



# Armed Intruder/Active Shooter – Impact of Bullying

Ted Hayes & Marty Malloy

M3 Insurance

5/1/2023

## By the numbers...

The majority of school shooters showed **warning signs** before committing their crimes, and most of them were bullied.

The Safe Schools Initiative Report (Secret Service) also suggested that **87% of the attackers were victims of bullying**. The perpetrators have poor self-worth due to being victims of bullying or lacking many pro-social relationships, as well as displaying ineffective conflict resolution skills.

The majority of bullying victims experienced **feelings of humiliation, which resulted in thoughts of suicide or revenge**.



# By the numbers...

*The majority of perpetrators have poor self-worth due to being victims of bullying or lacking many pro-social relationships, as well as displaying ineffective conflict resolution skills.*

**School culture contributes to motives.** The school does little to prevent or punish disrespectful behavior between individual students or groups of students. Bullying is part of the school culture and school authorities seem oblivious to it, seldom or never intervening or doing so only selectively. Students frequently act in the roles of bully, victim, or bystander (sometimes, the same student plays different roles in different circumstances). The school atmosphere promotes racial or class divisions or allows them to remain unchallenged.



# Alfred University National Survey of high schools students

Why they thought school shootings occurred found the following results:

- 1. Other kids pick on them, make fun of them or bully them***
- 2. They want to get back at people that hurt them***



# Teach your staff the signs that a child is being bullied in your school

- Social and interpersonal skills may be lacking.
- Lack of a sense of humor.
- Victims are made fun of or pushed around by the bully.
- Bullied students don't stand up for themselves easily.
- Their body language says, "I am a victim" — hunched shoulders, head low, little eye contact.
- Noticeable physical differences — overweight/underweight, disabled, may show unexplainable bruises or scratches on their body.
- Noticeable emotional differences — sudden mood swings, passive or shy.
- Overly sensitive to comments, cries easily, aggressive or disruptive in class, blames self for problems.



# Teach all of your staff to recognize the warning signs of a bully

- *Bullies often view their surroundings as hostile or negative with little hope of improvement.*
- **Bullies lack adequate supervision.** No one has taken the time to straighten them out — teach them right from wrong.
- **Get to know the parents.** Oftentimes a bully is bullied at home.



***Determine the level of bullying and harassment that takes place throughout your schools and the community.*** Take the time to meet periodically with law enforcement — these meetings will reveal valuable information for both school and law enforcement personnel.

***Teach your school employees who the students are that are involved in bullying and harassment, when it most often takes place, and where it occurs in your school.***



# Anti-bullying policy

**STOP  
BULLYING**

***Develop and enforce a strong anti-bullying policy.*** Anti-bullying policies and rules are needed to protect your school district from potential liability as well as to provide a safe environment for your students. Ensure that your policy is based on your community and school needs.

***Develop a written policy that restricts students from loitering in school parking lots, hallways, bathrooms, and other areas where bullying could occur.*** The policy should be reviewed with students at the beginning of the school year and periodically thereafter.





# Anti-bullying policy

***Ensure that all school staff and students understand the expectations and consequences if the anti-bullying policy is violated.*** Bullying and harassment is a great topic to address during the first day of classes during an all school assembly.

***Clearly define the different types of bullying and harassment conduct that are prohibited.*** All school employees, students and parents/guardians should be expected to comply with your school's anti-bullying/harassment policies.

***Plainly define the actions that will be taken against those who violate your school's anti-bullying/harassment policies.***



*Make sure students have an easy way to confidentially report incidents of bullying, harassment or other related conduct.*

*Understand your school district's responsibility to receive bullying and harassment reports/complaints and provide guidance for investigating and addressing these reports/complaints.*

**STAND UP!**  
**PREVENT BULLYING NOW!**  
**SPEAK OUT!**



- *Prompt investigations are conducted on all reports/complaints.*
- *Identified timelines for responding to complaints are followed.*
- *Policies and procedures are in place to ensure persons who file complaints or those who cooperate in investigations are not retaliated against.*
- *Appropriate actions are taken against those persons who violate your school district's bullying and harassment policy and support and concern is provided for persons who are the victims of bullying, harassment, or other forms of unapproved conduct and behavior.*
- *Steps are taken to prevent further bullying, harassment or other related behavior.*
- *Documentation of investigations and follow up actions occurs.*





***Review and update the school district's anti-bullying/harassment policies and procedures on a regular basis to ensure they are being implemented properly.*** Good times to review policies and rules are at the beginning of the school year, during in-service training or on return from vacation breaks.

***Remember to review your policies and procedures with part-time employees, aides, custodians, bus drivers, volunteers, and substitute teachers.*** Educate your community's parents, day care providers, teachers, and law enforcement personnel about bullying and its long term effects.



- ***Your school must always stress your zero tolerance for bullies.***
- ***Ensure teachers are made aware of who the bullies are in your school.*** The majority of bullying occurs when there is little or no supervision. Let your bullies know they are being watched.
- ***In the classroom, teach your students to honor their feelings.*** If someone makes them feel uncomfortable, it is probably a warning sign.
- ***Teach your students to report any bullying or harassment to a responsible adult, school staff member, parent, or police officer.***
- ***As simple as it sounds, teach students how to ask for help.***



- ***Teach your students how to become ‘tough targets.’*** Instruct students to walk with confidence, head up, eyes straight ahead, and long strides.
- ***Instruct your students to always walk with others.*** There is strength in numbers.
- ***Tell your students if they are told by a bully “don’t tell” — the proper thing to do is to tell.***
- ***When an act of bullying is related to hate crimes, immediately refer the individual to law enforcement.***



- ***Never blame a student if they are bullied.*** If they confide in you that they are being bullied — believe them. Kids may be embarrassed to tell someone if they are being bullied — you have to ask them.
- ***Parents should not instruct their children to fight back.*** Remember, the bully is almost always bigger and stronger.
- ***Parents should not confront the bully's parents.*** They may be the root cause of the bullying behavior — confrontation may make the situation worse.
- ***Don't promise a student that you will keep a bullying situation a secret.*** Parents can help, your school district will help.



