

DR. LOSIER MIDDLE SCHOOL

ANTI-BULLYING POLICY

2011-2012

SCHOOL WIDE INITIATIVES AND TIMELINES

- Administration will review the school Anti-Bullying Plan with staff prior to school start up.
- The School Mission Statement will be posted on the electronic bulletin board the first week of school, and from time to time throughout the year. Posters of the Mission Statement will be printed and placed in strategic locations around the school.
- A definition of bullying will be placed in each classroom by the first day of school. Homeroom teachers will be asked to discuss the definition with the students the first day of school and refer student attention to it from time to time during the year.
- School expectations for student behavior will be posted throughout the building to remind students of the appropriate anti-bullying behaviors that we expect from them.
- During the second week of school, homeroom teachers will discuss the Anti-Bullying Policy with their students. Anti-bullying lessons and discussions about healthy relationships will be incorporated into Health lessons at all grade levels. This will be facilitated by the school guidance counselor.
- The Anti-Bullying Policy will be presented to the PSSC and to the Home and School Association at their first meetings in the fall. The policy will be posted on our school website. Parents will be informed of this through the newsletter and at 'Meet the Teacher Night'. Staff and the PSSC will review the policy again at the end of the school year.
- A member of the Miramichi Police will be invited to present to the students on bullying and its legal consequences.
- A Miramichi Police officer will be requested to 'drop in' to the school from time to time.
- The District 16 Technology Team will be asked to present to our students on technology and cyber bullying, as well as on responsible technology use. A member of the Miramichi police will be invited to be in attendance.
- At least once per year an assembly will be held with a guest speaker on the theme of bullying and its emotional and physical consequences. This could perhaps be an older student or a young adult.

- The Step Up team will be an ongoing group. Each year 15 – 20 grade 8 students will be trained as our anti-bullying group. These students, under the supervision of our guidance counselor, will be trained in peer mediation and conflict resolution. They will meet once each week with Ms. Leach. They will plan and run three ‘whole school’, major events - two anti-bullying days, one in December, a second in February, as well as a Challenge Day in May.
- A “Girl Relational Bullying” program has been developed by Debra Leach, Guidance Counselor, for girls at each grade level. This will continue to be a yearly program at DLMS.
- Twice per year – October/November and February/March – Ms. Leach and Mrs. Kierstead will hold Round Table discussions with a student representative from each class, focusing on student concerns and observations. Student input will assist us in decreasing bullying at DLMS.

GUIDELINES FOR STAFF

Guidelines for the prevention of bullying and for intervention should you suspect that bullying is taking place:

- Homeroom teachers will review our Anti-Bullying Policy with their class the second week of school, and periodically throughout the school year.
- Show a continual presence in the hallways, lobby, bathroom doors, classroom doors, etc.
- Observe for any incidents and inquire as to what is going on.
- Meet privately with the student and if needed, offer or arrange for support for the victim and bully.
- Speak to the issue with the class if necessary.
- Record the incident and teacher action taken.
- Report incident(s) to the appropriate Teaching Team or to Administration and/or Guidance, depending on severity of incident.

THE ANTI-BULLYING STEP PLAN

STEP 1

Staff will give student a warning if the incident is minor, otherwise whichever Step is deemed appropriate. A school-wide tracking system will be used, and each week the Teaching Teams will meet and discuss incidents as needed.

STEP 2

Based on the Step 1 incident records, the incidents are recorded by the teaching team on a Behavior Tracking form, and the school Student Services Team will be informed. A plan will be set, which may include, but not be limited to, a call to parents by the homeroom teacher, the student meeting with the Teaching Team, the student meeting with guidance or an administrator, etc.

STEP 3

If a student continues to bully,

- Parents will be notified of the incident(s) and the interventions.
- Additional school-based interventions will be recommended.

STEP 4

Should the student be found guilty of bullying again, he or she will be suspended from school. A meeting of all parties will take place before the student returns to school. At such time opportunities for further counseling and/or outside intervention will be discussed.

As well, a written report will be sent to the parents and the District Office, and a copy will be placed in the student's file. Additional school-based interventions may be recommended.

STEP 5

Should the student be found guilty of continued bullying, he or she will be suspended from school with a recommendation for a long-term intervention. We will request a member of the Student Services Team from District Office attend a re-entry meeting with the parents and the school Student Services Team.

NOTE: The severity of the bullying incident(s) will dictate the appropriate sequence of Steps. Police action may be necessary to effectively deal with the incident(s). It is our belief that with our school initiatives, our guidelines for staff and our step plan, few students will progress beyond Step 2.

APPENDIX

BULLYING IN SCHOOLS

AIM

To educate, and thus reduce, **bullying** and enabling behaviors of all people in the school (i.e. secretaries, cafeteria workers, bus drivers, students, teachers, administrators, and volunteers, etc.)

Bullying is a social problem that must be addressed early in a child's life, since it is pattern of problem solving that progresses over one's life span. It often starts with sibling rivalry, progresses into playground fights, sexual harassment, dating violence, spousal abuse, workplace harassment, child abuse and elder abuse – the complete cycle of violence.

INTERVENTIONS

A whole school policy on **Bullying** is required in writing which is:

1. Drawn up by all members of the school community (students, parents, and teachers).
2. Outline clear expectations as to what is expected and what is not accepted (class/school rules, posters, steps, etc.)
3. Ensure everyone understands the principles on which the policy is built.
4. Encourage curriculum integration, utilizing the teachable moments (i.e. language arts programs, art, drama, social studies, health).
5. Offer such programs as peer counseling, peer mediation, communication skills, and problem solving skills.

FORMULA FOR SUCCESS

1. Each school needs a written policy on **Bullying**.
2. All stakeholders should be involved in policy development.
3. The anti-bullying policy should become part of your school climate.
4. Whatever the policy requires for implementation should be accessed.
5. The physical environment of your school should be improved.
6. There should be a mechanism for reporting for all age groups.
7. The role of the bystander should be clearly understood.
8. Support must be available for victims of bullies.
9. Programs must be provided for bullies to learn new behaviors.

WEB SITES RELATED TO BULLYING

Bullying at School information:

- www.media-awareness.ca/english - choose “for parents” or “for teachers”
- www.iamSAFE.ca
- www.bullyingcanada.ca
- www.deal.org/the-knowzone/violence/bullying
- www.cyberbullying.us
- www.bullyingawarenessweek.org
- www.bullying.org