Downloadable Tools from Bullying Leads To Hazing

National About These Tools

The tools in this section were developed to bring the concepts of **Bullying Leads To Hazing** book to life — to help educators, parents, and school leaders turn awareness into action. To help guide you to find the tools, there are chapter references in the book.

Each one is grounded in real-world experience, trauma-informed practice, and the emotional truths explored throughout these chapters. While inspired by proven prevention strategies, every tool is original and uniquely tailored to support the themes, voices, and values woven into this book.

You won't find these tools in any off-the-shelf program. They were designed to fit the reality of classrooms, cafeterias, locker rooms, and everyday life. They are flexible, practical, and intended for real use — whether you're starting a conversation, guiding a student, planning a workshop, or changing school culture one small step at a time.

These tools are yours to use, adapt, and share — with attribution, when appropriate. Together, they form a foundation for action, reflection, and lasting change.

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- Print individual tools for classrooms, small groups, or one-one-guidance.
- Share chapter-based PDFs with colleagues to focus on specific needs.
- Use the Complete Tool Set as your master reference for schoolwide planning.

Downloadable Tools from Bullving Leads To Hazing

★ Chapter 11: Building A Culture That Lasts

Student-Led Campaign Planning Kit: Campaigns That Speak Loudly

Workshop Design Guide – Empathy & Prevention

Community Partnership Starter Kit

School Climate Audit Checklist

Feedback Loop Toolkit — Including Student, Staff, and Family Voice

Sustainability Action Plan — Keeping Programs Alive and Growing

Am I Leading for Change?: Reflection Guide



Student-Led Campaign Planning Kit: Campaigns That Speak Loudly

Purpose:

To empower students to create and lead school-wide anti-bullying campaigns that are relevant, engaging, and built to last. This tool provides a framework for planning impactful messaging and organizing memorable events.

What's Included:

- Campaign Brainstorm Worksheet
- Sample Themes & Slogans
- Poster & PSA Creation Guidelines
- Social Media Launch Plan
- Weekly Challenge Templates
- Peer Leadership Roles

1. Campaign Brainstorm Worksheet

Use these prompts in a classroom, club, or leadership group to start your campaign.

- What change do you want to see in your school?
- How does bullying, exclusion, or silence show up here?
- What's one message you want every student to remember?
- What emotions should your campaign evoke?
- Who will lead, organize, and promote the campaign?

2. Sample Themes & Slogans

Use or adapt these examples — or create your own.

- Theme: "You Belong Here." Slogan: No One Eats Alone.
- Theme: "Kindness Isn't Quiet." Slogan: Speak Up. Step In.

- Theme: "Real Friends Don't Test You." Slogan: End the Dares.
- Theme: "Say Something Week." Slogan: Silence Protects the Bully Not the Target.

3. Poster & PSA Guidelines

Let students create materials with meaning.

Posters and PSAs should:

- Use real student quotes or stories (with permission)
- Highlight upstander actions, not just harm
- Be short, bold, visual and easy to share
- Include a clear call to action ("Join us at lunch," "Pledge today," "Tag kindness online")

4. Social Media Launch Plan

Student leaders can amplify their message online. Include:

- A custom hashtag (e.g., #BraveVoicesMS, #KindnessCounts)
- Daily challenges (e.g., "Post a compliment," "Share a story of courage")
- A campaign kickoff video filmed and edited by students
- A schedule of posts: 1–2/week for sustained engagement

5. Weekly Challenge Templates

Examples students can run with or modify:

- Monday: Compliment 3 people not in your friend group
- Tuesday: Invite someone new to sit with you
- Wednesday: Write a thank-you note to a classmate
- Thursday: Speak up when you hear something unkind
- **Friday:** Wear a bracelet to show you're a safe person

6. Peer Leadership Roles

Assign clear responsibilities to keep the momentum going:

Role	Description
Campaign Coordinator	Oversees timeline, logistics, and team
Social Media Lead	Manages campaign content and posts
Poster/Design Team	Creates visuals for hallways, events
Video & PSA Team	Films and edits student-led messages
Outreach Leader	Connects with staff, parents, and local media

Workshop Design Guide – Empathy & Prevention

Purpose:

To help schools and community groups plan interactive workshops that teach empathy, challenge harmful behaviors, and offer practical strategies for prevention and response.

Workshop Planning Template

Item	Details
Workshop Title	(e.g., "Courage to Speak," "What Does Safety Look Like?")
Audience	Students, Parents, Staff, Mixed
Facilitator(s)	Teachers, Counselors, Peer Leaders, Guest Speakers
Workshop Length	45–60 minutes (adjustable)
Learning Goals	Name at least 2 forms of bullying; Practice speaking up; Identify support options

Sample Activities for Engagement

1. Role-Playing Scenarios

Create 2–3 relatable situations where students or parents must choose how to respond. Examples:

- A student hears their friend call someone a slur.
- A group chat excludes one person and posts memes mocking them.
- A coach witnesses a senior player giving harmful "advice" to new teammates.

