Injuries to Teachers from Students

Your Presenters

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National Data

• 2015-16 School Year- 10% of public school teachers reported being threatened with injury by a student from their school.
  • 5.4% of teachers had actually been physically attacked. National Center for Education Statistics “Indicators of School Crime and Safety”

• Over 26% of all injuries were student-related; 8% resulted in lost work time
  • Assaults or violence against staff accounted for 13% of all workers’ comp injury claims from the educational sector in the 2012-15 school years. University of Minnesota Duluth “Student-inflicting injuries to staff in schools: comparing risk between educators and non-educators September 20, 2017”

National Data

• Metropolitan districts had a higher rate of injury than non-metropolitan districts

• Intermediate* districts had the highest rate of student-related total claims, which was over seven times higher than the rate among public schools overall.

• Rates of more severe lost-time claims were almost tenfold higher in intermediate* districts versus public schools.

• Women experienced double the rate of student-related injury compared with men.

*“Intermediate” is defined as a school district formed as a cooperative effort of two or more school districts offering integrated services for secondary, post-secondary, and adult students in the areas of vocational education, special education, and other authorized services.
National Data

- Special Education Aides experienced the highest rate of injury
  - Educational Aides experienced the second highest
- Special Education Aides experienced the highest rate of lost-time claims
  - Transportation employees were the second highest

Claims Data for STSIG & SIA

<table>
<thead>
<tr>
<th>Injuries Physically Caused By Students v. All Other Causes</th>
<th>FY 2013/2014 - 2017/2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Caused Claims</td>
<td>798 20%</td>
</tr>
<tr>
<td>All Other Causes</td>
<td>3100 80%</td>
</tr>
</tbody>
</table>
Claims Data SIG

STSIG/SIA compared to SIG
Physical Injuries from Students
FY 2013/14 – 2017/18 Frequency
Top 5 Causes of Loss
STSIG/SIA compared to SIG
Physical Injuries from Students
FY 2013/14 – 2017/18 Severity
Top 5 Nature of Injury

<table>
<thead>
<tr>
<th>Nature of Injury</th>
<th>STSIG/SIA</th>
<th>SIG</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strain/Sprain</td>
<td>$3,238,453</td>
<td>$3,036,704</td>
</tr>
<tr>
<td>Bruise/Contusion</td>
<td>$805,597</td>
<td>$1,399,283</td>
</tr>
<tr>
<td>Abrasion/Scratch</td>
<td>$57,827</td>
<td>$207,887</td>
</tr>
<tr>
<td>Concussion</td>
<td>$23,883</td>
<td>79,748</td>
</tr>
<tr>
<td>Bite</td>
<td>$127,404</td>
<td>39,975</td>
</tr>
<tr>
<td>All Others</td>
<td>$57,827</td>
<td>135,576</td>
</tr>
</tbody>
</table>

STSIG/SIA compared to SIG
Physical Injuries from Students
By Fiscal Year - Severity

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>STSIG/SIA</th>
<th>SIG</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2013/14</td>
<td>$1,638,154</td>
<td>$1,320,838</td>
</tr>
<tr>
<td>FY 2014/15</td>
<td>$733,592</td>
<td>$1,614,890</td>
</tr>
<tr>
<td>FY 2015/16</td>
<td>$424,378</td>
<td>$475,496</td>
</tr>
<tr>
<td>FY 2016/17</td>
<td>$875,430</td>
<td>$953,367</td>
</tr>
<tr>
<td>FY 2017/18</td>
<td>$615,902</td>
<td>$534,580</td>
</tr>
</tbody>
</table>
"Genes alone don’t tell the whole story. Recent increases in chronic diseases like diabetes, childhood asthma, obesity or autism cannot be due to major shifts in the human gene pool as those changes take much more time to occur. They must be due to changes in the environment, including diet and physical activity, which may produce disease in genetically predisposed persons."

