

**Safe School Climate Policy**

The Madison Board of Education (the “Board”) is committed to creating and maintaining a physically, emotionally, and intellectually safe educational environment free from bullying, teen dating violence, harassment and discrimination. In order to foster an atmosphere conducive to learning, the Board has developed the following Safe School Climate Plan, consistent with state law and Board policy. This Plan represents a comprehensive approach to addressing bullying, cyberbullying and teen dating violence and sets forth the Board’s expectations for creating a positive school climate and thus preventing, intervening, and responding to incidents of bullying and teen dating violence.

Bullying behavior and teen dating violence are strictly prohibited, and students who are determined to have engaged in such behavior are subject to disciplinary action, which may include suspension or expulsion from school. The district’s commitment to addressing bullying behavior and teen dating violence, however, involves a multi-faceted approach, which includes education and the promotion of a positive school climate in which bullying will not be tolerated by students or school staff.

**I. Prohibition Against Bullying, Teen Dating Violence and Retaliation**

A. The Board expressly prohibits any form of bullying behavior and teen dating violence on school grounds; at a school-sponsored or school-related activity, function or program whether on or off school grounds; at a school bus stop; on a school bus or other vehicle owned, leased or used by a local or regional board of education; or through the use of an electronic device or an electronic mobile device owned, leased or used by the Board.

B. The Board also prohibits any form of bullying behavior outside of the school setting if such bullying (i) creates a hostile environment at school for the student against whom such bullying was directed, (ii) infringes on the rights of the student against whom such bullying was directed at school, or (iii) substantially disrupts the education process or the orderly operation of a school.

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35 C. The Board further prohibits any form of teen dating violence outside of the school  
36 setting if such violence substantially disrupts the educational process. The Board  
37 does not condone any form of bullying or teen dating violence.

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39 D. In addition to prohibiting student acts that constitute bullying, the Board also  
40 prohibits discrimination and/or retaliation against an individual who reports or  
41 assists in the investigation of an act of bullying and/or teen dating violence.

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43 E. Students who engage in bullying behavior or teen dating violence in violation of  
44 Board policy and the Safe School Climate Plan shall be subject to school  
45 discipline, up to and including expulsion, in accordance with the Board's policies  
46 on student discipline, suspension and expulsion, and consistent with state and  
47 federal law.

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49 **II. Definition of Bullying**

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51 A. **“Bullying”** means the repeated use by one or more students of a written, oral, or  
52 electronic communication, such as cyberbullying, directed at or referring to  
53 another student attending school in the same district, or a physical act or gesture  
54 by one or more students repeatedly directed at another student attending school in  
55 the same school district, that:

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57 (1) causes physical or emotional harm to such student or damage to such  
58 student’s property;

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60 (2) places such student in reasonable fear of harm to himself or herself, or of  
61 damage to his or her property;

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63 (3) creates a hostile environment at school for such student;

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65 (4) infringes on the rights of such student at school; or

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(5) substantially disrupts the education process or the orderly operation of a school.

B. Bullying shall include, but not be limited to, a written, verbal or electronic communication or physical act or gesture based on any actual or perceived differentiating characteristics, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, socioeconomic status, academic status, physical appearance, or mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics.

**III. Other Definitions**

A. **"Cyberbullying"** means any act of bullying through the use of the Internet, interactive and digital technologies, cellular mobile telephone or other mobile electronic devices or any electronic communications.

B. **"Electronic communication"** means any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photoelectronic or photo-optical system.

C. **"Hostile environment"** means a situation in which bullying among students is sufficiently severe or pervasive to alter the conditions of the school climate.

D. **"Mobile electronic device"** means any hand-held or other portable electronic equipment capable of providing data communication between two or more individuals, including, but not limited to, a text messaging device, a paging device, a personal digital assistant, a laptop computer, equipment that is capable of playing a video game or a digital video disk, or equipment on which digital images are taken or transmitted.

97 E. **"Outside of the school setting"** means at a location, activity or program that is  
98 not school related, or through the use of an electronic device or a mobile  
99 electronic device that is not owned, leased or used by the Board.