Debrief each role-play with questions:

- How did it feel to speak up (or stay silent)?
- What might have helped in that moment?

2. Storytelling Circle

Invite a student, parent, or staff member to share a personal story (5 min max) about bullying, being a bystander, or finding strength. Allow attendees to respond with one word or phrase (written or spoken). This builds trust and emotional connection.

3. Silent Spectrum Activity

Place signs around the room:

- Strongly Agree / Agree / Not Sure / Disagree / Strongly Disagree.
 Read out statements like:
- "If bullying happens online, it's not the school's responsibility."
- "Tattling and reporting are the same thing."
 Participants walk to their choice and discuss respectfully.

4. Empathy Mapping

Provide outlines or templates for students/parents to complete:

- What do you think this student is feeling?
- What might they be afraid of?
- What do they need from someone else?
- What would you want in that situation?

Encourages perspective-taking and deeper understanding.

a Printable Materials Provided:

- Workshop Planning Sheet
- Role-Play Scenarios & Scripts
- Empathy Mapping Template
- Spectrum Activity Prompts
- Post-Workshop Feedback Form

Community Partnership Starter Kit

Purpose:

To help schools identify, reach out to, and build meaningful partnerships with local organizations to expand bullying prevention efforts beyond school walls.

Step-by-Step: Building a Community Partnership

1. Identify Local Partners

Create a list of potential collaborators. Categories may include:

- Mental health organizations
- Youth-focused nonprofits
- Faith-based or cultural centers
- Local businesses or sponsors
- Foundations affected by bullying or loss

Tip: Look for organizations already invested in youth wellness, inclusion, or prevention.

2. Initiate Contact with Purpose

Craft a short message or email that includes:

- Who you are and what your school is doing
- Why you believe they could be a great partner
- A few specific ideas for collaboration
- An invitation to meet or discuss further

Sample Message Starter:

"We're building a school-wide initiative to prevent bullying and support student well-being. We admire the work your organization does and would love to explore how we might collaborate — from awareness events to support services. Could we meet to discuss?"

3. Co-Create the Plan

Let the organization offer ideas based on their strengths. Possible contributions:

Leading a parent workshop on digital safety

- Sponsoring a "Belonging Week" kickoff
- Hosting support circles after a serious incident
- Providing volunteers for campaign rollouts

Mutual benefit is key — ensure both sides feel valued.

4. Make It Official (Optional)

For long-term partnerships, draft a simple written agreement that includes:

- Purpose and scope of partnership
- Roles and responsibilities
- Dates or duration of commitment
- Communication expectations

Use our printable **Community Partner Agreement Template** to get started.

5. Celebrate and Share the Impact

Recognize your partners in newsletters, social media, and at school events. Examples:

- "Thank you to [Org Name] for supporting our empathy workshop!"
- Feature partner profiles on student-made posters or morning announcements.

Printable Materials Provided:

- Community Partner Outreach Email Template
- Partnership Brainstorm Worksheet
- Community Partner Agreement Form
- Impact Recognition Ideas List

School Climate Audit Checklist

Use this checklist to reflect on current school practices and identify areas for growth. For each item, note whether it is entirely in place, in progress, or needs attention.

- 1. Our school has a clear, up-to-date bullying prevention policy.
- 2. Students know how to report bullying in a confidential and safe manner.
- 3. Staff are trained annually on recognizing and responding to bullying.
- 4. All students receive regular instruction on empathy, digital safety, and upstander behavior.
- 5. We collect student feedback about safety, inclusion, and school climate at least twice per year.
- 6. Incident reports are reviewed monthly to identify trends or repeat concerns.
- 7. We offer student-led programs that foster a sense of belonging, cultivate leadership, and promote kindness.
- 8. We engage parents in meaningful conversations about bullying, both proactively and in response to incidents.
- 9. Our discipline policies include restorative options that prioritize accountability and healing.
- 10. School leaders model and communicate a zero-tolerance approach to cruelty.
- 11. Anti-bullying campaigns or awareness weeks are student-driven and renewed annually.
- 12. Progress is reviewed annually by a staff-student-family task force, and changes are made based on the findings.

Feedback Loop Toolkit — Including Student, Staff, and Family Voice

Use this toolkit to build a sustainable, transparent system of feedback that includes every voice in the school community.

Purpose:

To ensure that all stakeholders — students, staff, and families — are part of the reflection and improvement process around bullying prevention, emotional safety, and school climate.

