



**NO BULLY**

# Pueblo City Schools

In the fall of 2016, No Bully was invited to partner with the Colorado Department of Education and implement our system in 26 Pueblo City Schools. In Pueblo, a mid-sized town of about 110,000 people, 90% of all students qualify for free or reduced lunch. It also faces high levels of violence, with double the murder rate of Brooklyn, New York. Early on in the three-year initiative, we asked one of the administrators in the Pueblo City Schools District what she wanted to accomplish through our partnership. Without hesitation, she replied, "We need to give people hope. That's what this town needs more than anything right now." We set out to do just that...

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We began by providing faculty and staff at the 26 schools with SEL training to support teachers with direct instruction. Parents and guardians were also offered a workshop to build foundational knowledge and skills for recognizing and resolving bullying. No Bully provided training to select staff and faculty in how to facilitate Solution Teams to resolve instances of ongoing bullying and harassment. In parallel to this No Bully coached school leadership in how to implement and sustain the No Bully System across their campuses.

- 85% of the trainees reported that the Solution Coach model was a more positive and productive response to bullying than what they had done before.
- 82% reported that the training gave them concrete tools to use to intervene effectively when they became aware of a bullying incident.
- 84% said that what they learned would enable them to be more effective in their role at school.
- In 90% of the Solution Teams conducted in Pueblo, the bullying target experienced an improvement in both the frequency and the intensity of bullying at the check in 3 months later

We hosted a Peace Summit for the community to bring everyone together. We knew from organizing previous Summits that sustainable change requires building a coalition, and so we worked with the Pueblo City Schools District to bring together the local government, public health institutions, nonprofits, religious communities and community-based businesses. The first community-wide Peace Summit was held on October 10, 2017 and was attended by nearly 500 students, parents, district staff, and members of the community. It was so successful that the school district decided to make it an annual tradition.

A core group of teachers and administrators responsible for implementing the No Bully initiative at their school were so inspired by the Peace Summit that they decided to set a goal to make their next parent night the most successful in the school's history. Their biggest priority was to create a night where parents learned about the school's efforts to stop bullying in partnership with No Bully. They dubbed the event a "Peaceful Night at Bessemer." The average turnout for a parent night before this event had been between 5 and 15 people. Thanks to the tremendous efforts of Bessemer's No Bully leadership team, more than 200 people participated in the parent night, the largest turnout for a parent night in the school's history. We are excited for Bessemer's record-breaking event because it demonstrates that real change can happen when the leaders of each school become the leading protagonists in the fight to end bullying.