

Western Union Elementary School



Anti-Bullying/Cyber-Bullying Plan

2019-2020

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Western Union Elementary Anti-Bullying Plan

Our Mission

Western Union Elementary is committed to providing a safe learning environment for all students that is free from bullying and cyberbullying. This commitment is an integral part of our comprehensive efforts to promote learning and acceptance in our school-wide community, and to eliminate all forms of harmful and/or disruptive behavior that can impede the learning process in our diverse student population. We strive to adhere to our school rules, we honor the character traits of SOAR (show respect, be obedient, have an awesome attitude and be responsible) and we have a zero-tolerance policy for bullying of any kind at our school. Our school staff is proactive and engaged in protecting students on the basis of race, religion, gender identity, sexual orientation, and disability.

Union County Board of Education 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 or more of these characteristics.

Definition of Bullying

Bullying is a form of harassment. Bullying is the repeated intimidation of others by a real or threatened infliction of physical, verbal, written, electronically transmitted or psychological and/or emotional abuse 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. It can also be seen as a pattern of gestures, written, electronic, 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 schools. Cyber-bullying is when a person is tormented, threatened, harassed, humiliated, embarrassed or otherwise targeted by another person using any pattern of cyber-bullying technologies or mobile phones (Facebook, text messages, pictures, etc.). Students must show a pattern (of 2 or more incidents) to be considered "bullying."

Statement of Purpose

Western Union Elementary will promote respectful relationships within the whole school community. All staff at WUES understands the importance of recognizing the positive behaviors in order to build positive relationships and create the most conducive learning environment. It is a shared responsibility between all school community members in managing bullying. We will take proactive measures to prevent bullying.

Managing Bullying

Western Union Elementary will take a direct approach to dealing with bullying by providing the following opportunities for our students and staff:

Counseling

- Classroom lessons that teach students the types of bullying, the roles in bullying, and the short term and long term effects it has on all those involved. The lessons will stress the importance of making good choices.
- Individual Counseling opportunities will be offered to any student who feels he/she has been a victim of bullying.
- Small Groups will be conducted for those students who fall victim to bullying or those that engage in bullying behaviors.
- Classroom lessons will also focus on the definition of cyber-bullying. Students will learn proper ethical usage of the Internet and other technological devices.
- “Terrific Kids” is a recognition program for students displaying good character (every 9 weeks)
- Possible referral to outside agencies if necessary.

Classrooms

- Classrooms will utilize classroom meetings to focus on character words and community building.
- School counselor will integrate bullying into classroom lessons
- Classroom teachers will assign classroom buddies if bullying has been reported.
- All staff will promote positive classroom behavior through SOAR cards and whole class incentives.

School-Wide Level

- Positive Office Referrals and Positive individual stickers given to recognize positive student actions
- Positive behavior is promoted and implemented school-wide (via “above the lines”).
- Supervision by all staff during morning and afternoon transitions
- 3rd-5th Grade: Girls on the Run program

Strategy for Dissemination

- The plan will be discussed and voted on at the School Site Based Team Meeting.
- The plan will be shared at a staff meeting.
- The plan will be shared with parents on the school website.
- The classroom guidance lessons will be utilized by the counselor to inform students of the plan and consequences.

Reporting: Dealing with a Bullying Situation

- Students are encouraged to report bullying behaviors/situations to staff, parents, administration, and school counselor.
- Determine what happened and who was involved. Use the school’s bullying policy to decide if the report meets the definition of bullying.
- If not bullying, handle appropriately based on classroom policies.
- If bullying, contact the counselor right away to discuss the situation.
- The student will need to fill out the WUES Bullying Report Form with the counselor or their parent—the form can be accessed at home through the WUES website.

- Based on the consultation with counselor, administration may be involved.
- Consequences will be based on consultation.

Student Response

- Treat everyone with respect and kindness.
- Refuse to be bullied by self-advocating.
- Report bullying of yourself or others to a staff member when you see it.

Staff Bullying Prevention

It is our expectation that all occurrences of bullying be reported.

- Watch and listen carefully for bullying, especially in vulnerable areas (recess, lunchroom, bathrooms, etc).
- Stop bullying when you see it, document when students say they are being bullied.
- Separate, spread out and stay on watch.
- Have class discussions about respect and how to treat others.
- Make sure your students know the school's bully policy.
- Review classroom guidance lessons, presented by counselors, on bullying.
- Follow the school's policy in enforcing the school's zero-tolerance against bullying.

Staff Response

- If you see it, immediately go over and stop it. Staff witnessing or who become aware of a bullying situation should address it right away. Many times the situation can be rectified. Due Process is followed.
- When bullying is reported, staff should take it seriously and respond quickly. Refer to the Bullying Report form and help the student complete the form to report the bullying behavior.
- Inform school counselor and administration of the incident. If bullying behaviors are repeated, the school counselor will work with student and an office referral will be in order. At that point, administrators will attempt to resolve the situation using the UCPS guidelines – Consequences for Bullying. It should be noted that extreme cases of bullying will go directly to our administration.

Possible Consequences for Bullying

A Violation of BOE Policy 4-3 and 4-7 are considered serious in nature. Bullying also includes “cyber bullying” or threats made via text message, Facebook, Twitter, etc. Appropriate actions as defined in the policy will be imposed.

The school will follow the UCPS Elementary School Student Handbook Code of Student Conduct:

- First Offense: Discretionary action by the principal, referral to the school counselor, could involve conversation with parent/guardian. Action plan is put into place with those involved to set boundaries and expectations.
- Second Offense: 3-5 days of suspension, regular meetings with counselor, conference with parent, behavior plan developed. Make adjustments to the action plan.
- Third Offense: 5-10 days of suspension, parents notified. Discretionary action by the principal. Involvement with SRO in implementation of an action plan.

Consequences Related to Electronic Devices:

- First Offense: If use of cell phone results in violation of other policies further discipline may be applied and the item will be confiscated.
- Second Offense: May include 1-3 days suspension and the item will be confiscated.
- Third Offense: May include 2-5 days and student cannot bring the item to school for the remainder of the school year.

Monitoring and Evaluation

We will monitor the effectiveness of our bullying plan by the following:

- Number of bullying reports completed, type of bullying, grade level, and location.
- End-of-Year PowerSchool reports indicating instances of bullying and the locations where it has occurred.
- Results of our district and/or our school survey
- Results of counselor generated survey for teachers and students.
- Administration and counselor to meet on a regular basis to discuss any incidents of bullying

Resources

- Union County Public Schools – Board of Education Policy 4-3 and 4-7
- Union County Public Schools -- Elementary Student Handbook
- www.bullyingnoway.com.au
- www.det.nsw.edu.au/antibullying
- www.kidscape.org.uk/
- www.cyberbullying.us
- https://docs.google.com/document/d/1kgbZ79N6l7hxHcN7El4sFsv9_RtIGwGQupARQW1e5Ns/e/dit - Bullying report form.
- Nobody Likes Me, Everybody Hates Me by Michele Borba
- The Bully, the Bullied and the Bystander by Barbara Coloroso
- And Words Can Hurt Forever by James Garbarino
- Sticks and Stones by Karen Maudlin
- Odd Girl Out by Rachel Simmons