



EDUCATOR VIOLENCE: PREVENTION AND RESPONSE STRATEGIES FOR ESPS

Presenters:

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Objectives

- The nature of violence against educators
- Defining workplace violence
- Considerations for ESPs
- Prevention strategies that build positive relationship and communication



Violence Against Educators

POLL QUESTION: WHAT
GROUP OF EDUCATORS
REPORT EXPERIENCING THE
MOST INCIDENTS OF
VIOLENCE IN THE
WORKPLACE?



Violence Against Educators

According to the American Psychological Association study on educator violence, school support staff experienced the “highest rates of student physical violence, with 22% of staff reporting at least one incident of physical violence during COVID”

Violence Against Educators Can Be Defined as Workplace Violence

“Workplace violence is the act or threat of violence. It ranges from verbal abuse to physical assaults directed toward people at work or on duty. Violence can occur in any workplace and among any type of worker” – CDC- Center for Disease Control

“An action (verbal, written, or physical aggression) which is intended to control or cause, or is capable of causing, death or serious bodily injury to oneself or others, or damage to property. Workplace violence includes abusive behavior toward authority, intimidating or harassing behavior, and threats.” – DOL- Department of Labor

Areas of Concern

The nature of violence experienced by educators has raised concerns related to :

- Injury
- Incident Reporting
- Discipline Policies
- Professional Development – Prevention and Response Strategies
- School Safety Measures- Crisis Planning and Protective Equipment





Considerations

What workplace violence related issues should ESPs consider?

District Policies and Procedures

Know your workplace violence policies and procedures.

Policies and procedures may differ from state to state and school division to school division.

Knowing policies and procedures can assist in navigating the incident reporting process and understanding your rights and responsibilities.

District Policies and Procedures

Look Fors:

- Know where the district's policies and forms located
- How is workplace violence defined in your district?
- What are the policies and procedures in place for incident reporting
- Are there required workplace violence or safety trainings for ESPs in my school division?



Data Collection

Does your school division collect workplace violence data?

Many school districts collect injury data related to workplace violence. Accessing this type of data can assist in understanding the nature of violence against educators in your school division and potential prevention measures that can be used.

ESPs can also advocate for workplace safety surveys and assessments that can help support greater professional development and effective policies.

Incident Reporting

Each school division should have a process for reporting incidents of workplace violence.

When reporting incidents, be sure to include the events that occurred before and after the immediate event.

Reporting Systems should:

- Describe the incident
- Provide the location and time
- Provide the names of the parties involved
- Provide the names of witnesses
- Describe the nature and severity of any injuries

Incident Reporting

Incident reporting is key to educator violence response and prevention.



Data collected from incident reporting also supports the development of effective response measures.

Seeking Care and Monitoring Injuries

Injuries can range in severity. Regardless of the extent and nature, all injuries should be documented.

Remember to:

- Seek medical attention, if necessary
- Report the injury using the required reporting process and forms in your school division
- Inform an administrator and/or supervisor
- Maintain any documents related to your injury
- Monitor any ongoing injuries or pain
- Use any protective gear or equipment that is provided

Advocating for Support and Resources

- Make sure that you have access to professional development opportunities in your school division
- Ask about employee assistance programs to support educator wellness
- Ensure that you have access to incident report forms and procedures for incident reporting and worker's compensation programs
- Review school district occupational safety data to support advocacy for support and resources



Action Plan: Use the following form to plan your next action steps. Based on the information you have learned about workplace violence, answer the plan questions to help support your planning.

What action(s) could you take to learn more about workplace violence?	
What supports or resources are available in your school district?	
Where are your workplace violence forms located?	
Who could you contact if you need support?	
Other Notes:	

Action Plan



Prevention and Response

Current research indicates that factors ,such as, mental health access, toxic stress, school culture, and community issues are contributing factors to incidents of aggression and physical violence against educators.

Prevention and response measures that support positive student communication, relationship building, trauma-informed practices, and restorative justice practices are recommended for addressing underlying factors.



The Power of Building Relationships

Building healthy relationships with the students and the community is a vital strategy for fostering violence prevention.

Partner with:

- School Administration
- Teachers
- Students
- Parents
- Community Organizations



Positive Communication Strategies

Effective Communication:

- Can strengthen relationships and build rapport
- Can encourage open dialogue with students and adults
- Can build safe and supportive school environments





Using Positive Behavior Support Strategies

Behavior support strategies can be used across all school environments.

ESPs can implement support programs and strategies on the bus, in the cafeteria, in the halls, and in classrooms.

Positive behavior supports also help to build relationships and provide social and emotional supports for students.

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