

Follow-Up Interventions with a Student Who Has Bullied Others

Checklist

- Choose a private setting.
- Invite another staff person, if appropriate.

Meeting Outline

Here is an overview of what to say. A more detailed script is provided on the next page.

- “We are aware of the bullying incident and your involvement in this.”
- “I’d like you to talk about what happened.”
- Say:
 - “This is an act of bullying.”
 - “This is unacceptable behavior.”
 - “It is also against the school rules.”
 - “It must come to a *stop*.”
- If the student denies, blames the student who was bullied, or minimizes his or her behavior, say: “Now we are talking about *your* behavior.”
- “What will happen next is you’ll receive a consequence and we’ll be monitoring your behavior.”
- “We’ll be contacting your parents. Perhaps you’d like to make that call while we’re together.”
- “What can you do to improve the situation?”
- “I believe that you are capable of doing better, and I expect that you *will* do better. If not, the consequence will be . . .”
- “I’m going to check in with you in two to three days to see how things are going.”
- “I and other staff will be keeping ourselves informed about how you’re doing with your behavior.”
- “Thank you for talking with me about this.”

Consider the student’s potential need for counseling/additional referral. Meet with the student to follow up in two to three days.

Script

Note: The following script is meant to serve only as a guide. The script should not be read word for word. Adapt the language to fit the specific situation you are dealing with.

The Setting

Be sure to talk with the student who has been bullied first. You may want to ask another adult (such as another teacher, guidance counselor, or assistant principal) to be present for the meeting with the student(s) who bullied. Start by talking with the student who took a leadership role in the bullying and arrange for subsequent meetings with the other students who participated in the bullying (the “henchmen”), if there are some, right after. Choose a private, quiet room where other students cannot observe the meeting.

Example Discussion

Say: **We know from a number of sources that there are some students who have participated in excluding (name of student who was bullied) from sitting at the lunch table where you were sitting earlier today, and we also know that you knocked her lunch off the table. This is a form of bullying and we do not accept bullying at our school. Is there anything you want to say at this point?**

The bullying student is likely to deny or minimize the situation. Be prepared with facts about this incident and about previous bullying behaviors, and be prepared to discuss these with the student. If he or she tries to blame this on someone else, you might say: **Now we’re meeting to talk about *your* behavior.**

If the bullying student attempts to justify his or her actions by presenting the behavior of the student who was bullied as irritating or saying he or she “asked for it,” you might say: **Bullying is not accepted under any circumstances. If (bullied student’s name) needs to change his or her own behavior, we will help with that. If you think that (bullied student’s name)’s behavior is unacceptable, come and tell me or another adult. But we are talking about *your* behavior now, and you must stop bullying (bullied student’s name).**

Say: **As a result of this, (name a particular consequence) is going to happen. We will also be calling your parents to let them know what happened and to tell them we met with you. We will be closely watching your behavior and we fully expect you to do better. What do *you* think is needed in order to address what happened? What can you do to improve the situation?**

Ask the student to talk about changes he or she can make or behaviors that he or she can do to “make amends.”

Say: **We’re counting on you to make better decisions. If you don’t, then there will be more serious consequences.** (You might talk about the specific consequences the student will receive if he or she continues this bullying.) **Do you have any questions? We’re going to check in with you in two or three days to see how things are going.**

Quickly arrange meetings with the other students involved in bullying (the “henchmen”). Then talk about the situation with colleagues. Call the students’ parents. Be certain to mark your calendar to check in with these students in two to three days.

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