



Solution Team & Coach  
Training of Trainers Brochure  
2012



The mission of No Bully is to bring innovative, long-term solutions to school bullying, harassment, and violence.

[www.nobully.com](http://www.nobully.com)

## 1 OVERVIEW

Join other trainers who share your commitment to ending student bullying at the next *No Bully* three-day training of trainers. Solution Team® and Solution Coach® are the new best practices for teachers, administrators, counselors, and other school and after-school staff in responding to student bullying. An independent study found that Solution Team and Coaching resolve student bullying in about 80% of cases, making these some of the most effective anti-bullying interventions ever. Once you have satisfactorily completed the training, *No Bully* will license you to deliver the Solution Team & Coach one-day workshop in educational settings across North America.

## 2 THE BULLYING EPIDEMIC

The United States has some of the highest levels of student bullying and conflict of any industrialized nation worldwide. Approximately one-third of students are involved in peer bullying, with the highest rates in elementary and middle school. Bullying habituates its perpetrators to aggression, and contributes to higher rates of school violence and criminality in adulthood. It is experienced by many of its targets as traumatic, causing chronic anxiety, depression, school absenteeism, and in extreme cases leads to suicide and school shootings. Bullying prevents significant numbers of students from developing a positive sense of self - a core developmental task of childhood - and from reaching their full potential in adulthood. In 2010, with a spate of student suicides caused by bullying, the United States began to wake up to the very real harm caused by bullying. Students and parents are becoming increasingly vocal that schools need to take action to become bully-free. Schools have a legal responsibility to provide a safe learning environment for their students. Failure to intervene exposes schools and school districts to lawsuits based on negligence, racial or sexual harassment, which includes failing to prevent students from targeting another student for being gay.<sup>1</sup> According to *Lawyers Weekly USA*, claims against school districts for student bullying and harassment are on the rise.

## 3 SCHOOLS NEED AN EFFECTIVE BULLYING RESPONSE SYSTEM

Despite the widespread harm caused by bullying, most US educators have received no effective training in how to address it. When they do intervene, schools traditionally rely on punishment. The implicit belief is that students who bully lack capacity for empathy. However, research shows that punishment is largely ineffectual to change student behavior, and that schools which subscribe to a zero-tolerance policy tend to experience higher levels of student aggression and lower levels of academic performance. Anecdotal evidence also suggests that punishment leads to retaliation against the target and makes the situation worse.

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<sup>1</sup> In *Flores v Morgan High School District* 324 F.3d 1130 (9<sup>th</sup> Cir. 2003) a claim was brought against the school district for failing to give students equal protection from discrimination on the basis of sexual orientation. The district settled the case for over \$1.1 million in addition to mandatory training for all school staff and all 7<sup>th</sup> and 9<sup>th</sup> grade students.

#### 4 THE NO BULLY SOLUTION TEAM & COACH WORKSHOP

The Solution Team & Coach Training is designed to train teachers, school and after-school staff and counselors in an effective bullying response system that they can implement immediately at their schools. Through a combination of scenarios, role-plays, and small group work, participants at this one-day workshop learn

- How to access student empathy and lead a team of students through all the stages of a Solution Team to solve the bullying of one of their peers.
- How to Solution Coach® students away from the role of bully and target through identifying and building missing social and emotional skills.
- How to make Solution Team and Solution Coach the foundation of their bullying response system.

Variety is the spice of life, and this Solution Team training uses many different modalities: slide shows, small groups, pairs, videos. It all flowed seamlessly. Plus, we were given plenty of breaks. The content was clearly presented. Nothing gimmicky. Easy to incorporate into our school day. No crazy products to buy. No DVDs or CDs or posters or anything to purchase. It was straightforward, data driven, proven strategies. I highly recommend it.

