



QUICK GUIDE FOR DISRUPTIVE BEHAVIORAL INTERVENTION

What is Disruptive Behavior?

A student is considered disruptive when they engage in behaviors that interfere with normal teaching or administrative duties. Disruptive behavior comes in many forms and this guide serves as a quick reference for intervention. If you are unsure about what to do, or uncomfortable dealing with concerning behavior, please contact Public Safety (317)921-4806.

EARLY WARNING SIGNS

ACADEMIC DISTRESS:

- Extreme disorganization or erratic performance
- Written expression of violence, morbidity, despair, suicide, or death
- Patterns of perfectionism
- Overblown or disproportionate response to grades or evaluations

BEHAVIORAL/EMOTIONAL DISTRESS:

- Angry or hostile outbursts, yelling, or aggressive comments
- Repeated absences from class
- More withdrawn or animated than usual
- Expressions of hopelessness or worthlessness, crying or tearfulness
- Excessively demanding or dependent behavior

PHYSICAL DISTRESS:

- Deterioration in physical appearance or personal hygiene
- Excessive fatigue, exhaustion, falling asleep in class
- Visible changes in weight, noticeable cuts, bruises, or burns
- Frequent chronic illness
- Disorganized speech, rapid or slurred speech

IDENTIFYING LEVEL OF CONCERN

Level Of Concern	Action Steps
<p>Low: A situation that can be handled informally between you and the student, leading to a prompt resolution (i.e., disrespectful tone, inappropriate language, etc.)</p>	<ul style="list-style-type: none"> • Ask the student to stay after class to address the situation. Be respectful, clearly state the behavior, and define how the student should conduct themselves. • Provide the student with supportive resources. • This would fall under classroom management. However, it is important to complete an Incident Report so that if a pattern develops, we have documentation to refer to. Be sure to note in the report that the situation was addressed.
<p>Moderate: This would be an ongoing problem, or a more serious incident in the classroom/office area (i.e. challenge of authority, verbal confrontation, persistent refusal to adhere to classroom policies, etc.)</p>	<ul style="list-style-type: none"> • After class converse with the student about behavior and how they should conduct themselves. • Provide the student with supportive resources. • Submit an incident report, including details such as the concerning behaviors and how they were addressed.
<p>Heightened: This is where immediate danger is happening (i.e. threats of violence), or persistent disruptive behavior despite prior intervention</p>	<ul style="list-style-type: none"> • If there is immediate danger, contact Public Safety for assistance (317)921-4806. • Submit an Incident Report (after the area is safe). • Provide any documentation and a detailed written statement within your Incident Report.



DEALING WITH A DISRUPTIVE STUDENT

Disruptive behavior should not be ignored. Remain calm. Remind yourself that it is not about you; it is about the situation. Many disruptive situations involve anger or distress. Recognize that the period of peak anger usually lasts 20-30 seconds. During this period, your goal is to stabilize, slow, or reduce the intensity of the situation.

THE DO'S

- Use active listening
- Acknowledge the feelings of the student
- Use silence to allow the student space to talk it out
- Be aware of personal biases and beliefs
- Set limits by clearly stating the behavior of concern
- Be firm, steady, consistent, and honest
- Know your limitations
- Be aware of your body language, facial expression, tone of voice
- Focus on what you can do to help resolve the situation
- Make appropriate referrals
- Document the behavior in an incident report
- Seek consultation as needed

THE DON'TS

- Interrupt while student is sharing
- Minimize the situation
- Get into an argument or shouting match
- Blame, ridicule, or use sarcasm
- Touch the student
- Ignore warning signs that the student's emotions are escalating

TAKE IMMEDIATE ACTION

Call security at (317)921-4806 or 911 if the student threatens to injure, harm, kill or risk the safety of self or others. If they act in a frightening or threatening manner. If the student reports or initiates a threat or bomb scare.