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101 F. **"Prevention and intervention strategy"** may include, but is not limited to,

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103 (1) implementation of a positive behavioral interventions and supports process or  
104 another evidence-based model approach for safe school climate or for the  
105 prevention of bullying identified by the Department of Education,

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107 (2) school rules prohibiting bullying, teen dating violence, harassment and  
108 intimidation and establishing appropriate consequences for those who engage  
109 in such acts,

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111 (3) adequate adult supervision of outdoor areas, hallways, the lunchroom and  
112 other specific areas where bullying is likely to occur,

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114 (4) inclusion of grade-appropriate bullying and teen dating violence education  
115 and prevention curricula in kindergarten through high school,

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117 (5) individual interventions with the bully, parents and school employees, and  
118 interventions with the bullied child, parents and school employees,

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120 (6) school-wide training related to safe school climate,

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122 (7) student peer training, education and support,

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124 (8) promotion of parent involvement in bullying prevention through individual or  
125 team participation in meetings, trainings and individual interventions, and

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127 (9) culturally competent school-based curriculum focusing on social-emotional  
128 learning, self-awareness and self-regulation.

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130 G. **"School climate"** means the quality and character of school life with a particular  
131 focus on the quality of the relationships within the school community between  
132 and among students and adults.

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134 H. **"School employee"** means

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136 (1) a teacher, substitute teacher, school administrator, school superintendent,  
137 guidance counselor, school counselor, psychologist, social worker, nurse,  
138 physician, school paraprofessional or coach employed by the Board or  
139 working in a public elementary, middle or high school; or

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141 (2) any other individual who, in the performance of his or her duties, has regular  
142 contact with students and who provides services to or on behalf of students  
143 enrolled in a public elementary, middle or high school, pursuant to a contract  
144 with the Board.

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146 I. **"School-Sponsored Activity"** shall mean any activity conducted on or off school  
147 property (including school buses and other school-related vehicles) that is  
148 sponsored, recognized or authorized by the Board.

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150 J. **"Teen dating violence"** means any act of physical, emotional or sexual abuse,  
151 including stalking, harassing and threatening, that occurs between two students  
152 who are currently in or who have recently been in a dating relationship.

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155 **IV. Leadership and Administrative Responsibilities**

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157 A. Safe School Climate Coordinator

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159 The Superintendent shall appoint, from existing school district staff, a District  
160 Safe School Climate Coordinator (“Coordinator”). The Coordinator shall:

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162 (1) be responsible for implementing the district’s Safe School Climate Plan  
163 (“Plan”);

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165 (2) collaborate with Safe School Climate Specialists, the Board, and the  
166 Superintendent to prevent, identify and respond to bullying in district schools;

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168 (3) provide data and information, in collaboration with the Superintendent, to the  
169 Department of Education regarding bullying; and

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171 (4) meet with Safe School Climate Specialists at least twice during the school  
172 year to discuss issues relating to bullying in the school district and to make  
173 recommendations concerning amendments to the district’s Plan.

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175 B. Safe School Climate Specialist

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177 The Principal of each school (or principal’s designee) shall serve as the Safe  
178 School Climate Specialist. The Safe School Climate Specialist shall investigate  
179 or supervise the investigation of reported acts of bullying, collect and maintain  
180 records of reports and investigations of bullying in the school and act as the  
181 primary school official responsible for preventing, identifying and responding to  
182 reports of bullying in the school.

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184 **V. Development and Review of Safe School Climate Plan**

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186 A. The Principal of each school shall establish a committee or designate at least  
187 one existing committee (“Committee”) in the school to be responsible for  
188 developing and fostering a safe school climate and addressing issues relating to  
189 bullying in the school. Such committee shall include at least one  
190 parent/guardian of a student enrolled in the school, as appointed by the school  
191 principal.

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193 B. The Committee shall:

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195 (1) receive copies of completed reports following bullying investigations;

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197 (2) identify and address patterns of bullying among students in the school;

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199 (3) implement the provisions of the school security and safety plan, regarding  
200 the collection, evaluation and reporting of information relating to instances  
201 of disturbing or threatening behavior that may not meet the definition of  
202 bullying,

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204 (4) review and amend school policies relating to bullying;

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206 (5) review and make recommendations to the Coordinator regarding the Safe  
207 School Climate Plan based on issues and experiences specific to the school;

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209 (6) educate students, school employees and parents/guardians on issues  
210 relating to bullying;

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212 (7) collaborate with the Coordinator in the collection of data regarding  
213 bullying; and

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215 (8) perform any other duties as determined by the Principal that are related to  
216 the prevention, identification and response to school bullying.

