



Bullying Prevention Implementation Plan

Why is our district developing a plan to redirect bullying behaviors?

- It is mandated by Kansas law. K.S.A. 72-8256 requires that every school district in Kansas train all staff and students in bullying prevention, develop a district policy on bullying prevention and create a bullying implementation plan by January, 2008.
- Bullying is repeated exposure, over time, to negative actions from one or more other students. Negative actions can include physical, verbal or indirect actions that are intended to inflict injury or discomfort upon another.
- Bullying can seriously affect the emotional, physical, and academic well-being of children who are bullied. Dealing with discipline problems related to bullying incidents can take a good deal of administrators' and educators' time during a school day.
- Bullying can contribute to a negative climate in schools.
- Bullying is more prevalent than many adults suspect.
- Everyone in the school environment will benefit from implementation of a prevention program.

Following are steps we will take to develop an effective bullying prevention program in our school.

Our plan to address bullying

Our district has adopted policy that addresses bullying.

Our district will develop clear rules and sanctions related to bullying.

Our rules for our district are as follows:

1. We will not bully others.
2. We will try to help students who are bullied when it is safe to do so.
3. We will include students who are left out.
4. We will tell an adult at school when we see someone being bullied at school.

Sanctions related to bullying behavior will be addressed through a school-wide process.

We have adapted our district-wide discipline process to address bullying behaviors.

We will create a school-wide process to provide clear, consistent, escalating, inevitable, and predictable sanctions to address bullying behavior.

JWHS Bullying Behavior Rubric

Behavior	First Offense	Second Offense	Third Offense	Fourth Offense	Subsequent Offenses
Teasing/ Exclusion/ Defacement	*Verbal Reminder (T/A/C) *Replacement of property (A)	*Discipline/Parent Notification Form(T/A/C) * Counseling session with Admin/counselor (C,A) * Parent Notice (T)/ Administration Notice (T) * Detention	*Discipline/Parent Notification Form(T/A/C) Counseling session with Admin/counselor (C,A) *ISS or OSS(A) *Parent Notice (T)	**Discipline/Parent Notification Form(T/A/C) Counseling session with Admin/counselor (C,A) * ISS or OSS (A) *Student calls parent (A)	**Discipline/Parent Notification Form(T/A/C) *Individual Plan of Action created by principal, student and parent (A)
Physical Bullying/ Harassment/ Threats or Intimidation	*Discipline/Parent Notification Form(T/A/C) *Detention, ISS or OSS (A) Counseling session with Admin/counselor (C,A)	*Discipline/Parent Notification Form(T/A/C) * ISS or OSS (A) *Student calls parent (A) *Counseling session with Admin/counselor (C,A) *Behavior Contract (A)	*Discipline/Parent Notification Form(T/A/C) *OSS (A) *Student calls parent (A) Counseling session with Admin/counselor (C,A) *Behavior Contract (A)	**Discipline/Parent Notification Form(T/A/C) *OSS, Expulsion (A) *Individual Plan of Action created by principal, student and parent (A)	**Discipline/Parent Notification Form(T/A/C) *OSS, Expulsion (A) *Individual Plan of Action created by principal, student and parent (A)
Severe Physical Bullying, Threats of Serious Violence, or Severe Harassment	*Discipline/Parent Notification Form(T/A/C) *OSS (A) *Police and Parent notified (A)	*Discipline/Parent Notification Form(T/A/C) *OSS (A) *Police and Parent notified (A)	*Discipline/Parent Notification Form(T/A/C) *OSS (A) *Police and Parent notified (A)	**Discipline/Parent Notification Form(T/A/C) *OSS (A) *Police and Parent notified (A)	**Discipline/Parent Notification Form(T/A/C) *OSS (A) *Police and Parent notified (A)

(T) = Teacher

(A) = Administrator

(C) = Counselor

Reviewed/Updated 6-11-2018

Student Name	DISCIPLINE NOTICE	DATE	TIME OF INCIDENT
Discipline issue / Bullying issue / Harassment (please circle)	REPORTER	LOCATION	
Offense- description of what occurred Harassment / Bullying Social _____ Racial _____ Sexual _____ Religious _____ Other _____ _____ Arranging public humiliation _____ disrespecting/truancy _____ group exclusion by threatening if no compliance _____ gossiping or spreading rumors _____ cyber bullying _____ ostracizing via writing _____ posting slander in public places _____ mean tricks to embarrass _____ excessive bragging to demean Parent Notified: _____ Called _____ _____ mailed home discipline notice			
Action Taken: Comments :			

Reporting party signature: _____

Principal Signature: _____ Date: _____

Student Signature: _____ Date: _____

Our school will develop strategies to recognize students for positive, inclusive behaviors.

