



## **HARASSMENT, BULLYING, CHALLENGING BEHAVIORS & CREATING A POSITIVE SCHOOL CLIMATE**

To help strengthen the ability of school administrators, educators and staff to recognize and respond to harassment, bullying and other challenging behaviors, the Center for Health & Learning presents the following professional development options. These interactive trainings prepare participants to improve school climate, avoid unnecessary legal complications and build school-based capacity to respond to challenging behaviors in a humane and effective way.

### **TRAINERS:**

Ruth Durkee, Esq., Harassment Trainer and Approved Independent Reviewer  
Kathy A Johnson, Vermont Equity Training and Consulting  
Ron Rubin, Safe Schools Consultant  
JoEllen Tarallo-Falk, Ed.D., C.H.E.S., School Health Consultant

### **TRAININGS:**

#### **Act 91: Understanding the Definitions and Requirements of Act 91 of 2004—*Full Day***

A comprehensive look at federal and state school harassment laws with an emphasis on the provisions of Act 91, Vermont's 2004 law, this training is designed to prepare Administrators and Designated Employees to meet their school's overall responsibilities under the law. Topics include distinctions between bullying and harassment; case studies; school timelines for response, investigation and appeals; independent reviews; staff training; details related to informal resolution / alternate dispute resolution; and more.

#### **Act 91: Understanding the Definitions and Requirements of Act 91 of 2004—*Half Day***

An introductory look at federal and state school harassment laws, this half-day training focuses on preparing school staff members to recognize harassment when it occurs and to understand the distinctions between bullying and harassment as well as their responsibility to respond to incidents as they arise.

#### **Bullying and Harassment: A Brief Overview—*1.5 to 3 Hours***

Appropriate for all school staff (including support staff, paraprofessionals, custodial and cafeteria employees, bus drivers, etc.) the 1.5 hour format covers an introduction to the laws and a school employee's responsibilities under those laws. The 2-3 hour workshop expands upon the 1.5 format by providing a more detailed look at the laws, curricular resources, school-based scenarios and extra time for questions and answers.

#### **Crisis Prevention and Management (CPM)—*Tailored to School Needs***

CPM training and technical assistance strengthen the capacity of school communities to humanely and effectively prevent and respond to challenging behaviors and school crises. CPM also focuses on developing school wide and classroom discipline systems and improving school climate. Topics include distinguishing discipline from punishment; the effective use of consequences; understanding the motivations of behavior; anger management; developing behavior plans; building positive relationships with students; bullying prevention; creating nurturing environments for staff; strengthening family-centered practices; de-escalation techniques and targeted school violence.

#### **Teaching Respect and Positive Interpersonal Communication with Students—*By design***

This training accommodates the specific needs of the client and draws upon best practice and well-known curricula to teach students positive interpersonal skills aimed at reducing bullying and harassment and demonstrating respect and positive communication.

(See reverse side)

***Training and Technical Assistance Fees Vary:***

On-site training fee may include training design, online registration, name tags, sign-in sheets, promotional materials, training evaluation, certificates and mileage plus lodging and meals for trainer as necessary. Client will budget separately for site rental, food and participant materials.

**Contact us for a proposal based on your needs.**

***Technical Assistance Includes:***

- ◆ school action planning to address priority issues;
- ◆ development of school rules and discipline systems;
- ◆ classroom observations and coaching
- ◆ design based on your needs

To set up an on-site training or to request technical assistance contact:

Center for Health & Learning

at 802.254.6590

or [info@healthandlearning.org](mailto:info@healthandlearning.org)

Visit our web site at [www.healthandlearning.org](http://www.healthandlearning.org)