- ***Beginning in elementary school, teach classes on how to improve assertiveness and friendship skills.***
- ***Get your community involved in your school.*** Ask parents and grandparents to volunteer in the classroom, supervise in the hallways, cafeteria, and at after school events.
- ***Make it a point to “pinch the bully.”*** All serious violent behaviors must be immediately reported to the police.





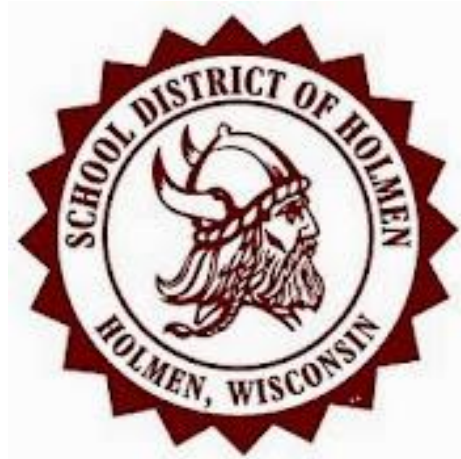
# Lubbock TX ISD

***Create a relationship and climate of trust with students and staff.*** The Lubbock ISD in Texas surveys students quarterly about bullying. One of the questions is which adult to you trust most in your school? Those adults are assigned to check in with those students regularly.



# School District of Holmen

***Identifying Troubled/Bullied Students.*** A Bathroom Box is a safe, confidential avenue for students to let school counselors know if they or someone they know needs extra support.



# Reach out every day...

***Reach out to a troubled student every day.*** Challenge every school administrator, teacher, coach, and custodian to reach out to one troubled student every day — a pat on the head, saying hello, or just asking “How is your day going?” Interceding when a student hits a bump in the road by showing them you truly care will reap great dividends. Become a hero to a troubled student. Affect our children’s lives by listening and by truly caring — not just teaching them math or science.



# Educate school employees on the early warning signs of a potentially violent student

- Depression.
- The individual telling others 'I'm depressed.'
- Drug and alcohol use.
- Threats of suicide.
- Stops hanging around with his/her usual friends.
- Change in eating habits.
- Noticeable change in dress.
- Grades begin to drop — low school interest.
- Low self-esteem.
- Individual is a loner.
- Does not fit into any peer group.
- An affiliation with gangs.
- An obsession with a particular person.



# Educate school employees on the early warning signs of a potentially violent student

- An obsession with violent acts, weapons, and bombs.
- Irresponsibility — they won't take responsibility for their actions; it's always someone else's fault.
- Individual is cruel to animals — they brag about it.
- Behavior changes — major mood swings.
- Threats of violence: always take them seriously — act on rumors.
- Inappropriate access to, possession of, and use of guns.
- Has brought a gun or other weapon to school in the past.
- Has a background of serious disciplinary action.
- Has little or no supervision/support from parents or responsible adults.
- Has been a victim of or witness to continual abuse — both physical and mental.
- Has been a victim of bullying and harassment.
- Expression of violence in writings and drawings.



## Learn to recognize the 'imminent' warning signs of a potentially violent student

- Possesses and/or uses a firearm or other weapon.
- Repeated suicide threats and statements.
- Detailed threats of lethal violence stating the time, place, and method.
- Development of a 'hit list.'
- Severe rage for minor reasons.
- Severe destruction of property.
- Serious physical confrontations with family members and other students.
- Seeks information on how to obtain a weapon such as a handgun.



# Student Committees

***Seek out your school's negative leaders and the less popular when asking for student input or when organizing committees within the school.*** Schools in particular have huge issues with student problem solving, tending to cater to the popular — the athletes or the best students. This type of naïve focus will only compound your problems.



# Peer Mediation Groups

***Consider developing peer mediation groups involving all types of children, from the straight 'A' student to the most troubled.*** During these peer mediation groups, provide equal responsibility to the most influential kids of the 'positive' and 'negative' groups to force them to interact with each other.

***Establish peer mediation groups that provide an opportunity for children to have a platform, establish membership, and a place for them to talk with a neutral person who will be honest with them.*** Each child deserves their turn to talk. No profanity or disrespect is allowed. Draw straws to see who talks first. You may not agree with what a child is saying or how they express themselves but it is important that you hear what they have to say.





# Disciplinary Code

***Develop a uniform disciplinary code.*** For example, if a child from a 'negative' group is disciplined, the star athlete better receive the same punishment for the same offense. Problem students have a strong idea of justice — listen to them. If your school disciplinary policy is unfair, your school will pay every day until justice is served.

***Don't lecture students, talk with them.*** Kids are not looking for another lecture when they screw up — they get enough of that at home. All students want to feel 'membership' in their school. Students are crying out for opportunities to make better choices with their lives — give it to them.



# Physical Building Controls

- *Secure all doors (bullet resistant coverings) – inside and out*
- *Immediate mass notification system*
- *Room Security Controls*



Thank you!

*Questions &  
Comments*