Liz Cowgill  
School Counselor  
Malibu High School

#### 5 WHAT ARE SOLUTION TEAM AND SOLUTION COACH?

Solution Team & Coach are best practices for how to address student bullying. They are based on the evolving research in neuroscience and evolutionary biology, which has uncovered the primacy that compassion and cooperative virtues hold for all humans from the first years of life onwards. They apply change processes derived from the problem solving approach of solution-focused therapy and from the team building that is at the heart of collaborative learning. The heart of the intervention is bringing together a team of students to solve the bullying of one of their peers. We called it **Solution Team®**

Solution Team involves a series of structured steps. The educator first asks the target of bullying if they want adult help. The educator then brings together a group of students (the solution team) that comprises the bully, bully-follower and some positive leaders in the classroom, but not the target. Team members are told that they are not being punished, but that one of their peers is suffering and that they have been specially chosen to address this situation. The Solution Team approach offers an opportunity for all the team members, including the perpetrators and supporters of bullying, and to take concrete steps to

I have facilitated four solution teams since attending the one-day training. The solution teams ranged from 2nd grade to 8th grade. I had to write to let you know they have had a 100% success rate. We showed the video clip from the No Bully website at the Parent's Club and the parents at our school are very appreciative of the "no bully" atmosphere we have created.  
Linda Ogle, Seventh Grade Teacher, Madera CA.

end the bullying out of their basic compassion and kindness. The educator listens to the student solutions, encourages them to support each other in taking action and follows up in two structured subsequent meetings over the following two weeks.

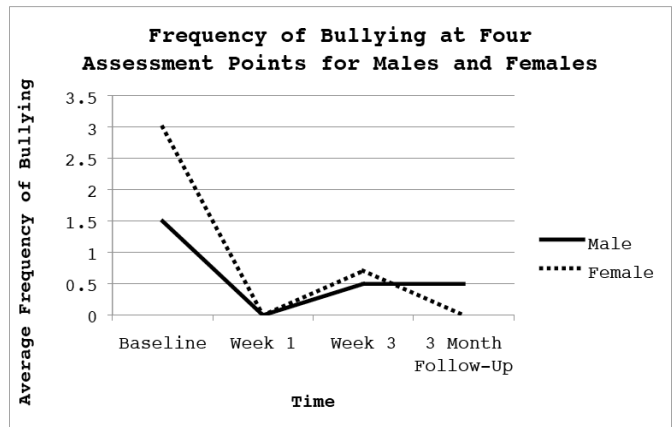
We've run about fourteen solution teams this year. Not only has it stopped the bullying in every case, but we are seeing mutual respect now between the students. It taps into the fundamental human value that everyone is good at heart  
 Greg Barnes  
 Assistant Principal  
 Bowditch Middle School

As *No Bully* trainees ran Solution Teams, it became apparent that the old paradigm of the target of bullying as innocent victim was flawed. Approximately half of all targets engage either in aggression or other non-adaptive social behaviors and Solution Teams were often vocal about the targets of bullying needing to change their ways. It was clear also that bullying students often need adult help in order to change their relational patterns. We developed Solution Coach as a simple protocol that any educator can follow in parallel with Solution Team to help a bully or target develop missing social and emotional skills. Solution Coaching is not intended to replace counseling, but rather to expand teacher capacity to respond to the social and emotional challenges of their students and to collaborate with parents in connecting their children to resources that can support positive social and emotional development.

**6 HOW EFFECTIVE ARE SOLUTION TEAM AND SOLUTION COACH AT ENDING STUDENT BULLYING?**

*No Bully* has certified over 600 educators from nearly two hundred elementary, middle and high schools across the United States in one-day trainings in Solution Team & Coach. *No Bully* receives e-mails and phone calls from educators that it has trained in Solution Team saying that they have achieved almost universal success in solving bullying situations. In 2011 *No Bully* received a grant from the Lynx Foundation through the offices of the Marin Community Foundation to train Marin County school districts in these new best practices.

During 2009-2010, Dr Alyssa Steiger tracked the success of participants in Solution Team trainings. She published her findings in her doctoral research study in 2010. Solution Team resolved student bullying in 80% of cases, and as her chart shows (see right) this held true three months later, making it one of the most effective anti-bullying interventions available.



