

BULLYING

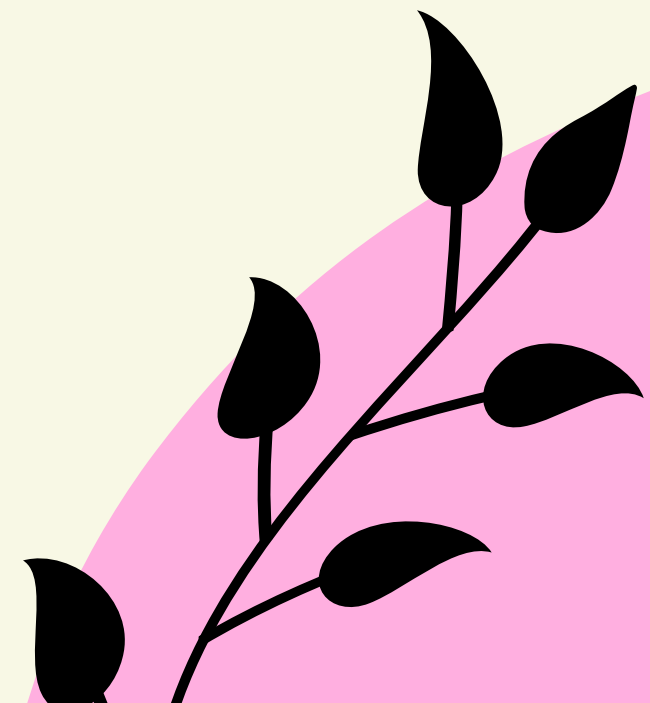
Prevention, Intervention, &
Compliance



KINDNESS MATTERS

Never believe that a few caring people can't change the world. For indeed, that's all who ever have.

