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## Kognito Step In, Speak Up!

### Program Description

Kognito Step In, Speak Up! (SISU) is an online, professional development simulation designed to assist middle school and high school educators in understanding and addressing challenges faced by LGBTQ youths. The program aims to increase educators' ability to 1) address instances of LGBTQ harassment or bullying, 2) use gender-neutral language in the classroom, 3) identify LGBTQ students at risk of psychological distress, and 4) help students seek support. The program is intended to be provided to administrators, staff, and educators of 6th- through 12th-grade students.

Through SISU simulations, participants interact with animated, responsive virtual students. The simulation includes an introduction in which student guides explain the challenges that LGBTQ students face. The student guides provide tips, feedback, and resources throughout the course. Participants then practice two role-play situations. In the first, Prevention Harassment, participants assume the role of a teacher who observes students insulting each other using disrespectful terms, and decides how to manage the situation. In the second, Reaching Out, participants practice speaking with a student who has been harassed by another student. SISU also teaches participants how to employ motivational interviewing (MI), which is a counseling approach that integrates open-ended questions, affirmations, reflective listening, and summarizing the client's self-assessments.

The self-paced simulation is completed by participants once and takes between 45 and 90 minutes to complete.

This intervention targets practitioners. Therefore, this review includes outcomes for practitioners who participated in the intervention.

### 🔍 Evaluation Findings by Outcome

Outcome: Self-Concept

<b>Program Effects Across all Studies</b>	<p>This program is effective for improving self-concept. The review of the program yielded strong evidence of a favorable effect. Based on one study and three measures, the average effect size for self-concept is .61 (95% CI: .55, .64).</p> <p><a href="#">Click here</a> to find out what other programs have found about the average effect sizes for this outcome.</p>
<b>Key Study Findings</b>	<p>Bradley et al. (2016) found statistically significant between-group differences for self-concept. Faculty and staff in the intervention group reported an increase in their perceived preparedness, likelihood, and self-efficacy to support and create a safe environment for students in psychological distress, compared with faculty and staff in the control group, at immediate posttest.</p>
<b>Measures</b>	<p>Bradley et al. (2016): Gatekeeper Behavior Scale</p>
<b>Additional Details</b>	<p>None provided.</p>

### Study Evaluation Methodology

### References

### Resources for Dissemination and Implementation \*

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## Program Snapshot

### Evidence Ratings

 Self-Concept

### Program Contact

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▼ Evaluation Findings by Outcome

▲ Study Evaluation Methodology

Bradley et al. (2016)

<b>Study Design Narrative</b>	Middle school and high school faculty and staff from five states were recruited through email and by word of mouth to participate in the study. Eligible participants were randomly assigned to the intervention group or the control group. Given the brief period between the pretest and posttest assessments, control group pretest scores were compared with intervention group posttest scores. There were no statistically significant differences between the intervention and control groups on any demographic variables similar at baseline.
<b>Sample Description</b>	Participants were 1,390 middle school and high school faculty and staff interested in online training to better understand and serve LGBTQ youths. There were 674 in the intervention group and 716 in the control group. The race, ethnicity, sex, and age of participants was not provided. There were no statistically significant between-group differences at pretest on any of the outcome variables.

▼ **References**

▼ **Resources for Dissemination and Implementation \***

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**Program Snapshot**

**Evidence Ratings**

 Self-Concept

**Program Contact**

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**Program Type**

Mental health promotion

## STUDIES REVIEWED

Bradley, E., Albright, G., McMillan, J., & Shockley, K. (2016). *The impact of a digital role-play professional development simulation: Middle school & high school educators and staff interact with emotionally responsive virtual students to learn how to support LGBTQ youth and identify, talk to and refer students in psychological distress*. Unpublished manuscript.

## SUPPLEMENTAL AND CITED DOCUMENTS

Albright, G. L., Davidson, J., Goldman, R., Shockley, K. M., & Timmons-Mitchell, J. (2016). Development and validation of the Gatekeeper Behavior Scale. *Crisis, 37*(4), 271–280.

## OTHER STUDIES

None provided.

## ☑ Resources for Dissemination and Implementation \*

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## Program Snapshot

### Evidence Ratings

☑ Self-Concept

### Program Contact

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## Resources for Dissemination and Implementation \*

*\* Dissemination and implementation information was provided by the program developer or program contact at the time of review. Profile information may not reflect the current costs or availability of materials (including newly developed or discontinued items). The dissemination/implementation contact for this program can provide current information on the availability of additional, updated, or new materials.*

### Implementation/Training and Technical Assistance Information

According to the developer, Kognito Step In, Speak Up! (SISU) was developed in 2013 and has been implemented in over 100 sites throughout the United States.