## 7 WHAT ARE THE BENEFITS OF SOLUTION TEAM AND SOLUTION COACH?

In addition to ending the bullying of students in the vast majority of case, Solution Team & Coach

- Provide a real-life lesson in empathy, and a change of behavior for students who had previously engaged in bullying behaviors.
- Create positive change in the whole classroom where the Solution Team took place
- Equip schools with a bullying response system that they can use long-term without further training or cost.
- Over time, help schools develop a culture where students are more trusting of adult intervention, willing to seek adult help and have greater compassion for their fellow students.

## 8 SHOULD I APPLY?

This *No Bully* training of trainers is designed for:

- Teachers, administrators and counselors seeking to bring an effective bullying response system to their school.
- School district and county office personnel charged with bringing bullying prevention and safety to schools throughout their region.
- Independent educational consultants and trainers seeking to expand the professional development that they offer to include effective responses to student bullying.

Solution Team Trainers:

- Possess skill and experience in training adults.
- Promote and deliver the Solution Team and Coach training as independent trainers to teachers, staff and counselors at their school or at schools near them.
- Set and collect their own fees.
- Share our passion and commitment to preventing this generation of students from suffering what so many of us endured at school.

## 9 COST

Training takes place over three consecutive days for a training fee of \$750. *No Bully* provides each trainee with electronic copies of the keynote/PowerPoint presentation and detailed training guides. Certified trainers pay *No Bully* a special license fee for each Solution Team and Coach training that they deliver at the price of \$15 for each participant. *No Bully* supports certified trainers by providing free Solution Handbooks for each participant at their trainings. The Solution Handbook is an integral part of the training process and provides a clear protocol for how to run Solution Teams for students that are being bullied and how to Solution Coach students with especial social and emotional challenges. The full license agreement is contained at the end of this brochure.

## 10 WHEN IS THE NEXT TRAINING OF TRAINERS?

At the current time we have the following training scheduled. Visit <http://www.nobully.com/trainer.htm> for up to date information on upcoming trainings of trainers.

### **Northern California: Woodside, CA: April 27-29 2012 (from 12 pm Friday to 3 pm Sunday).**

Training will take place in the beautiful training loft at the NCEFT Equestrian Center in Woodside, California. Training fee is \$750, which includes training, training materials, light snacks and lunches throughout the weekend. The training center is close by hotels and motels in Redwood City and the Stanford University Area. (Ask us for recommendations.) The Center is within easy access of San Francisco and San Jose International Airports.

## 11 HOW DO I APPLY?

*No Bully* has a strong commitment to diversity. We encourage applications from individuals of all ethnicities, abilities, genders and those who are LGBTQ.

1. Download a [Trainer Application](#) from [www.nobully.com/trainer.htm](http://www.nobully.com/trainer.htm) and e-mail your completed application to [info@nobully.com](mailto:info@nobully.com).
2. Register [online](#) to reserve your place at the next training.
3. *No Bully* will contact you for a 30-minute phone interview to ensure that the training of trainers is right for you.
4. Receive a confirmation package and pre-training materials.
5. Complete a 30-minute phone appointment to discuss your pre-study assignments approximately three weeks prior to the training.

Feel free to e-mail or call the *No Bully* office with any questions.

## 12 NO BULLY

*No Bully* has been working in California schools since 2003 to develop and pilot effective long-term solutions to school bullying. *No Bully* obtained 501(c)(3) non-profit status in 2009 in order to scale its impact across California and schools nationwide. *No Bully* has developed effective strategies to help schools become bully free at a time when many organizations are vocal about ending bullying but lack real experience or solutions. *No Bully* stands out as non-partisan in a field where the largest players often have a special interest or are wedded to punitive approaches that increase student alienation from school. There is a strong need for a non-partisan approach when bullying targets so many aspects of diversity, including weight and body size, IQ, disability, race, economic status, gender norms and simply because a student dares to be different.

415-820-3956 \* [info@nobully.com](mailto:info@nobully.com) \* [www.nobully.com](http://www.nobully.com)

## **SOLUTION TEAM AND COACH TRAINER TRAINING AND LICENSE AGREEMENT**

### **PURPOSE OF THIS AGREEMENT**

The purpose of this agreement is to define the nature and extent of the training and personal license granted by *No Bully* to the Solution Team Trainer.