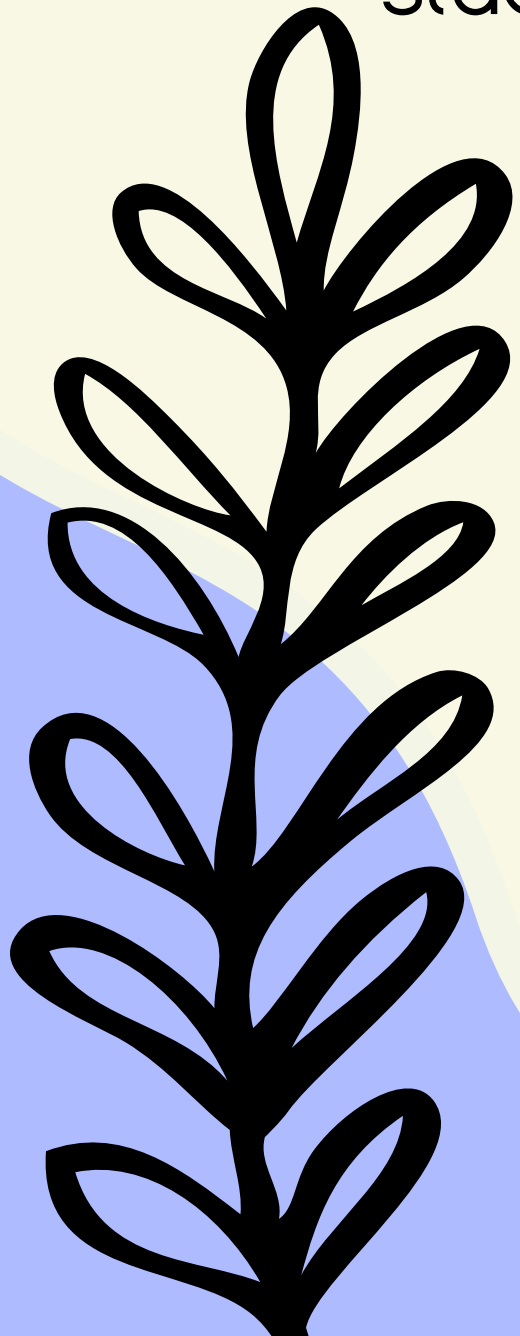
- Margaret Mead



BULLYING POLICY 5270

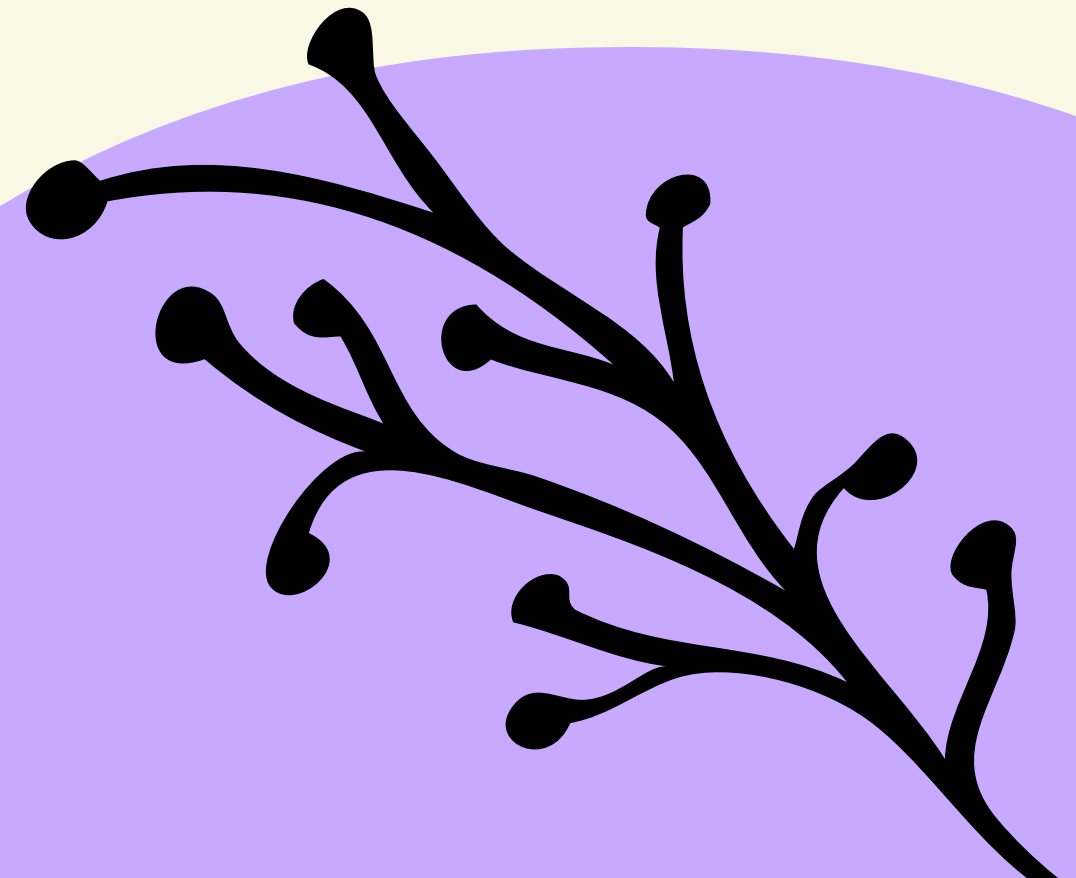
Student Bullying means one or more students, with the intent to cause harm, repeatedly committing a written, verbal, or physical act against another student, or engaging in a single egregious act toward another student involving an imbalance of power, that:

- (i) creates an environment that a reasonable person would find hostile; and
- (ii) interferes with a student's educational performance, opportunities, or benefits.
- (b) "Student bullying" does not mean instances of:
 - (i) ordinary teasing, horseplay, argument, or peer conflict;
 - (ii) reasonable correction of behavior by a school employee; or
 - (iii) reasonable coaching strategies and techniques by a school employee who is a coach.



