

Marshville Elementary Anti-Bullying Plan

Our Mission

Marshville Elementary believes in the equity, diversity and acceptance of all persons (including but not limited to students, staff, parents, and visitors). The administrators, counselors, faculty, and support staff are all committed to making Prospect Elementary a safe and nurturing learning environment. We strive to protect students on the basis of race, religion, disability, sexual orientation and gender identity. We uphold our school rules and do not accept any form of bullying.

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 to 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. The Board also prohibits retaliation against an employee, student or witness who has exercised any rights made available through state or federal law, including prohibiting retaliation for reporting violations of this policy.

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 child, preteen or teen is tormented, threatened, harassed, humiliated, embarrassed or otherwise targeted by another child, preteen or teen using the internet, interactive and digital technologies or mobile phones. It has to have a minor on both sides or at least have been instigated by a minor against another minor.

Statement of Purpose

Marshville Elementary will promote respectful relationships within the whole school community. The administrators, counselors, faculty, support staff, caregivers and parents at Marshville Elementary understand the importance of building up and encouraging each other. It is a shared responsibility between all school community members in managing bullying. We will take proactive measures to prevent bullying.

Managing Bullying

Marshville Elementary will take a proactive approach to identifying, preventing and dealing with bullying by providing the following strategies and opportunities for our students and staff:

Counseling and Guidance

- 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.
- Classroom lessons will also focus on the definition of cyber-bullying. Students will learn proper ethical usage of the Internet and other technological devices.

Classrooms

- School counselor and social worker will integrate bullying into classroom lessons
- Classroom teacher will buddy with a teacher on another grade level for community building activities, reading partners, etc.
- All staff will promote positive classroom behavior.

School-Wide Level

- Unified effort of faculty and staff
- Implementation of PBIS and foundations
- Positive behavior is promoted and implemented school-wide.
- Supervision by all staff during morning and afternoon transitions
- "Terrific Kids" is a recognition program for students displaying good character
- 3rd-5th Grade: Girls on the Run program, I.A.G, Positive bus behavior plan, Safety Patrol
- Professional development opportunities on an as needed basis

Strategy for Dissemination

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

School 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 bullying policy.
- Review classroom guidance lessons, presented by counselor, on bullying.

- Follow the school's policy in enforcing the school's zero-tolerance against bullying.

Staff Response to Bullying

- If you see it, immediately go over and stop it. Anyone witnessing or who becomes 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.

Student Response to Bullying

- 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. The school cannot respond if they are never made aware.

Procedure to Report Bullying

- Determine what happened and who was involved. Refer to the Anti-Bullying Plan to determine if it is a reportable incident.
- Report complaints to counselor right away orally or in written form by completing a bullying report form. This form can be completed anonymously.
- Based on the consultation with counselor administration may be involved.
- 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

Consequences and appropriate remedial actions will be considered based on the developmental and maturity levels of parties, the levels of harm, the reasons surrounding the incident, the nature of the behaviors, the context in which the alleged incidents occurred, and past history of the parties involved.

A Violation of BOE Policy 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: 0-10 days of suspension. 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: 3-10 days of suspension, regular meetings with counselor, conference with parent, behavior plan developed. Make adjustments to the 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.

Sexual Harassment must be reported to the title IX Coordinator.

Monitoring and Evaluation

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

- Educator Handbook and End-of-Year 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 4-7
- Union County Public Schools -- Elementary Student Handbook
- www.bullyingnoway.com.au
- www.det.nsw.edu.au/antibullying
- www.kidscape.org.uk/