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218 C. Any parent/guardian serving as a member of the Committee shall not participate  
219 in any activities which may compromise the confidentiality of any student,  
220 including, but not limited to, receiving copies of investigation reports, or  
221 identifying or addressing patterns of bullying among students in the school.

222

223 D. The Board shall approve the Safe School Climate Plan developed pursuant to  
224 Board policy and submit such plan to the Department of Education. Not later  
225 than thirty (30) calendar days after approval by the Board, the Board shall make  
226 such plan available on the Board's and each individual school in the school  
227 district's web site and ensure that the Safe School Climate Plan is included in  
228 the school district's publication of the rules, procedures and standards of  
229 conduct for schools and in all student handbooks.

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231 **VI. Procedures for Reporting and Investigating Complaints of Bullying**

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233 A. Students and parents (or guardians of students) may file written reports of  
234 bullying. Written reports of bullying shall be reasonably specific as to the basis  
235 for the report, including the time and place of the alleged conduct, the number  
236 of incidents, the target of the suspected bullying, and the names of potential  
237 witnesses. Such reports may be filed with any building administrator and/or the  
238 Safe School Climate Specialist (i.e. building principal or his/her designee), and  
239 all reports shall be forwarded to the Safe School Climate Specialist for review  
240 and actions consistent with this Plan.

241

242 B. Students may make anonymous reports of bullying to any school employee.  
243 Students may also request anonymity when making a report, even if the  
244 student's identity is known to the school employee. In cases where a student  
245 requests anonymity, the Safe School Climate Specialist or his/her designee shall  
246 meet with the student (if the student's identity is known) to review the request



247 for anonymity and discuss the impact that maintaining the anonymity of the  
248 complainant may have on the investigation and on any possible remedial action.  
249 All anonymous reports shall be reviewed and reasonable action will be taken to  
250 address the situation, to the extent such action may be taken that does not  
251 disclose the source of the report, and is consistent with the due process rights of  
252 the student(s) alleged to have committed acts of bullying. No disciplinary  
253 action shall be taken solely on the basis of an anonymous report.

254

255 C. School employees who witness acts of bullying or receive reports of bullying  
256 shall orally notify the Safe School Climate Specialist, or another school  
257 administrator if the Safe School Climate Specialist is unavailable, not later than  
258 one (1) school day after such school employee witnesses or receives a report of  
259 bullying. The school employee shall then file a written report not later than two  
260 (2) school days after making such oral report.

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262 D. The Safe School Climate Specialist shall be responsible for reviewing any  
263 anonymous reports of bullying and shall investigate or supervise the  
264 investigation of all reports of bullying and ensure that such investigation is  
265 completed promptly after receipt of any written reports. The Safe School  
266 Climate Specialist shall also be responsible for promptly notifying the parents or  
267 guardians of the student alleged to have committed an act or acts of bullying,  
268 and the parents or guardians of the student against whom such alleged act or  
269 acts were directed, that an investigation has commenced. In order to allow the  
270 district to adequately investigate complaints filed by a student or  
271 parent/guardian, the parent of the student suspected of being bullied should be  
272 asked to provide consent to permit the release of that student's name in  
273 connection with the investigation process, unless the student and/or parent has  
274 requested anonymity.

275

276 E. In investigating reports of bullying, the Safe School Climate Specialist or  
277 designee will consider all available information known, including the nature of  
278 the allegations and the ages of the students involved. The Safe School Climate

279 Specialist will interview witnesses, as necessary, reminding the alleged  
280 perpetrator and other parties that retaliation is strictly prohibited and will result  
281 in disciplinary action.