SAFE SCHOOLS POLICY

- A necessary part of the learning process is self-control. Our goal in education is the growth of the individual in learning to control and appropriately conduct him/herself. Students are expected to follow accepted rules of conduct, to show respect for other people, and to obey persons in authority at the school.
- Safe School Violation Sheet for Admin



PROACTIVE RESPONSES-ELEMENTARY

- Positive School Climate
- Second Steps Lessons focusing on Positive Climate & Bullying
- Kindness or other thematic weeks to create positive school climate
- Positive Behavior Support (PBIS) Plans
- Announcements reviewing rules and expectations
- Student Check-Ins for both parties
- Staff Training on reporting protocols; Educator's Handbook
- Assemblies
- Schoolwide rules
- Attentive Adult Presence
- HOPE Squads
- School Counselors and LCSW Support



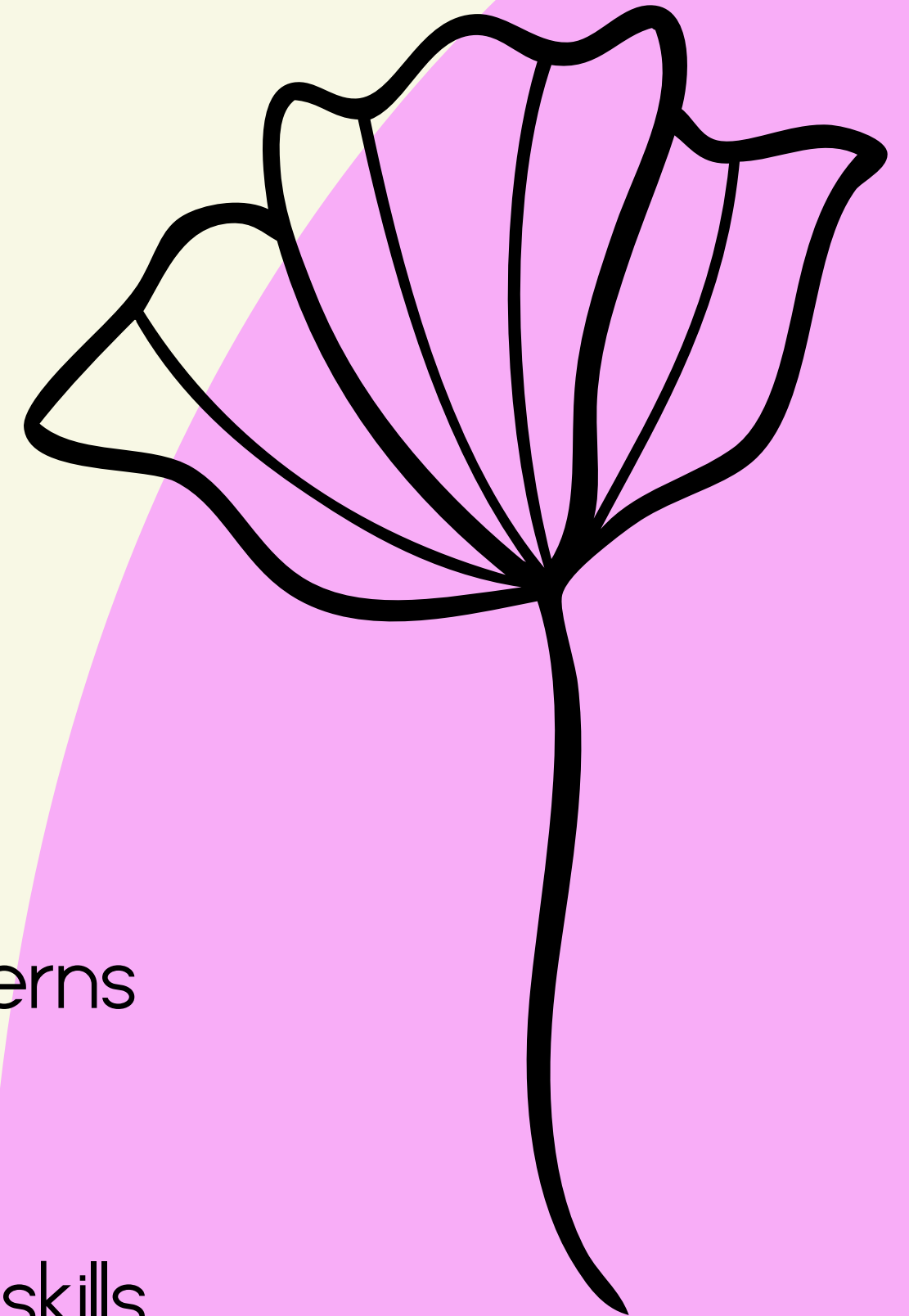
PROACTIVE RESPONSES-SECONDARY

- Positive School Culture
- Second Steps/HIVE/Advisory Lessons focusing on Bullying
- Announcements reviewing rules and expectations
- Kindness or other thematic weeks
- Staff Training on reporting protocols; Educator's Handbook
- Assemblies
- Attentive Adult Presence
- HOPE Squads
- Strategic Class Scheduling
- Student Council/Government
- SALT Team
- PBIS Plans and Support