We recognize that a majority of our students do not bully others. To preserve the empathy that most students have toward others who are bullied, we will create a positive system to encourage bystanders to intervene on behalf of children who are being bullied. This will be accomplished by:

1. Encouraging good character and citizenship. Teachers will be asked to maintain an atmosphere in the classroom that fosters good character and citizenship.
2. Creating anonymous school safety reporting systems in each building.
3. Creating a system for recognizing students who demonstrate outstanding character and citizenship.

Assess bullying at our school and determine our staff's commitment to address bullying.

We will accomplish this by:

1. We will administer an anonymous student questionnaire (grades three and higher) to assess the nature, extent, and location of bullying problems in our school.
2. We will continue to collect data that can be used to identify bullying behaviors.
3. We will have discussions with our staff members about their perceptions of bullying and our bullying prevention plan at our school.
4. We will use the resulting data from the questionnaire to determine the hot spots where bullying occurs in each building. Building teams will develop plans to minimize the opportunity for bullying to occur.

Raise awareness about bullying at our school and determine our staff's and our parent's commitment to address bullying.

To raise awareness about our school's bullying implementation plan, we will:

1. Hold a parent meeting to share information about bullying and bullying prevention needs at our schools.
2. We will notify parents of bullying incidents involving their child(ren) as indicated in the discipline process.
3. We will notify parents of children who are victims of bullying.
4. We will continue to use Character Education programs in our schools to enhance the learning environment.

Provide staff awareness training about bullying behaviors.

We will continue to provide in-service training for our staff so they can learn about bullying behaviors and what steps to take to redirect it.

Our school will on a regular basis will evaluate the need to address bullying behaviors.

Bullying prevention research indicates that if bullying behaviors are to be reduced, students must feel connected at school. Statistically, students stop reporting bullying behaviors to teachers by fourth grade. In order to reconnect students to staff, we will create an atmosphere that fosters connections among students and staff.

Our school will develop a tracking system for bullying behaviors.

1. We will adapt our current school discipline system to begin tracking bullying.
2. We will utilize a Harassment/Bullying Incident/*Discipline* Report.

USD 340-Jefferson West LADDS Bullying Behavior Chart for Staff

Physical Bullying		Emotional Bullying		Social Bullying	
Harm to someone's body or property		Harm to someone's self-esteem or feeling of safety		Harm to someone's group acceptance	
<i>Verbal</i>	<i>Nonverbal</i>	<i>Verbal</i>	<i>Nonverbal</i>	<i>Verbal</i>	<i>Nonverbal</i>
LADDS LEVEL TWO					
<ul style="list-style-type: none"> Expressing physical superiority Blaming the victim for starting the conflict 	<ul style="list-style-type: none"> Making threatening gestures Defacing property Pushing/showing Taking small items from others 	<ul style="list-style-type: none"> Insulting remarks Calling names Teasing about possessions, clothes, physical appearance 	<ul style="list-style-type: none"> Giving dirty looks Holding nose or other insulting gestures 	<ul style="list-style-type: none"> Gossiping Starting or spreading rumors Teasing publicly about clothes, looks, relationships with boys/girls, etc. 	<ul style="list-style-type: none"> Ignoring someone and excluding them from a group
LADDS LEVEL THREE (some of these behaviors are against the law)					
<ul style="list-style-type: none"> Threatening physical harm 	<ul style="list-style-type: none"> Damaging property Stealing Starting fights Scratching or biting Pushing, tripping, or causing a fall Assaulting 	<ul style="list-style-type: none"> Insulting family Harassing with phone calls Insulting your size, intelligence, athletic ability, race, color, religion, ethnicity, gender, disability or sexual orientation 	<ul style="list-style-type: none"> Defacing school work or other personal property, such as clothing, locker, or books Saying someone is related to a person considered an enemy of this country (e.g. Osama bin Laden) 	<ul style="list-style-type: none"> Ostracizing using notes, instant Messaging, e-mail, etc. Posting slander in public places (such as writing derogatory comments about someone in the school bathroom) 	<ul style="list-style-type: none"> Playing mean tricks to embarrass someone
LADDS LEVEL FOUR (most of these behaviors are against the law)					
<ul style="list-style-type: none"> Making repeated and/or graphic threats (harassing) Practicing extortion (such as taking lunch money) Threatening to keep someone silent: "If you tell, it will be a lot worse!" 	<ul style="list-style-type: none"> Destroying property Setting fires Physical cruelty Repeatedly acting in violent, threatening manner Assaulting with a weapon 	<ul style="list-style-type: none"> Harassing you because of bias against your race, color, religion, ethnicity, gender, disability, or sexual orientation 	<ul style="list-style-type: none"> Destroying personal property, such as clothing, books, jewelry Writing graffiti with bias against your race, color, religion, ethnicity, gender, disability, or sexual orientation 	<ul style="list-style-type: none"> Enforcing total group exclusion against someone by threatening others if they don't comply 	<ul style="list-style-type: none"> Arranging public humiliation