Bullying:
Defining, Identifying, and Addressing Student Behaviors

Bullying

As defined by HSD Board Policy 249:

An intentional electronic, written, verbal, or physical act (or series of acts) directed at another student or students, which occurs in a school setting and/or outside a school setting, that is severe, persistent or pervasive, and has the effect of doing any of the following:

1. Substantially interferes with a student's education
2. Creates a threatening environment
3. Substantially disrupts the orderly operation of the school

K-12 Preventative Measures

- Classroom Lessons
  - Diversity and acceptance
  - Conflict resolution
  - Self-advocacy
- School Wide Positive Behavioral Interventions and Supports (SWPBIS)
- School-wide program to build a culture of caring
  - Aevidum mental health curriculum - "I've got your back!"
- Cyber Safety
  - E-rate grant to teach digital citizenship, the law, and consequences of bullying

K-12 Preventative Measures

- Staff Visibility
  - Presence throughout various school settings - cafeteria, recess, dismissal
- Counselor-to-Counselor sharing of student information as a proactive measure between level changes
- Counseling Mediations
- Informal Mentoring
- Parental Engagement – individual meetings, "Coffee with the Counselors"
- School based counseling - TeamCARE and Community Services Group
- Consistent reminders throughout the year to tell an adult if you experience or see bullying

Elementary Preventative Measures

- School counselor in every building
  - Dedicated person devoted to forming connections, building relationships, and implementing programming
- Social skills curriculum to teach respect and kindness
- Bucket filling
  - Character education to teach about positive friendships
- Bullying lessons
- Buddy benches

Middle School Preventative Measures

- Perspective-taking classroom lessons
  - Teaching empathy and gratitude
- Classroom Lessons
  - Conflict resolution
- Teach about diversity and acceptance
- Character Counts program
- Transition lessons between Grade 6-7 and Grade 8-9
  - Enforcing resiliency and supporting one another
- Behavioral Health Screen (6th, 8th)

High School Preventative Measures

- Reinforcing positive behavior via grade-level student recognition and incentives
- 9th Grade FCS Curriculum
  - Healthy relationship and conflict management
- 10th Grade Health Curriculum
  - Mental health, risk factors (including bullying/harassment) and utilizing available resources inside and outside of school
- Tip 411 reporting system
- School Resource Officer (SRO)
- Two school counselors per grade level
- Behavioral Health Screen (10th)

Response

Reporting Procedure: established and reinforced throughout school year

1. Student instructed to ask the person to stop
2. If the behavior continues, report to an adult the details of the incident and names of individuals who may have witnessed the behavior
3. Adult completes a report
4. Assistant principal or principal investigates and issues consequences
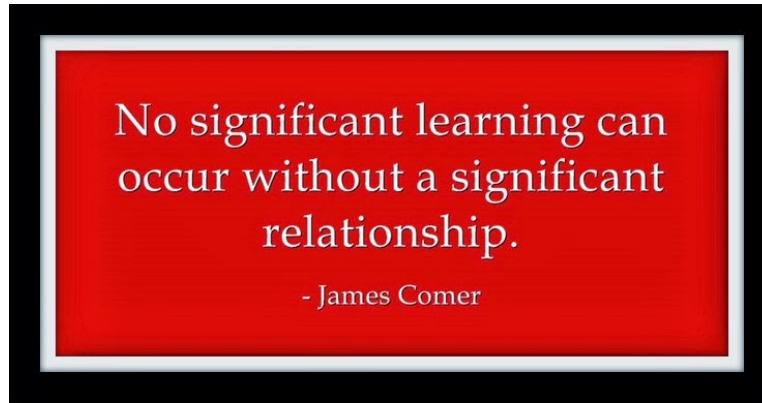5. Counselor follows-up, when applicable

Follow-Up: restorative questions and practices
- o Processing the event through fostering empathy and offering the chance to mediate, only when/if applicable
- o Counselor debriefs with students involved in bullying, asking what they could do differently, what they could do to make things right, and practicing perspective-taking

2017-18 Alleged Incidents of Bullying & Harassment

- 104 unique offenders
- 6 state reportable incidents of bullying
- Progressive response levels
  - Warning
  - Parent Communication/Meeting
  - Detention
  - Suspension
  - Notification of Police

Founding Principles

No significant learning can occur without a significant relationship.

- James Comer

You are less likely to harm someone physically, emotionally, or verbally if you have a relationship with that person. (Unknown)

The strength of our student relationships makes the difference in translating our passion for teaching into their passion for learning. (Beth Morrow)