- School Counselors and LCSW -- student supports



REACTIVE RESPONSES-ELEMENTARY

- Parent Conference
- Accountability Project
- Social Skills Group
- ChAT Referral
- Frequent Follow Up with Students
- Structured Play
- Loss of privileges
- Investigation of Incidents
- Review Educator's Handbook to determine patterns
- Progressive Discipline
- Regular Reminders
- Interventions and reteaching appropriate social skills



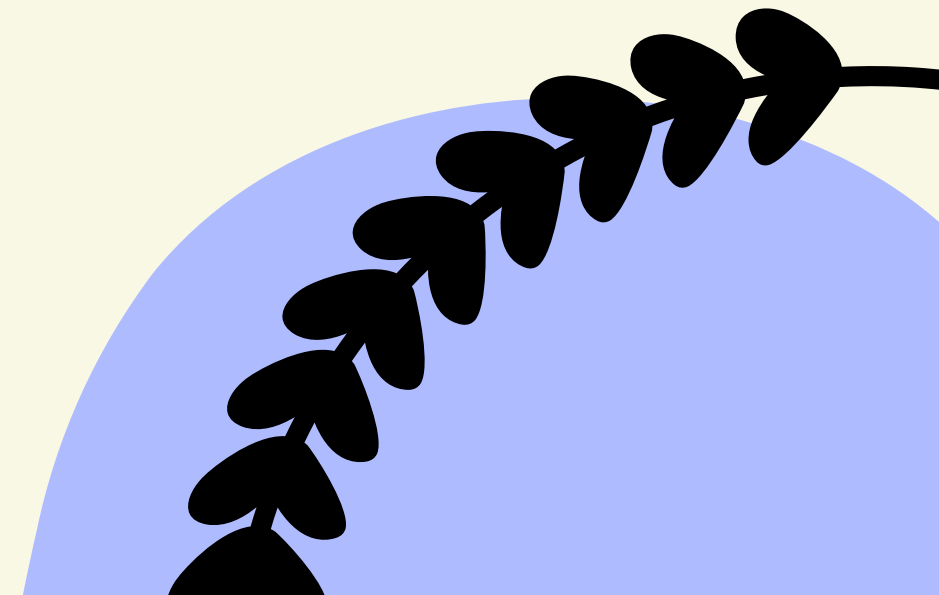
REACTIVE RESPONSES-SECONDARY

- Interview kids, check cameras, gather info
- Parent Conference
- Prevention/Intervention Specialists or Check and Connect Mentors
- School Counselor-Check-ins -- LCSW
- Tier 2 Group lessons, or Tier 3 individual lessons
- No-contact Contract
- Schedule Changes
- Regular Reminders



ACTION PLAN FOR INCIDENTS

- Reported incident:
 - Supportive Measures for Both Parties
 - Investigation by Administration
 - Cameras
 - Statements from both sides
 - Witnesses
 - Parent Contact
 - Verified or not
 - Retaliation explanation to both parties
 - DOCUMENTATION





TRAINING AND EDUCATION

- GCN Training-All District Employees
- Professional Agreement
- Admin Training-Educator's Handbook and Safe School Violations
- School Staff Training
 - Bullying and Harassment
- Student Training
- Regular Reminders to Staff and Students
- Behavior Documentation Protocols

