17 Partnership Initiatives:

Quarterly facilitation of PSO/SRO/Admin meetings


Training school Admin and Staff regarding the essential inclusion of climate change for improved academics

Restorative Practices training (Conferencing & Circles) for Admin

Restorative Practices training for Parents

Expanding the Safe School Ambassadors program

Coaching and Consulting with district leadership around climate change initiatives and creative problem solving



Creating institutional
change is like turning
an ocean liner...

8

So, remember to take the
long view

"Schools Insurance Authority has long encouraged districts to be proactive.

An exciting strategy that focuses on building a healthy school climate and culture is sure to lower a wide variety of risks. Building strong relationships between students, staff and the community is the key to success."



*Martin Brady, Executive Director,
Schools Insurance Authority*



Summary of Elements for Systemic School Climate Change

- Understand school climate issues and their impacts on risk
- Find your champion(s) who will support climate change and can actively enroll others
- Assess the high costs of current discipline policies and practices, especially correlations to suspensions, WC and Liability claims
- Provide school climate change education and skill development for administration and staff regarding student empowerment and restorative discipline practices
- Leverage your resources for district-wide assessment plans, integrated strategies and evidence-based climate improvement programs
- Be patient and persistent



Resources



Debrah Sherrington,
Schools Insurance Authority
dsherrington@sia-jpa.org

William Grace Frost,
Community Matters
william@community-matters.org
www.community-matters.org

Craig Murray,
Twin Rivers USD
craig.s.murray@twinriversusd.org