### **DEFINITIONS**

**No Bully**® is a California Public Benefit Corporation which has been granted 501(c)(3) non-profit status by the Internal Revenue Service of the Federal Government. Its registered office is located at 3389 22nd Street, San Francisco, California.

**Solution Team**® is a non-punitive anti-bullying intervention developed by *No Bully* under which an adult educator leads a team of students through a series of structured meetings and leverages their empathy to end the bullying of one of their peers.

**Solution Coach**® is a method of coaching developed by *No Bully* under which an adult combines empathy with action-oriented techniques to coach a student through a social and emotional challenge in their lives.

**The Solution Team and Coach training** is a one-day training designed to equip educators and counselors in Elementary, Middle and High School and After School Programs in implementing an effective bullying response system for their school.

The **Solution Handbook** is a book developed and copyrighted by *No Bully* for use by each participant at Solution Team and Coach trainings.

**No Bully**, **Solution Team** and **Solution Coach** are federally protected trademarks of which *No Bully* has exclusive use.

\_\_\_\_\_ (hereafter “**the Solution Team Trainer**”)  
has requested an Independent Trainer License (“the license”) to deliver the Solution Team and Coach training in his or her own name and to act as an independent trainer.

**1. Training in how to deliver the Solution Team and Coach training**

- a. *No Bully* shall provide the Solution Team Trainer with a three-day training of trainers in how to deliver the Solution Team and Coach training.
- b. The training of trainers includes observation of the Solution Team and Coach training delivered by *No Bully* staff, and teach-back sessions completed by workshop participants and feedback.
- c. The Solution Team Trainer shall pay to *No Bully* a fee of \$750 to secure a place on the three-day training of trainers. If the Solution Team Trainer cancels with at least 30 days advance notice, the full fee will be refunded less a \$100 processing charge. No refunds are given with less than 30 days advance notice, but applicants are offered the opportunity to enroll free of charge in a future training date.
- d. During the course of the training of trainers, *No Bully* shall in its complete discretion determine whether the Solution Team Trainer has satisfactorily completed the training program. The Solution Team Trainer shall not deliver the Solution Team and Coach training unless and until certified by *No Bully* as a Solution Team and Coach Trainer.

**2. Right to use Solution Team and Coach materials and trademarks.**

- a. In order to deliver the Solution Team and Coach Training, *No Bully* shall provide the Solution Team Trainer with a printed copy of training materials and one electronic copy of the keynote/PowerPoint presentation. These are copyright materials and are the intellectual property of *No Bully*. The materials so provided are referred to in this agreement as the "Licensed Materials".
- b. Trainer acknowledges and agrees that *No Bully* is the exclusive owner of the Solution Team and Solution Coach trademarks and the Licensed Materials and that *No Bully* retains copyright throughout the world.
- c. *No Bully* grants trainer a non-exclusive, terminable and non-transferable license to use the Solution Team and Solution Coach trademarks and Licensed Materials solely for trainer's personal use in delivering Solution Team and Solution Coach trainings.
- d. Trainer agrees not to assign, copy, share or part with possession of the trademarks or Licensed Materials to any third party for any purpose whatsoever.

**3. Independent Trainer**

- a. The Solution Team Trainer shall deliver the Solution Team and Solution Coach Training acting as an independent third party trainer, paying federal and state taxes and all costs associated with the Solution Team Trainer's business.
- b. The Solution Team Trainer shall refrain from any representations express or implied that he or she is employed by or working as an independent contractor for *No Bully*.
- c. The Solution Team Trainer is solely responsible for marketing and delivery of the Solution Team and Solution Coach Training and for his or her success and decisions independent of *No Bully*. *No Bully* does not make any warranties or representations as to the success of the Solution Team Trainer's independent business or the value or role of *No Bully* in that success.

- d. If any legal claim is made by a third party against *No Bully* resulting from any consultation, workshops or trainings delivered by the Solution Team Trainer, he or she agrees to indemnify and hold harmless *No Bully* from any claims, losses, liabilities, damages and expenses that are due to trainer's negligence or breach of this contract.