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283 **VII. Responding to Verified Acts of Bullying**

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285 A. Following investigation, if acts of bullying are verified, the Safe School Climate  
286 Specialist or designee shall notify the parents or guardians of the students  
287 against whom such acts were directed as well as the parents or guardians of the  
288 students who commit such acts of bullying of the finding **not later than forty-**  
289 **eight (48) hours** after the investigation is completed. This notification shall  
290 include a description of the school’s response to the acts of bullying. In  
291 providing such notification, however, Madison Public Schools will take care to  
292 respect the statutory privacy rights of other students, including the perpetrator of  
293 such bullying. The specific disciplinary consequences imposed on the  
294 perpetrator, or personally identifiable information about a student other than the  
295 parent/guardian’s own child, may not be disclosed except as provided by law.

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297 B. In any instance in which bullying is verified, the Safe School Climate Specialist  
298 or designee shall invite the parents or guardians of the student against whom  
299 such act was directed to a meeting to communicate the measures being taken by  
300 the school to ensure the safety of the student/victim and policies and procedures  
301 in place to prevent further acts of bullying. The Safe School Climate Specialist  
302 or designee shall also invite the parents or guardians of a student who commits  
303 any verified act of bullying to a meeting, separate and distinct from the  
304 previously described meeting, to discuss specific interventions undertaken by  
305 the school to prevent further acts of bullying. The invitations may be made  
306 simultaneous with the notification described above in Section VII.A.

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308 C. If bullying is verified, the Safe School Climate Specialist or designee shall  
309 develop a student safety support plan for any student against whom an act of

310 bullying was directed. Such support plan will include safety measures to protect  
311 against further acts of bullying.

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313 D. A specific written intervention plan shall be developed to address repeated  
314 incidents of bullying against a single individual or recurrently perpetrated  
315 bullying incidents by the same individual. The written intervention plan may  
316 include counseling, discipline and other appropriate remedial actions as  
317 determined by the Safe School Climate Specialist or designee and may also  
318 incorporate a student safety support plan, as appropriate.

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320 E. Notice to Law Enforcement

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322 If the Principal of a school (or his/her designee) reasonably believes that any act  
323 of bullying constitutes a criminal offense, he/she shall notify appropriate law  
324 enforcement. Notice shall be consistent with the Board's obligations under state  
325 and federal law and Board policy regarding the disclosure of personally  
326 identifiable student information. In making this determination, the Principal or  
327 his/her designee, may consult with the school resource officer, if any, and other  
328 individuals the principal or designee deems appropriate.

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330 F. If a bullying complaint raises a concern about discrimination or harassment on  
331 the basis of a legally protected classification (such as race, religion, color,  
332 national origin, sex, sexual orientation, age, disability or gender identity or  
333 expression), the Safe School Climate Specialist or designee shall also coordinate  
334 any bullying investigation with other appropriate personnel within the district as  
335 appropriate (e.g. Title IX Coordinator, Section 504 Coordinator, etc.), so as to  
336 ensure that any such bullying investigation complies with the requirements of  
337 such policies regarding nondiscrimination.

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339 **VIII. Teen Dating Violence**

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- 341 A. The school strictly prohibits, and takes very seriously any instances of, teen  
342 dating violence, as defined above. The school recognizes that teen dating  
343 violence may take many different forms and may also be considered bullying  
344 and/or sexual harassment.  
345
- 346 B. Students and parents (or guardians of students) may bring verbal or written  
347 complaints regarding teen dating violence to any building administrator. The  
348 building administrator shall review and address the complaint, which may  
349 include referral of the complaint to the Safe School Climate Specialist and/or  
350 Title IX Coordinator.  
351
- 352 C. Prevention and intervention strategies concerning teen dating violence shall be  
353 implemented in accordance with Section X below. Discipline, up to and  
354 including expulsion, may be imposed against the perpetrator of teen dating  
355 violence, whether such conduct occurs on or off campus, in accordance with  
356 Board policy and consistent with federal and state law.  
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358 **IX. Documentation and Maintenance of Log**  
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- 360 A. Each school shall maintain written reports of bullying, along with supporting  
361 documentation received and/or created as a result of bullying investigations,  
362 consistent with the Board's obligations under state and federal law. Any  
363 educational record containing personally identifiable student information  
364 pertaining to an individual student shall be maintained in a confidential manner,  
365 and shall not be disclosed to third parties without prior written consent of a  
366 parent, guardian or eligible student, except as permitted under Board policy and  
367 state and federal law.  
368
- 369 B. The Principal of each school shall maintain a list of the number of verified acts  
370 of bullying in the school and this list shall be available for public inspection  
371 upon request. Consistent with district obligations under state and federal law  
372 regarding student privacy, the log shall not contain any personally identifiable

