

BULLYING PREVENTION AND INTERVENTION PLAN

Commonwealth Public School

2017-18



Our School Commitment

We are committed to fostering a safe and accepting learning environment that promotes the well-being and academic achievement of all learners using a whole school approach. We will respond to any student behavior that is likely to have a negative impact on the school climate and will investigate all reports of bullying. We will provide support to those affected by bullying.

Bullying is not tolerated here.

Policy Statement

Bullying will not be accepted on school property, at school-related activities, on school buses, or in any other circumstances (e.g., online) where engaged in bullying will have a negative impact on the school climate. *Ministry of Education of Ontario, PPM 144*

Definition of Bullying

Bullying: Means aggressive and typically repeated behaviour by a pupil where:

- (a) the behaviour is intended by the pupil to have the effect of, or the pupil ought to know that the behaviour would be likely to have the effect of,
 - (i) causing harm, fear or distress to another individual, including physical, psychological, social or academic harm, harm to the individual's reputation or harm to the individual's property, or
 - (ii) creating a negative environment at a school for another individual, and
- (b) the behaviour occurs in a context where there is a real or perceived power imbalance between the pupil and the individual based on factors such as size, strength, age, intelligence, peer group power, economic status, social status, religion, ethnic origin, sexual orientation, family circumstances, gender, gender identity, gender expression, race, disability or the receipt of special education;

For the purpose of the definition of "bullying" in subsection (1), behaviour includes the use of any physical, verbal, electronic, written or other means.

Cyber-bullying: Bullying includes bullying by electronic means (commonly known as cyber-bullying), including,

- (a) communicating material electronically, to one or more than one individual, or posting material on a website or through the use of an app, that may be hurtful or inappropriate and be accessed by one or more individuals;
- (b) impersonating another person as the author of content or messages posted on the internet or through social media; and
- (c) creating a web page or a blog in which the creator assumes the identity of another person.

BULLYING PREVENTION AND INTERVENTION PLAN Commonwealth Public School 2017-18



Our Safe and Accepting Schools Team

Our Safe and Accepting Schools Team is responsible for a safe, inclusive, and accepting school climate.

Chair and Teacher: Amanda Moore
Support Staff: Sally Selleck
Student(s): Parent(s): Christina Fykes,

Principal: Jen McMaster
Community Partner: Jill McInroy (Kampus Kids partner)

What the Data Tells US – School Climate Survey and Other Data

As part of the on-going monitoring and evaluation process, school boards conduct school climate surveys of students, staff and parents every two years. Our school data indicates the following:

Strengths:

- Increase the number of students who report concerning incidents to staff
- Increase in the number of students who indicated they “Always” feel I am safe at school
- Increase in the number of students who can state a staff member who they can go to

Based on the analysis of various sources of data, our school has identified specific bullying prevention and interventions goal statements for this school year. These goal statements will drive our actions for this year. Outcomes will be monitored and assessed using a continuous improvement cycle.

Goals:

- Reduce incidences of negative comments – student-level initiatives; up-standers.
- Reduce incidences of comments based on appearance
- Reduce incidences of negative comments as a group
- Utilize communication tools (e.g. Facebook, Newsletters, Agendas)
- Having student representatives from the school, community and parents

BULLYING PREVENTION AND INTERVENTION PLAN Commonwealth Public School 2017-18



What We are Doing in our Classrooms and in our School – Bullying Awareness and Prevention Strategies

Our school is implementing the following strategies to support the well-being of the whole/child youth and positively impact students' readiness to learn. These strategies involve students, staff, parents, and community members as part of a whole school approach to promoting a positive school climate.

- | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> • Restorative practice language in classrooms and office • Bullying Prevention and Intervention Week / Pink Shirt Day • Conflict resolution • Equity and inclusive education | <ul style="list-style-type: none"> • Positive mental health • Progressive Discipline: A Bias-free Approach • Student Support Partner • Zones of Regulation |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

What "Student Voice" is Doing in Our School – Bullying Awareness and Prevention Strategies

Engaging students to help shape the learning environment is an important component of a whole school approach to promoting a positive school climate. The following strategies are student-based initiations that are being implemented in our school.

- | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> • Student Council • Spirit Days • Monday Hall Walks • Community Circles in classrooms | <ul style="list-style-type: none"> • Safe Schools • Character Development Experiences (WE Day) • Character Development presentations • Monthly Good News Assemblies with Character Awards |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

How We Report Bullying at Our School

Procedures are in place that allow students and parents to report bullying incidents as well as procedures that outline the requirements for staff to report bullying in accordance with legislation.

<p>Student Reporting:</p> <ul style="list-style-type: none"> • Reporting bullying to a trusted adult (e.g. teacher, administrator, support staff, coach, police liaison officer) 	<p>Staff Reporting:</p> <ul style="list-style-type: none"> • "The Education Act states that an employee of the board who becomes aware that a student at the school of the board may have engaged in a serious incident shall report the matter to the principal as soon as reasonably possible." (PPM 144) 	<p>Parent/Community Reporting:</p> <ul style="list-style-type: none"> • Reporting bullying to the classroom teacher and/or administration
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------

How We Respond to Bullying at Our School

Our school response to bullying includes a tiered approach that may involve the following immediate and long term actions:

- Ensure the safety of all involved
- Responding to any student behaviour that is likely to have a negative impact on the school climate

BULLYING PREVENTION AND INTERVENTION PLAN Commonwealth Public School 2017-18



- Using “teachable moments” with Progressive Discipline
- Teaching character development through curriculum foci
- Teaching character development through assemblies, presentations, guest speakers, etc.
- Following restorative justice practices to address incidents
- Conducting school-based investigations
- Contacting community partners, when necessary; contacting parents of the person(s) who has been harmed and the parents of the person(s) who has caused harm in accordance with legislation
- Considering mitigating and other factors

How We Support and Follow-Up With Those Affected by Bullying at Our School

Support for the person(s) who has been harmed, the person(s) who has caused the harm and the person(s) who has witnessed harm may include:

- School level support such as connection to a caring adult (e.g., teacher, student support partner, support staff, Learning Resource Teacher)
- Appropriate co-curricular program (e.g., peer mentoring, Student Council)
- Board-level support such as social workers or psychological services
- Identifying community support resources

Follow-up for the person(s) who has been harmed, the person(s) who has caused the harm and the person(s) who has witnessed harm will include:

- Individual monitoring plan based on individual needs (e.g., regular check-ins)

How We Are Building Capacity for Prevention and Intervention At Our School

Training opportunities include board level training, community led training, and school based training.

Student:

- School assemblies
- Community service presenters (Police, Paramedics)
- School-based presentations

Staff:

- Restorative practices
- Culturally responsive pedagogy
- Poverty-Strategies
- Violence Threat Risk Assessment Protocol
- Safe Schools Bullying Awareness
- Emotional Intelligence training

Parents:

- Parents Reading Out Initiatives
- School Community Council guest speakers
- Parent engagement presentation/activities
- Parent invites – Math Night, Remembrance Day Ceremony, Literacy Night

How We Are Communicating With Students, Staff and Parents

To support a whole school approach, the school will communicate with staff, students and parents. Communication methods include:

BULLYING PREVENTION AND INTERVENTION PLAN Commonwealth Public School 2017-18



Student:	Staff:	Parents:
<ul style="list-style-type: none"> • Discussions and conversations • Announcements • Classroom visits • Assemblies • School/Board websites • Class and School newsletters • Social media • Posters 	<ul style="list-style-type: none"> • Discussions and conversations • Staff meetings • Professional development days • Emails • Weekly Calendar • Committees • Professional learning networks • School/board websites 	<ul style="list-style-type: none"> • Discussions and conversations • School/Board websites • Parent engagement activities (Open House, assemblies, concerts, information nights) • Social media • Student Agenda • Classroom and School Newsletters • Committees

Monitoring Our Progress

As part of the continuous improvement model, the Bullying Prevention and Intervention Plan will be monitored regularly through:

- Safe and Accepting School Team meetings
- Staff meetings, committee meetings
- Maynard Public School Climate Surveys/Safe and Accepting Schools Team training