Step 1: Gather Input from Students

- Design student surveys that ask about:
 - Emotional safety (Do you feel safe in classrooms? Hallways?)
 - Peer dynamics (Do you feel included? Respected?)
 - Reporting comfort (Would you report bullying? Why or why not?)
- Use focus groups or listening circles with diverse student voices.
- ✓ Invite students to analyze trends and help identify priority areas for change.
- Include open-ended prompts:
 - "What makes you feel safe at school?"
 - "What's something adults often miss?"

Step 2: Include Staff Reflection

- ✓ Create anonymous feedback forms for teachers, aides, counselors, and coaches.
- Ask:
 - Where do you see bullying happening most often?
 - What tools or support do you still need?
 - What's been most effective this year?
- ✓ Host cross-role roundtable discussions to build shared understanding and support.

Step 3: Invite Family Input

- Send short, judgment-free feedback forms home.
- Sample questions:
 - "Has your child talked about feeling unsafe or excluded?"
 - "Do you feel confident in how the school handles concerns?"
- Offer multiple formats (print, email, anonymous online).
- ✓ Host "Family Listening Nights" open spaces where caregivers can share stories, ask questions, and connect with school staff.

Step 4: Close the Loop

- Summarize findings and share a brief update with the school community: "Here's what we heard. Here's what we're doing next."
- Highlight changes made based on feedback to build trust.
- Acknowledge what still needs work and invite collaboration.

Reminder:

When students and families see that their voice matters, they're more likely to stay engaged — not just in moments of harm, but in building a better future.

Sustainability Action Plan — Keeping Programs Alive and Growing

Use this tool to embed anti-bullying values and student voice into long-term planning, staff training, and leadership transitions.

aning, and leadership transitions.		
Purpose: To prevent anti-bullying and inclusion work from fading due to staff turnover, budget cuts, or shifting priorities. Sustained change requires structure.		
Mission Integration		
 Is bullying prevention reflected in your school mission, vision, or core values? Are pro-empathy and anti-hazing statements visible in classrooms and communications? Have you reviewed and updated your student handbook and staff guide to reflect current values? 		
Annual Planning		
 □ Is there a yearly anti-bullying goal or focus area identified? □ Do you set aside calendar time for campaign weeks, workshops, and climate check-ins? □ Who owns the follow-up — and is it a team responsibility? 		
Leadership Transitions		
 Have you created a "handoff" document or onboarding guide for new staff and administrators? Does the anti-bullying task force have student and staff continuity year to year? Is there a process for preserving knowledge (e.g., shared folders, lesson archives, campaign templates)? 		
Staff Development		
 □ Are new staff trained on your approach to bullying prevention? □ Are returning staff refreshed annually on core values and response protocols? □ Do you recognize and reward staff who lead this work with consistency? 		

5. Student Leadership
 Are students actively involved in shaping programs and campaigns? Are student-led efforts documented and passed down from year to year? Have students been trained in mentorship, upstander behavior, or campaign planning?
6. Data & Accountability
 □ Do you track climate progress beyond behavior reports (e.g., feedback, surveys)? □ Are results shared transparently and used to revise plans? □ Is there a time each semester for reviewing and adjusting efforts?
Final Tip: Sustainability doesn't mean doing everything. It means choosing what matters — and making it impossible to forget.

Am I Leading for Change?: Reflection Guide

Use this guide to evaluate how your leadership choices directly impact school culture, student safety, and long-term bullying prevention. Best used during leadership retreats, planning days, or annual goal-setting.

Leadership Reflection Guide

For each prompt, pause, reflect, and respond honestly. Leadership is not perfection — it's commitment.

1. Vision & Modeling

- Do I consistently communicate that bullying and exclusion are not tolerated here?
- Have I taken a visible stand when harm has occurred even when it was uncomfortable or unpopular?
- In what ways do I personally model empathy, transparency, and accountability?

2. Staff Culture & Team Support

- Do my staff feel supported in addressing bullying, or afraid they'll be left to handle it alone?
- When staff members raise concerns about student harm or culture, how do I respond?
- What training, resources, or encouragement have I provided this year to empower my team?

3. Student Voice & Engagement

- Are students truly involved in shaping our prevention efforts or just included symbolically?
- When was the last time I asked students what safety and belonging mean to them?
- What systems are in place to hear and elevate student concerns?

4. Accountability & Growth

- Do we regularly evaluate our efforts and adjust when something isn't working?
- What data or stories have challenged my assumptions or leadership this year?

 Have I built a culture where mistakes are addressed without shame — and growth is possible?

5. Long-Term Impact

- If I left my role today, what anti-bullying values or structures would continue without me?
- Have I named and resourced successors or student leaders who can carry the mission forward?
- What legacy will I leave behind for the students who come after me?