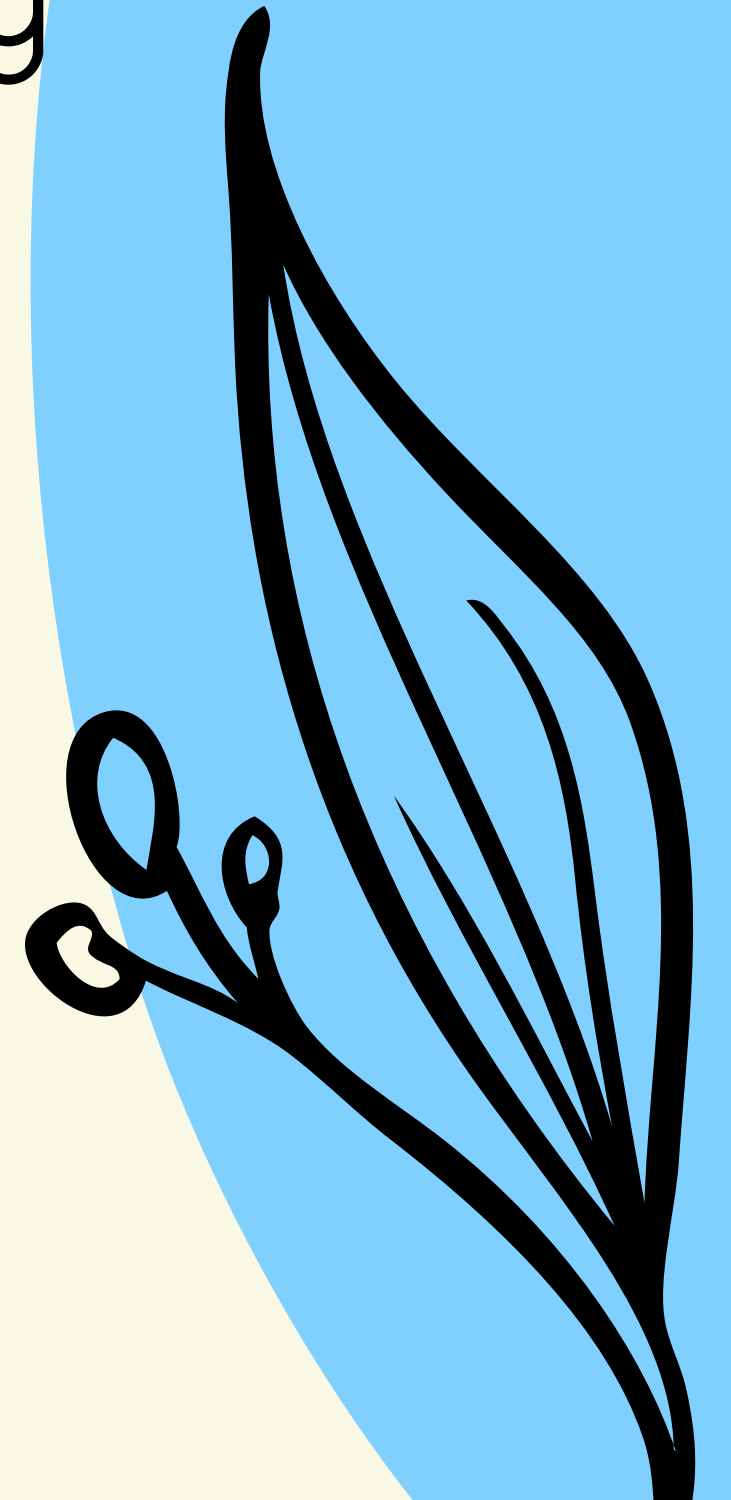
PARENTAL INVOLVEMENT

- Involve/Alert School
- Allow both sides to be heard
- Trust the process
- Patience during investigation
- Support decisions
- Provide feedback
- Limit Social Media for kids



CONTINUOUS IMPROVEMENT

- Review the State Model Bullying Policy
- School Climate Surveys
- Parent Feedback
- Teacher Feedback
- Student Feedback
- Review of Data
- Parent Education Plan



THANK YOU!

- Megan Bushnell-Director
- Shaylyn Ekins-Elementary
- AJ Gilmore-Secondary