373 student information or any information that alone or in combination would  
374 allow a reasonable person in the school community to identify the students  
375 involved. Accordingly, the log should be limited to basic information such as  
376 the number of verified acts, name of school and/or grade level and relevant date.  
377 Given that any determination of bullying involves repeated acts, each  
378 investigation that results in a verified act of bullying for that school year shall  
379 be tallied as one verified act of bullying unless the specific actions that are the  
380 subject of each report involve separate and distinct acts of bullying. The list  
381 shall be limited to the number of verified acts of bullying in each school and  
382 shall not set out the particulars of each verified act, including, but not limited, to  
383 any personally identifiable student information, which is confidential  
384 information by law.

385

386 C. The Principal of each school shall report the number of verified acts of bullying  
387 in the school annually to the Department of Education in such manner as  
388 prescribed by the Commissioner of Education.

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390 **X. Other Prevention and Intervention Strategies**

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392 A. Bullying behavior and teen dating violence can take many forms and can vary  
393 dramatically in the nature of the offense and the impact the behavior may have  
394 on the victim and other students. Accordingly, there is no one prescribed  
395 response to verified acts of bullying or to teen dating violence. While conduct  
396 that rises to the level of “bullying” or “teen dating violence,” as defined above,  
397 will generally warrant traditional disciplinary action against the perpetrator of  
398 such bullying or teen dating violence, whether and to what extent to impose  
399 disciplinary action (e.g., detention, in-school suspension, suspension or  
400 expulsion) is a matter for the professional discretion of the building principal (or  
401 responsible program administrator or his/her designee). No disciplinary action  
402 may be taken solely on the basis of an anonymous complaint of bullying. As  
403 discussed below, schools may also consider appropriate alternatives to

404 traditional disciplinary sanctions, including age-appropriate consequences and  
405 other restorative or remedial interventions.

406

407 B. A specific written intervention plan shall be developed to address repeated  
408 incidents of bullying against a single individual or recurrently perpetrated  
409 bullying incidents by the same individual. This plan may include safety  
410 provisions, as described above, for students against whom acts of bullying have  
411 been verified and may include other interventions such as counseling,  
412 discipline, and other appropriate remedial or restorative actions as determined  
413 by the responsible administrator.

414

415 C. The following sets forth possible interventions which may also be utilized to  
416 enforce the Board's prohibition against bullying and teen dating violence:

417

418 (1) Non-disciplinary interventions

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420 When verified acts of bullying are identified early and/or when such  
421 verified acts of bullying do not reasonably require a disciplinary response,  
422 students may be counseled as to the definition of bullying, its prohibition,  
423 and their duty to avoid any conduct that could be considered bullying.  
424 Students may also be subject to other forms of restorative discipline or  
425 remedial actions, appropriate to the age of the students and nature of the  
426 behavior.

427

428 If a complaint arises out of conflict between students or groups of  
429 students, peer or other forms of mediation may be considered. Special  
430 care, however, is warranted in referring such cases to peer mediation. A  
431 power imbalance may make the process intimidating for the victim and  
432 therefore inappropriate. In such cases, the victim should be given  
433 additional support. Alternatively, peer mediation may be deemed  
434 inappropriate to address the concern.

435

436 When an act or acts of teen dating violence are identified, the students  
437 involved may be counseled as to the seriousness of the conduct, the  
438 prohibition of teen dating violence, and their duty to avoid any such  
439 conduct. Students may also be subject to other forms of restorative  
440 discipline or remedial actions, appropriate to the age of the students and  
441 nature of the behavior.

442

443 (2) Disciplinary interventions

444

445 When acts of bullying are verified or teen dating violence occurs, and a  
446 disciplinary response is warranted, students are subject to the full range of  
447 disciplinary consequences. Anonymous complaints of bullying, however,  
448 shall not be the basis for disciplinary action.

