

Union Elementary School

Anti-Bullying Plan

2011-2012

<p>Policy Statement Against Bullying</p>	<p>It is the belief of everyone at Union Elementary that persons (including but not limited to students, staff, parents, and visitors) deserve to be treated with respect regardless of any individual differences. Union Elementary will be a safe, orderly and inviting working and learning environment. Bullying is not acceptable in Union County Public Schools. The school commits itself to non-discrimination in all its educational and employment activities. We prohibit unlawful discrimination, harassment, and 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, disability, ancestry, national origin, gender, socio-economic status, academic status, gender identity, sexual orientation, physical appearance, association with a person who has or is perceived to have one or more of these characteristics.</p>
<p>Defining Bullying Behavior</p>	<ol style="list-style-type: none">1. Bullying is defined at Union Elementary as verbal or physical intimidation that psychologically, socially, or physically threatens the security and physical or mental well-being of another. The student must show a pattern (of 2 or more incidents) to be considered "bullying."2. "Bullying or harassing behavior" 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, 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.3. Cyberbullying is when a person is tormented, threatened, harassed, humiliated, embarrassed or otherwise targeted by another person using the Internet, interactive and digital technologies, or mobile phones.
<p>Statement of Purpose</p>	<p>At Union Elementary school we plan to institute an anti-bullying campaign which utilizes all students, teachers, parents, volunteers, guidance counselors, etc.) to recognize and address any form of bullying that takes place at our school. We will promote respectful relationships within the whole school community. Union Elementary understands the importance of building up and encouraging those around you and we will take proactive measures to prevent bullying.</p>
<p>Managing Bullying</p>	<p>Union Elementary will take a proactive approach to dealing with bullying by providing the following opportunities for our students and staff:</p> <p>Counseling</p> <ol style="list-style-type: none">1- Classroom Guidance lessons that teach students the types of bullying, the roles in bullying, and the short term and long term effects it has on

	<p>all those involved. We will teach character education lessons that emphasize becoming caring students who accept individual differences. One resource that will be used is character education video clips so kids can identify with characters/situations they are familiar with.</p> <ol style="list-style-type: none"> 2- Individual Counseling opportunities will be offered to those who fall victim to bullying or those that are bullies themselves. 3- Small Groups will be conducted for those students who fall victim to bullying or those that engage in bullying. 4- Classroom guidance lessons will also focus on the definition of cyberbullying. Students will learn proper ethical usage of the Internet and other technological devices. 5- The counselor will present information during a staff meeting pertaining to how teachers can promote respect in their classrooms to prevent bullying and how to deal with bullying behavior. <p>Classrooms</p> <ol style="list-style-type: none"> 1- Classrooms will utilize classroom meetings to discuss bullying 2- Counselor will have students create “No Bully Zone” posters to be displayed in the school. 3- School counselor will integrate bullying into classroom lessons 4- Classroom teacher will adjust seating as needed 5- Classroom teachers will assign classroom buddies if bullying has been reported 6- Teacher will “check-in” with students who have reported bullying. <p>School-Wide Level</p> <ol style="list-style-type: none"> 1- Unified effort of faculty and staff 2- “Stars of Kindness” program, recognizing positive interactions between students 3- PBIS is implemented school wide to promote positive behavior. <p>Strategy for Dissemination</p> <ol style="list-style-type: none"> 1. The plan will be discussed and voted on at the School Improvement Team Meeting. 2. The plan will be shared at a staff meeting. 3. The plan will be shared with parents on the school website. 4. The school broadcast network and/or classroom guidance lessons will be utilized by the counselor to inform students of the plan and consequences.
<p>Reporting Procedures For Staff and</p>	<p>It is our expectation that all occurrences of bullying be reported.</p> <ol style="list-style-type: none"> 1- Teachers witnessing or who become aware of a bullying situation should address it right away. Many times the situation can be rectified.

<p>Students</p>	<p>2- Referrals to the School Counselor</p> <p>3- If a situation can not be resolved by the teacher and/or the counselor, then 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.</p>
<p>Consequences and Appropriate Remedial Actions For Acts of Harassment, Intimidation, or Bullying</p>	<p>There will be consequences and appropriate remedial action for those involved in bullying. The developmental and maturity levels of the parties, the levels of harm, the reasons surrounding the incident, the nature of the behaviors, the context in which the alleged incidents occurred, and the past history of the parties involved should be considered when posing consequences.</p> <p>The school will follow the UCPS Elementary School Student Handbook Code of Student Conduct (#12):</p> <ol style="list-style-type: none"> 1. First Offense: Discretionary action by the principal Could involve phone call home. 2. Second Offense: 1-3 days of suspension, regular meetings with counselor, conference with parent, behavior plan developed. 3. Third Offense: 2-5 days of suspension, parents notified. Discretionary action by the principal. <p>Consequences Related to Electronic Devices:</p> <ol style="list-style-type: none"> 1. First Offense: If use of cell phone results in violation of other policies further discipline may be applied. 2. Second Offense: May include one day in-school suspension or after school detention. 3. Third Offense: May include one day in-school suspension or after school detention, and student can not bring the item to school for the remainder of the school year.
<p>Monitoring and Evaluating</p>	<p>Monitoring/Evaluation</p> <p>We will monitor the effectiveness of our bullying plan by the following –</p> <ol style="list-style-type: none"> 1- End-of-Year NC Wise reports indicating instances of bullying and the locations where it has occurred. 2- Results of our survey 3- Results of counselor generated survey for teachers and students. 4- Administration and counselor to meet on a monthly basis to discuss any incidents of bullying 5- There will be a box for students to be able to leave notes for the administration and/or counselor and it will be checked on a regular basis.

--	--

Resources to Support the Anti-Bullying Plan:

Union County Public Schools – Board of Education Policy 4-7

Union County Public Schools -- # 10 & #12 in the Elementary Student Handbook