

PROFILE OF THE ROLE OF PROFESSIONAL NURSING IN ANTI-BULLYING IN THE COMMUNITY: A SYSTEMS AND POLICY APPROACH

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Abstract

The U.S. has a federal mandate to confront "Bullying" in society and in the schools. (White House.gov, 2011; U.S. Department of Education, 2011)

The American Nurses Association Position Statement on "The Nurse's Role in Ethics and Human Rights: Protecting and Promoting Individual Worth, Dignity, and Human Rights in Practice Settings" (2010)

Bullying is the element in the misuse of power in all levels of society, beginning with the development of children, what they learn in their homes, schools, playgrounds, through to adults and the incivility of our public discourse today, including government and the nation's Capitol.

What follows is a holistic, systems model to educate adults first towards a humane approach to stop bullying, and in turn help heal communities – all of our responsibility.

Background

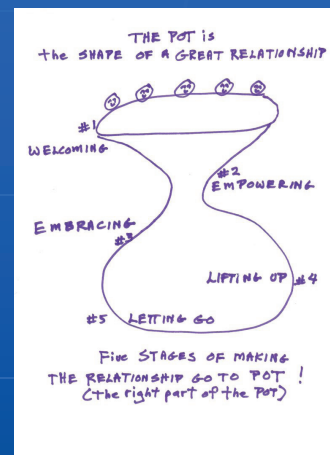
The role of the professional nurse to educate communities through exploration of values, thinking, and acting through Train the Trainer programs.

Adults then empower our youth to a life of service and humane interaction with the environment, leading to public policies reflecting a value system of civility in all manner of discourse. – politics.

The Five Stage Nursing Model Understand the Conceptual Base

1. The Developmental Approach: Toward Self-Actualization. The elevator is broken; take the steps
2. The Systems Approach: The Interdependence of Man. We need each other.
3. The Health-Illness Continuum: The Big Grey Zone. We are all somewhere in the middle.
4. The Person as Captain of his/her Health Care Team: Develop Empowered Consumers. Support.
5. The Empowering Environment: Community Co-Creation. Everyone's constant responsibility. ACT

Learn the Stages of Healthy Relationship Development



Get to stages 3 and 4: Mature and satisfying group relationships, with great functioning, learning and productivity happen there and ONLY there. Know how to get there in ALL of your basic human relationships: home, work, community.

1. Welcoming vs Ignoring "Getting to know you, all about you; Getting to like you, hope you like us."
2. Empowering vs Trampling "Learn to share power: Key and big block to success." We can work it out.
3. Embracing vs Distancing "We care about you: are here for you; spend time comfortably, warmth."
4. Lifting Up vs Squashing "You a beautiful, unique, very special self actualizing snowflake / flower."

"WE WILL TAKE AND STAND FOR YOU; STAND BY YOU AND SEE YOU THROUGH WITH LOVE & LIMITS"

5. Letting Go vs Disappearing "Now we let you go: State what special you have meant to me/us. Thank.

How

Community Action Teams (CATs) Can Conquer Bullying

"Groan" Up's First (Oh no, not me! Yes, you!)

CATs: A group of educated (trained) responders to a bullying episode who rise to the occasion and lead the way as a unit to prompt, efficient, and effective problem resolution, mobilizing all available resources without damaging and unnecessary delay.

Assist bullied, bully and bystanders. Transform bystanders into action takers.

Theme: We'll stand by you.

Principle: Do the right thing right the first time (or as soon as you possibly can. (Deming)

Who

CATs include community leaders - parents, teachers, business leaders, politicians, health care providers, librarians, police, church leaders, and any other concerned citizens

committed to taking action to eradicate all forms of bullying throughout the community.

People can learn how to act together and then benefit by living well together for the common good.

Community Action Team (CAT) members will initially:

* Organize formally under the Department of Health or Mental Health. Obtain signed pledges.

* Meet formally at least once a month and provide formal report to same.

* Adopt a written philosophy, plan, with values, rules, goals, member roles and objectives.

* Design an evaluation system that is easy to understand and use. Use sandwich technique.

Train the Trainer

METHODOLOGY

•Develop a Train the Trainer Certification Program for adults and CAT members through a university (Sacred Heart University). Use online, interactive techniques.

* Develop annual (or monthly, quarterly) refresher course with test. Use psychodrama.

* Offer courses to adults first in community settings and colleges.

* Coach adults to then design and educate children, teens, other adults. Use action techniques; role plays.

* Use a "teach the teachers" approach. Infuse the entire system. Teach top down.

EVALUATION

All new CAT members then take and pass both didactic and experiential course (incorporating role play or experiential learning) with actual exam (multiple choice 25 questions) and demonstration project.

This could be a play, a skit, a video, a poem, a song, a photo collage, a wiki, etc.

Be creative! Make it simple and fun.

WHO

Focus: EVERYONE!

Adults learn first as leaders, protectors, role models, care takers and teachers to young or those incapable and

hesitant or unwilling to learn, grow and change for the better.

Examples: Couples, families, friendships. NO ONE opts out. Not even YOU.

PURPOSE

To build healthy, loving, violence free relationships (physical, sexual, and emotional) throughout the community

where people of all ages can achieve their highest possible level of functioning - both

interpersonally and in high quality productivity for growth and development (learning, work, social ends).

Learn the Foundation of the Program

Balance unconditional love (I LOVE YOU NO MATTER WHAT) with reasonable and necessary limits and Boundaries

(THERE ARE RULES)

to achieve mutual humanistic empowerment leading to self actualization for individuals and/ or a couple (dyad) or small group. Significantly increase emotional nurturance while at the same time decreasing emotional abuse and neglect.

Flowers must keep growing: constant battering sickens and kills living things/people.

WHERE? Everywhere: homes, schools, the workplace, social or athletic clubs, places of worship, government

WHEN? Always!

Each and every person, leader and follower alike, have the right and responsibility to develop the emotionally nurturing environment at all times.

Simultaneously, all violence (physical, sexual and emotional) out NOW (immediately).

Requires Values shift: Eradicating emotional abuse is as important as, if not more important than, most other aspects of human life.

SOLUTION: Solve problem in 24 hour time frame using CATs. (Community Action Teams)

Rationale: Emotional abuse and neglect is as wrong as physical and sexual and just as damaging

Public Policy Implications

Local, National, Global

Total Community Involvement including Schools

Leadership of Professional Nursing and Responsible Adults to Guide

Train the Trainer Programs

University based Certification Program in Train the Trainer to spread Systems Model locally, nationally, globally

- * On-line
- * Didactic
- * Experiential
- * Evaluation
- * Creative teaching/learning strategies
- * Regular updates and feedback
- * Coordinate and Collaborate with White House, U.S. Department of Education, American Nurses Association initiatives
- * Educate legislators, policy makers

Contact Information:

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