The implementation process occurs through online meetings with a Kognito account manager. The meetings provide information about 1) how users will access the simulation, 2) the implementer's role, 3) the administrative toolset for tracking and evaluating users, 4) how to integrate information about local mental health resources, 5) dissemination materials and templates, and 6) implementation best practices. The implementer is also provided with an Admin Implementation Guide, a Best Practices Tip Sheet, and a Quick Start Guide.

The account manager is available throughout the duration of the contract period to answer follow-up questions and provide technical assistance through ongoing phone calls. In addition, technical support is available to users via email. The SISU program has a user-tracking system to collect completion data, including the number of users who have launched and completed the program, the number of users who have accessed local resources, demographic information about the users (i.e., role, gender, race/ethnicity), and school-to-school comparisons of data. Implementers have access to user-completion data through a password-protected administrator portal. Implementers can also administer up to three surveys (i.e., a pre, post, and 3-month follow-up) to obtain feedback on the program. Upon request, implementers can also receive quarterly updates from Kognito that include a status report and a phone call to support progress monitoring and adjusting to changing conditions in the school or region.

### Dissemination Information

Because SISU is designed to be administered centrally by an agency, disseminating information to stakeholders may be required at multiple levels: state, county, community, district, school, and individual users. Kognito provides assistance in developing dissemination plans, as well as dissemination materials designed for use by implementing agencies and by school leadership. Dissemination materials include PowerPoint presentations, flyers, announcements, videos, and resource packets.

### Summary Table of RFDI Materials

Description of item	Required or optional	Cost	Where obtained
<b>Implementation Information</b>			
Admin Guide Manual, Intended for high-level	Required	Free	<a href="http://resources.kognito.com/k12/Administrator_Guide.pdf">http://resources.kognito.com/k12/Administrator_Guide.pdf</a>

administrator, Available online				
Best Practices Tip Sheet, Intended for high-level administrator, Available online	Required	Free	<a href="http://resources.kognito.com/k12/TipSheet_K12.pdf">http://resources.kognito.com/k12/TipSheet_K12.pdf</a>	
Quick Start Guide, Intended for high-level administrator, Available online	Required	Free	<a href="http://resources.kognito.com/k12/Quick_Start_Guide.pdf">http://resources.kognito.com/k12/Quick_Start_Guide.pdf</a>	
Live and Recorded Webinars, Intended for high-level administrator, Available online, approximately 30 minutes each	Optional	N/A	<a href="http://resources.kognito.com/k12/Webinars.pdf">http://resources.kognito.com/k12/Webinars.pdf</a>	
Onboarding Webinar, Intended for high-level administrator, Available online, approximately 30 minutes	Required	N/A	Contact program supplier: Jennifer Spiegler <a href="mailto:jennifer.spiegler@kognito.com">jennifer.spiegler@kognito.com</a>	
Reports and Surveys, Intended for high-level administrator, Available online	Required	N/A	Contact program supplier	
Discussion Guide, Intended for high-level administrator, Available online	Optional	Free	<a href="http://resources.kognito.com/k12/SISU_DiscussionGuide.pdf">http://resources.kognito.com/k12/SISU_DiscussionGuide.pdf</a>	
<b>Dissemination Information</b>				

Presentation Slides for a Faculty/Staff Meeting, Intended for faculty, staff, or administrators	Optional	Free	Contact program supplier
Promotional Flyer, intended for faculty or staff	Optional	Free	<a href="http://resources.kognito.com/k12/LGBTQ.pdf">http://resources.kognito.com/k12/LGBTQ.pdf</a>
E-mail and Newsletter template, Intended for faculty or staff	Optional	Free	<a href="http://resources.kognito.com/k12/SISU_Email.doc">http://resources.kognito.com/k12/SISU_Email.doc</a>
A Video Walk Through, Intended for faculty or staff	Optional	Free	<a href="http://resources.kognito.com/stepin/video_walkthrough.mp4">http://resources.kognito.com/stepin/video_walkthrough.mp4</a>
Bullying Prevention Month Resource Packet, Intended for faculty, staff, or administrators	Optional	Free	<a href="http://resources.kognito.com/k12/bullying/Resources_Packet.pdf">http://resources.kognito.com/k12/bullying/Resources_Packet.pdf</a>
Sample Calendar Outreach, Intended for high-level administrator	Optional	N/A	<a href="http://resources.kognito.com/k12/Scheduling_Outreach.pdf">http://resources.kognito.com/k12/Scheduling_Outreach.pdf</a>

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### Evidence Ratings

 Self-Concept