Francis S. Collins, M.D., Ph.D.
Director, National Human Genome Research Institute

Epigenetics

• Fat Gene- FTO
• 2 alleles
  • Average of 7 lbs. heavier
• Expression of the gene is affected by:
  1. Exercise
  2. Diet
  3. Emotional state

https://www.cdc.gov/obesity/data/prevalence-maps.html
Epigenetics

• Learning Disabilities and Behavioral Disorders are not genetic.
• They are environmental or Epigenetic
• This means they are potentially correctable

Special Education Statistics

More than half the kids in special education are classified as having LD or OHI. LD is the largest of the 13 disability categories covered under the Individuals with Disabilities Education Act.
Autism Spectrum Statistics

- 1:500 1\textsuperscript{st} child; 1:20 2\textsuperscript{nd} child; 1:3 3\textsuperscript{rd} child
  - If one autistic identical twin is identified, then 90% chance the other sibling will too. \textit{Scientific American Jan 6, 2010}

- Autistic Spectrum Disorders are now being diagnosed 1:59 in children 8 years old-2014 (In 2000 1:150)

- Improved diagnosis only explains a small portion
  - Environment is the rest. \textit{John Hopkins Bloomberg School of Public Health}

- Economic Costs-CDC website
  - Intensive Behavioral Interventions $40K-$60K per year
  - The average medical expenditures with Autism Spectrum Disorders exceeds the general population by $4,100-$6,200 per year

Regions of the Brain

\textit{Lateralization of Cerebral Functions}

\begin{tabular}{|c|c|}
\hline
Left hemisphere & Right hemisphere \\
\hline
Olfaction, right nasal cavity & Olfaction, left nasal cavity \\
Verbal memory & Memory for shapes \\
Speech & (Limited language comprehension, mute) \\
\hline
\end{tabular}

- Right hand - motor control
- Feeling shapes with right hand
- Hearing vocal sounds - left ear advantage
- Rational, symbolic thought
- Superior language comprehension
- Vision, right field
- Olfaction, left nasal cavity
- Memory for shapes
- (Limited language comprehension, mute)
- Left hand motor control
- Feeling shapes with left hand
- Hearing nonvocal sounds - left ear advantage
- Musical ability
- Intuitive, nonverbal thought
- Superior recognition of faces and spatial relationships
- Vision, left field
Hemispheric Lateralization

**Left Brain**
- Literal
- Curious, impulsive actions
- Small picture
- Verbal Communication
- Fine Motor
- IQ
- Math calculations
- Linear and logical thinking
- Likes routine, sameness, familiarity
- Practical/Deliberate

**Right Brain**
- Metaphorical
- Cautious, safe actions
- Big picture
- Nonverbal communication
- Gross Motor
- EQ
- Math Reasoning
- Understanding abstract concepts
- Likes newness, novelty
- Intuition (gut feeling)

Move Well, Eat Well, Think Well, To Be Well
Movements and Thoughts

- If you have a movement disorder, you will have a thought process or learning disability
- If you have a thought process disorder or learning disability, then you will have a movement disorder
- They are one in the same

*Infantile Reflexes Gone Astray in Autism*  2004 University of Florida Study

The Gut-Brain and Brain-Gut Axis
How Childhood Trauma Affects Health Across a Lifetime /Nadine Burke-Harris M.D.

- 67% of the population had at least 1 adverse childhood event (ACE)
- 1/8th of the population had 4 or more
- Dose Response Relationship
  - 4 or more ACEs: COPD 2.5x
    - Hepatitis 2.5x
    - Depression 4.5x
    - Suicide 12x
  - 7 or more ACEs: Lung Cancer 3x
    - Heart Disease 3x
Head Down vs Head Up

Allopathic
• Work Hardening
• Situational Awareness
• ProAct/CPI
• Tools
• Training for ALL staff

Holistic
• Community Matters
• Dude. Be Nice (DBN)
• Trauma-Informed in Education
• ACEs Connection
• Functional movement exercises

Allopathic: the treatment of disease by conventional means, i.e., with drugs having opposite effects to the symptoms.