449

450 In-school suspension and suspension may be imposed only after informing  
451 the accused perpetrator of the reasons for the proposed suspension and  
452 giving him/her an opportunity to explain the situation, in accordance with  
453 the Board's Student Discipline policy.

454

455 Expulsion may be imposed only after a hearing before the Board of  
456 Education, a committee of the Board or an impartial hearing officer  
457 designated by the Board of Education in accordance with the Board's  
458 Student Discipline policy. This consequence shall normally be reserved  
459 for serious incidents of bullying and teen dating violence, and/or when  
460 past interventions have not been successful in eliminating bullying  
461 behavior.

462

463 (3) Interventions for bullied students and victims of teen dating violence

464

465 The building principal (or other responsible program administrator) or  
466 his/her designee shall intervene in order to address incidents of bullying or  
467 teen dating violence against a single individual. Intervention strategies for

468 a bullied student or victim of teen dating violence may include the  
469 following:

470  
471 (a) Referral to a school counselor, psychologist or other appropriate social  
472 or mental health service;

473  
474 (b) Increased supervision and monitoring of student to observe and  
475 intervene in bullying situations or instances of teen dating violence;

476  
477 (c) Encouragement of student to seek help when victimized or witnessing  
478 victimization;

479  
480 (d) Peer mediation or other forms of mediation, where appropriate;

481  
482 (e) Student Safety Support plan;

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484 (f) Restitution and/or restorative interventions; and

485  
486 (g) Periodic follow-up by the Safe School Climate Specialist and/or Title  
487 IX Coordinator with the bullied student or victim of teen dating  
488 violence.

489  
490 (4) General prevention and intervention strategies

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492 In addition to the prompt investigation of complaints of bullying and  
493 direct intervention when acts of bullying are verified, other district actions  
494 may ameliorate potential problems with bullying in school or at school-  
495 sponsored activities. Additional district actions may also ameliorate  
496 potential problems with teen dating violence. While no specific action is  
497 required, and school needs for specific prevention and intervention  
498 strategies may vary from time to time, the following list of potential  
499 prevention and intervention strategies shall serve as a resource for



500 administrators, teachers and other professional employees in each school.  
501 Such prevention and intervention strategies may include, but are not  
502 limited to:

503

504 (a) School rules prohibiting bullying, teen dating violence, harassment and  
505 intimidation and establishing appropriate consequences for those who  
506 engage in such acts;

507

508 (b) Adequate adult supervision of outdoor areas, hallways, the lunchroom  
509 and other specific areas where bullying or teen dating violence are  
510 likely to occur;

511

512 (c) Inclusion of grade-appropriate bullying and teen dating violence  
513 education and prevention curricula in kindergarten through high  
514 school, which may include instruction regarding building safe and  
515 positive school communities including developing healthy  
516 relationships and preventing dating violence as deemed appropriate for  
517 older students;

518

519 (d) Individual interventions with the perpetrator, parents and school  
520 employees, and interventions with the bullied student, parents and  
521 school employees;

522

523 (e) School-wide training related to safe school climate, which training  
524 may include Title IX sex discrimination/sexual harassment prevention  
525 training, Section 504/ADA training, cultural diversity/multicultural  
526 education or other training in federal and state civil rights legislation  
527 or other topics relevant to safe school climate;

528

529 (f) Student peer training, education and support;

530

- 531 (g) Promotion of parent involvement in bullying prevention through  
532 individual or team participation in meetings, trainings and individual  
533 interventions;  
534
- 535 (h) Implementation of a positive behavioral interventions and supports  
536 process or another evidence-based model approach for a safe school  
537 climate or for the prevention of bullying and teen dating violence,  
538 including any such program identified by the Department of  
539 Education;  
540
- 541 (i) Respectful responses to bullying and teen dating violence concerns  
542 raised by students, parents or staff;  
543
- 544 (j) Planned professional development programs addressing prevention  
545 and intervention strategies, which training may include school  
546 violence prevention, conflict resolution and prevention of bullying and  
547 teen dating violence, with a focus on evidence based practices  
548 concerning same;  
549
- 550 (k) Use of peers to help ameliorate the plight of victims and include them  
551 in group activities;  
552
- 553 (l) Avoidance of sex-role stereotyping;  
554
- 555 (m) Continuing awareness and involvement on the part of school  
556 employees and parents with regards to prevention and intervention  
557 strategies;  
558
- 559 (n) Modeling by teachers of positive, respectful, and supportive behavior  
560 toward students;  
561