**4. License to deliver the Solution Team and Coach training**

- a. *No Bully* licenses the Solution Team Trainer after training and certification to market and deliver the Solution Team and Coach Training in any part of the United States of America either as a one-day training or as two half-day trainings.
- b. The Solution Team Trainer shall set and collect his or her own fee for workshop delivery, which fee shall be quoted inclusive of the cost of Solution Handbooks for each participant.
- c. The Solution Team Trainer agrees to pay a special license fee for each Solution Team and Coach training that she or he delivers (whether a full or half-day) calculated at the rate of \$15 for each participant, such sum to be paid to *No Bully* in advance of each training.
- d. Upon receipt of the special license fee and application, *No Bully* shall mail within three weeks free of charge to the Solution Team Trainer a Solution Handbook for each participant covered under the training license.
- e. In the case of large trainings (defined as one hundred or more participants at any one educational institution) or in the case of trainings outside the United States the Solution Team Trainer may request a special license. Upon successful negotiation and payment of a special license fee, the *No Bully* shall license the Solution Team Trainer to print Solution Handbook for all participants.

**5. Non-compete.**

- a. The Solution Team Trainer is free to conduct non-competing presentations, workshops and training programs that do not use the Licensed Materials or the intellectual property contained therein. The Solution Team Trainer agrees not to deliver presentations, workshops or training programs so similar or presented or marketed in such a way that they compete or are confused with the Solution Team and Solution Coach Training.

**6. Derivative Works.**

- a. Modifications of the Solution Team and Solution Coach Training are considered derivative works and belong to *No Bully*. Modifications include excerpts, translations, editorial revisions, interpretive matter, annotations, elaborations or other adaptations or forms of presentation that are based on the original *No Bully* work. Modifications may only be made with specific written permission from *No Bully*. If the Solution Team Trainer is asked to collaborate with *No Bully* to create a derivative product, *No Bully* will own the copyright for the product unless agreed differently in writing.

**7. Conduct.**

- a. In order to maintain the reputation of the Solution Team and Solution Coach Training, the Solution Team Trainer shall observe high standards of proper and ethical conduct when conducting these trainings, including but not limited to punctuality in delivery, creating an inclusive training environment and respect to all participants.

**8. Term of license**

- a. This agreement is for three years from the date of this agreement. Renewal is based on the Solution Team Trainer's attending a *No Bully* requalification program.
- b. Failure to fulfill any provision of this agreement will result in early termination. *No Bully* will provide notice of a specific breach of the agreement, and the Solution Team Trainer will have 30 days to resolve said breach. If the breach is not satisfactorily resolved within 30 days, *No Bully* may at its discretion terminate this agreement. When written agreement is required, agreement and signature may be provided either in writing, by fax or electronically.
- c. Upon and after the expiration or termination of this agreement, all rights granted to the Solution Team Trainer shall forthwith revert to *No Bully* and the Solution Team Trainer shall refrain from any further use of the Trademarks or the Licensed Materials.

**9. Disagreements**

- a. If any conflicts arise as to the meaning and effect of this agreement, *No Bully* and the Solution Team Trainer agree 1) to directly negotiate with each other; 2) to choose an independent third party mediator; and 3) if agreement still cannot be reached, instead of going to court, to use binding arbitration utilizing the American Arbitration Association, San Jose, CA with its rules.
- b. If *No Bully* and the Solution Team Trainer are not able to work out their problems in those ways, immediate irreparable injury could be caused for which injunctive relief is an appropriate remedy in addition to others.

**10. Entire Agreement**

- a. This written Agreement contains the entire terms and conditions of the license with *No Bully* and the terms and conditions of this Agreement may only be modified in writing by both the Solution Team Trainer and *No Bully*. This Agreement is binding upon any successor, assignee, corporation or partnership with whom Instructor is associated. The terms and conditions of this agreement shall govern and supersede any conflicting terms in any proposal or other contract document.

**11. Relevant law.**

- a. This agreement shall be governed by and construed in accordance with the laws of the State of California applicable to agreements made and to be performed therein.

*No Bully*

Agreement Accepted

\_\_\_\_\_  
Nicholas Carlisle,  
Executive-Director \_\_\_\_\_

\_\_\_\_\_  
Name:  
Date: \_\_\_\_\_