• **Work Hardening**: physical conditioning to build muscular structure to support frequent or intense conditions
• **ProACT**: Professional Assault Crisis Training
• **CPI**: Behavior intervention techniques including nonviolent crisis intervention, de-escalation, classroom management, and safe restraints
• **Tools**: Wearing Kevlar sleeves or multiple layers of clothing, barriers, or other means to prevent or mitigate injury
Injury Prevention/Mitigation

- Physical training programs
  - Lifting
  - Blocking
  - De-escalation
  - Yoga/Flexibility
- Mental training programs
  - Mindfulness
  - Support groups (EAP?)
  - School psychologist availability
  - Conflict resolution skills
- Wellness: Prevent absenteeism (and reduce the use of substitutes)
  - Hand washing
  - Nutrition
  - Meditation
  - Financial well being

Holistic: characterized by the treatment of the whole person, taking into account mental and social factors, rather than just the physical symptoms of a disease.

- Community Matters: Improving the social-emotional climate in schools with a variety of programs.
- Dude. Be. Nice: Provides tools to build communities that support kindness and compassion
- Creative Behavior Systems: Trauma-informed education that brings together proven systematic behavioral communication and conflict resolution strategies to diffuse, calm and heal so schools become more resilient
- Brain Balance Centers: A non-medical and drug-free approach to overcoming the challenges of ADHD, learning disabilities, processing disorders, Asperger Syndrome, and a host of other related childhood learning and developmental issues
Behavior Intervention Plan: Staff Safety

• Emergency measures are not a substitute for a systematic Behavior Intervention Plan (BIP)

• Interventions for the safety of students and staff
  • Seclusion – only for de-escalation and calming, not punishment
    • Staff observation and monitoring is critical
    • Room configured to remove potentially harmful items, i.e. pencils, etc.
  • Sensory intervention
    • Tactile
    • Visual/Auditory/Olfactory
  • Other interventions

• Staff Safety needs to be a consideration of and in alignment with the BIP
  • It is required that staff be able to make direct eye contact
  • Positioning is important

Behavior Emergency Reports

• BER = Behavior Emergency Reports
  • District or site specific (preschool vs. high school)
  • Prompt documentation protocol
  • Parent communication
  • Data Collection

• What triggers the need for emergency intervention?
  • Serious property damage
  • Threat of injury to self or others
  • Dangerous behavior vs. Non-compliance

• Any injuries need to be documented
  • Including staff
Liability Claims Mitigation Strategies

- Document, document, document
  - Staff training
    - Sexual Abuse Mandated Reporting
  - Changes in IEP’s
  - BIPs and BERs
- Follow the IEP and do not make adjustments without parental consent in writing
- Consistent legal defense of Special Ed related claims
- Involve defense counsel early
- Invest in PR
- Understand the Title IX interface

Resources

- Dude.be nice [https://www.dudebenice.com/](https://www.dudebenice.com/)
- Creative Behavior System [https://www.creativebehaviorsystems.com/](https://www.creativebehaviorsystems.com/)
- ACE’s Connection [https://www.acesconnection.com/](https://www.acesconnection.com/)
- Pro-Act [https://proacttraining.com/](https://proacttraining.com/)
- Crisis Prevention Institute (CPI) [https://www.crisisprevention.com/](https://www.crisisprevention.com/)
- Brain Balance Centers [https://www.brainbalancecenters.com/](https://www.brainbalancecenters.com/)
- Primitive Reflex Exercises [https://www.youtube.com/watch?v=ajx2szLE9Vg&list=PLrr3z_jrKBLu_qTpi_PFY8lzYv4l7LN6-](https://www.youtube.com/watch?v=ajx2szLE9Vg&list=PLrr3z_jrKBLu_qTpi_PFY8lzYv4l7LN6-)
- Paper Tiger- Movie on Amazon Prime [https://www.youtube.com/watch?v=KdDr_nZOIXc](https://www.youtube.com/watch?v=KdDr_nZOIXc)