

Cuthbertson Middle School Anti-Bullying Plan

2014-2015

School District Policy Statement Against Bullying (UCPS BOE Policy 4-7)

The Board believes that all employees and students should be free of unlawful discrimination, including harassment and bullying, as a part of a safe, orderly and inviting working and learning environment. It commits itself to non-discrimination in all its educational and employment activities. The Board expressly prohibits unlawful discrimination, harassment, or bullying however motivated, directed toward any person or group, including, but not limited acts reasonably perceived as being motivated by any actual or perceived differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, socioeconomic status, academic status, gender identity, physical appearance, sexual orientation, or mental, physical, developmental, or sensory disability, or by association with a person who has or is perceived to have one of more of these characteristics.

Definition of Bullying Behavior from UCPS BOE Policy Manual

“Bullying or harassing behavior” is any pattern of gestures or written, electronic, or verbal communications, or any physical act or any threatening communication, that takes place on school property, at any school-sponsored function, or on a school bus or any time or place when the behavior has a direct and immediate adverse effect on maintaining order or discipline in the schools.

Bullying is a form of harassment. Bullying means the repeated intimidation of others by the real or threatened infliction of physical, verbal, written, electronically transmitted or emotional abuse or through attacks on the property of another. Bullying may include, but is not limited to, verbal taunts, name-calling and put-downs, extortion of money or possessions, implied or stated threats, and exclusion from peer groups.

Statement of Purpose

Cuthbertson Middle School is a place in which all students should feel safe and secure. Respect and kindness is the expected norm at Cuthbertson Middle School. All stakeholders are involved in the anti-bullying plan to help ensure a safe, nurturing environment. Bullying in any form is not acceptable at Cuthbertson Middle School.

Managing Bullying Behavior

The following programs/initiatives are in place at Cuthbertson Middle School to ensure the school is effectively preventing and dealing with bullying behavior as well as providing a safe learning environment for all students.

- Individual and Small Group Counseling – The school counselors and/or school administrators will meet individually with students who are being affected by bullying behavior or who may be engaging in the bullying of students. Small groups will be formed as needed to support students who need to develop positive coping skills and relationships. Referrals for individual and group counseling may be made by students, teachers, parents and, staff.

- Student Class Placement Prior to the School Year – Principal will use information from teachers, parents, and staff to appropriately place students in classrooms that will best support student learning and positive relationships. Careful consideration will be taken when placing students with a history of bullying tendencies.
- Administrative Pit Talks- Grade level AP's will meet with students throughout the year to address bullying. Items that will be reviewed include: forms of bullying, prevention, reporting of incidents, consequences and how to handle situations where you witness bullying acts take place.
- Reporting Bullying Behavior – School counselors will utilize a secure mailbox to provide students with a confidential way to report bullying behavior.
- Active Staff Monitoring - Staff will be present with students and actively monitor student interactions. A special emphasis will focus on areas where bullying behavior may typically occur, such as, team time, cafeteria, hallway, locker rooms, and bathrooms.

Reporting Procedures

Teachers, counselors, and administrators will instruct students on appropriate ways to report bullying behavior. They are taught the importance of reporting these behaviors immediately so that appropriate action can be initiated. Students will report to trusted adults, such as parents, teachers, teacher assistants, school counselor and administrators. Counselor and teachers will report to administrators when students report bullying behavior.

Consequences

Each incident of bullying will be handled individually, taking into account the parties involved, levels of harm and past history.

1st offense: 0-10 day suspension (at the discretion of the principal)

2nd offense: 3-10 day suspension

3rd offense: 10 day suspension with recommendation for long-term suspension

Monitoring and Evaluating

Cuthbertson Middle School will monitor and evaluate the effectiveness of the anti-bullying plan through student surveys, teacher reporting, and parent input. The school will make changes as needed to best meet the needs of students.