562 (o) Creating a school atmosphere of team spirit and collaboration that  
563 promotes appropriate social behavior by students in support of others;

564

565 (p) Employing classroom strategies that instruct students how to work  
566 together in a collaborative and supportive atmosphere; and

567

568 (q) Culturally competent school-based curriculum focusing on social-  
569 emotional learning, self-awareness and self-regulation.

570

571 D. In addition to prevention and intervention strategies, administrators, teachers  
572 and other professional employees may find opportunities to educate students  
573 about bullying and help eliminate bullying behavior through class discussions,  
574 counseling, and reinforcement of socially-appropriate behavior.  
575 Administrators, teachers and other professional employees should intervene  
576 promptly whenever they observe mean-spirited student conduct, even if such  
577 conduct does not meet the formal definition of “bullying.”

578

579 E. Funding for the school-based bullying intervention and school climate  
580 improvement strategy may originate from public, private, federal or  
581 philanthropic sources.

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583 **XI. Improving School Climate**

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585 Each school has a Safe School Climate Plan which addresses the mandated areas of  
586 compliance required by CT General Statutes. The plan outlines current efforts, as well as  
587 ways in which the administration, faculty and staff of each school are committed to the  
588 improvement of the plan, which is updated biennially.

589

590 **XII. Annual Notice and Training**

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592 A. Students, and parents or guardians of students shall be notified annually of the  
593 process by which students may make reports of bullying.

594

595 B. The Board shall provide for the inclusion of language in student codes of  
596 conduct concerning bullying.

597

598 C. At the beginning of each school year, each school shall provide all school  
599 employees with a written or electronic copy of the school district's safe school  
600 climate plan and require that all school employees annually complete training  
601 on the identification, prevention and response to bullying as required by law.

602

603 D. The Board shall also provide on its website training materials to school  
604 administrators regarding the prevention of and intervention in discrimination  
605 against and targeted harassment of students based on such students' (1) actual or  
606 perceived differentiating characteristics, such as race, color, religion, ancestry,  
607 national origin, gender, sexual orientation, gender identity or expression,  
608 socioeconomic status, academic status, physical appearance or mental, physical,  
609 developmental or sensory disability, or (2) association with individuals or  
610 groups who have or are perceived to have one or more of such characteristics.

611

612 E. Any person appointed by the district to serve as district safe school climate  
613 coordinator shall complete mental health and first aid training offered by the  
614 Commissioner of Mental Health and Addiction Services.

615

616 **XIII. School Climate Assessments**

617

618 Biennially, the Board shall require each school in the district to complete an  
619 assessment using the school climate assessment instruments, including surveys,  
620 approved and disseminated by the Connecticut State Department of Education.

621 The Board shall collect the school climate assessments for each school in the  
622 district and submit such assessments to the Connecticut State Department of  
623 Education.

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626 Legal References:

627 Public Act 19-166

628 Conn. Gen. Stat. § 10-222d

629 Conn. Gen. Stat. § 10-222g

630 Conn. Gen. Stat. § 10-222k

631 Conn. Gen. Stat. § 10-222l

632 Conn. Gen. Stat. §§ 10-233a through 10-233f

633 Connecticut State Department of Education Circular Letter C-8,

634 Series 2008-2009 (March 16, 2009)

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636 Connecticut State Department of Education Circular Letter C-3,

637 Series 2011-2012 (September 12, 2011)

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639 Connecticut State Department of Education Circular Letter C-2,

640 Series 2014-2015 (July 14, 2014)

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642 Connecticut State Department of Education Circular Letter C-1,

643 Series 2018-2019 (July 12, 2018)

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645 Connecticut State Department of Education Circular Letter C-1,

646 Series 2019-2020 (July 16, 2019)

647

648

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