

# NEW TOWN ELEMENTARY SCHOOL

## Anti-Bullying Plan

### 2022-2023

#### **Our Commitment-**

New Town Elementary is committed to providing a safe learning environment for all students. We believe that every child should be able to learn in a safe and respectful school environment, free from bullying and cyber-bullying of any kind and we will promote a school atmosphere in which bullying, harassment, and intimidation will not be tolerated by students and/or staff.

NTES has adopted a school-wide bully prevention program that works in combination with school-wide rules and expectations. The bully prevention plan utilizes the already established behavior rules, incentives, and teaching techniques.

Harassment against students including harassment based on real or perceived 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 **will not be tolerated.**

We are committed to preventing bullying and harassment in our school by providing awareness, prevention and education through: monthly character education lessons, on-going staff development, having students recite a pledge against bullying, presenting anti-bullying videos at the beginning of the school year, providing lessons to individual students and classes as needed, etc.

#### **Definition of Bullying and Consequences-** *Code of Student Conduct (4-3)*

Bullying: Students will not bully another person on school property as defined above. Under North Carolina Law, bullying 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”, as defined above, “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”. Bullying may include, but is not limited to, cyber bullying, verbal taunts, name-calling and put-downs, extortion of money or possessions, implied or stated threats and may be directed at the same or different individuals. This rule includes hate-motivated behavior (including injuring or intimidating due to the victim’s race, color, religion, ancestry, national origin, gender, socioeconomic status, academic status, gender identity, physical appearance, sexual orientation or mental, physical, developmental, or sensory disability). Students who feel bullied, harassed or intimidated at school by an adult or another student or who witness such conduct should immediately report the conduct to an administrator or school counselor. Anonymous reports can also be made through the UCPS App or through the link on a district issued laptop. Both the accused and victim will be referred to a school counselor.

- **Elementary and Secondary:**

First Offense: 0 to 10 days suspension or 0-6 for Condensed Academic Terms

Second and subsequent Offenses: 3-10 day suspension, or 2-6 days for Condensed Academic Terms. For secondary students, after the second offense the administration may consider a recommendation for long-term suspension.

## **Our Statement of Purpose-**

### **Staff is expected to:**

1. Closely supervise students in all areas of the school and playground, watch for signs of bullying, and stop it when it happens.
2. Promptly report concerns to the Counselor and School Administration.

### **Students are expected to:**

1. Treat each other respectfully.
2. Refuse to bully others.
3. Refuse to let others be bullied.

### **Parents are expected to:**

1. Utilize the counselor's website for guidance on how to ask questions to determine if their child is being bullied.
2. Promptly report concerns to the Teacher, Counselor, or Administration.

## **Process for Reporting Bullying-**

Reports can be made by staff, students, and parents. The counselor will also have a box outside of her door so that students can make reports anonymously (additional boxes for anonymous reports can be found in the school's main hallway). If a student reports or if an adult observes that a student is being bullied, the following steps will be taken.

1. Classroom Teachers, Special Area Teachers, TAs, bus drivers, or whoever the child reports the information to, sends the student to the counselor. If the student tells the bus driver, the bus driver should report this to Administration.
2. Counselor talks with student to determine if they were bullied in accordance with the definition previously stated.
3. Counselor informs teacher if they are not already aware. Makes sure teacher knows what to look for in the classroom, recess, etc.

## **Process for Monitoring Bullying -**

1. If it is determined that the student is being bullied, Counselor documents the incident and student statements if they cannot write a statement. If Administration is the first to determine that a student is being bullied, Administration will document the incident and student statements if they cannot write a statement.
2. If the student is being bullied, Counselor or Administration will talk with the bully to hear their side, and explain what could happen if it continues.
3. Counselor talks with student being bullied to explain what they should do/say if it happens again.
4. Counselor and or Administration are to check in with the student periodically, to see how things are going/ make sure they are safe and make a note of student's response. (see attached form.)
5. Administration will talk with all teachers, parents, etc. to make them aware, if they are not already.
6. Counselor will consult with teacher to obtain feedback on observations and behaviors in the days following a bullying incident.

7. If bullying continues, (more than one incident) the victim should report this to their teacher, Counselor, or Administration. If it is reported to the teacher or counselor, they should report it to Administration so that Board policy 4- 3a can be followed.
8. Counselor will provide lessons to educate students on bullying. The lesson will include the definition of bullying, identification of bullying behaviors, strategies to prevent bullying, strategies to handle bullying behaviors and information on how to solicit help from school staff and adults.

### **Cyber-Bullying-**

If it is reported that a student has been bullied in this manner, **and it has become an issue at school**, we will follow the of Student Conduct- Elementary Schools 4-3.

To ensure that students are able to develop 21<sup>st</sup> century skills and safely use technology at school, teachers are expected to:

- Regularly remind students of how to use the internet responsibly.
- Provide students with a list of “approved” sites.
- Frequently supervise students to ensure they only access web sites that are relevant to the assignment given.
- Report student misuse of the internet to Administration immediately.

### **Monitoring/ Evaluation of Process-**

1. In an effort to continuously improve, changes will be made to the Anti-Bullying Plan as needed.
2. School Counselor will provide a refresher on bullying at the beginning of each school year, and as needed throughout the year, for both students AND staff.
3. Infusion of “Start with Hello” campaign.
4. We will make year to year comparisons of the reported incidents recorded in the incident log which will provide us with data to measure the effectiveness of our program.

### **Threat Assessment Intervention Protocol (TAIP)**

· TAIP (Threat Assessment Intervention Plan) is a specific process by which school staff assess and respond to potentially dangerous and/or violent situations. Through this process, threats may be determined to be:

- Transient Threat
- Substantive Threat – Low Risk
- Substantive Threat – Medium Risk
- Substantive Threat – High Risk
- Substantive Threat – Imminent Risk

Upon completed investigation, the team will utilize the Administrator Brief Screening Tool (ABS) in order to make a determination about the threat.

## Student Support Team

A team of individuals tasked with student care who collaborate in the TAIP process to determine level of risk, response required, and student support strategies.

The team consists of the following (as needed):

- Administrator (required)
- School counselor
- School social worker
- Nurse
- School resource officer
- Classroom teacher
- Special education teacher/expert
- School Psychologist
- Mental Health Therapist
- Others as needed