

School – Stallings Elementary  
Bullying Prevention Plan  
September 4, 2014

## Bullying Prevention Plan

### Policy Statement

Our policy, at Stallings Elementary, is that we do not tolerate bullying at our school. We expect all students and staff to embrace diversity and to treat everyone equally. We also strive to have a learning environment in which our entire school family feels safe and respected.

### Defining Bullying Behavior

We follow the same comprehensive definition of bullying that is in the *Elementary School Handbook*. “Bullying is a form of harassment. 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 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: verbal taunts, name-calling and put-downs, extortion of money or possessions, implied or stated threats.”

Cyber-bullying is included in the “electronic communications”, which is also addressed within our plan. “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

Our purpose at Stallings Elementary is to insure that all members of our school community, staff, students, parents, and other caregivers take responsibility to prevent bullying. We believe that when we work together as a team we can have a

greater impact in the creation of a compassionate school community that encourages and builds respectful relationships. We also expect the students and staff to take action in bullying prevention by having a *no tolerance* attitude, and by actively reporting it when necessary.

### **Managing Bullying**

The procedures to identify and report bullying are for students, parents or guardians, to inform any school staff. This reporting can be done in person, by notes, by phone calls, and by emails. At that time the informed staff would let the appropriate personnel know of the report. The school administrators are responsible for investigating and handling any complaints.

### **Strategies to Prevent and Deal with Bullying Behaviors**

Staff members will be trained as to their roles in bullying prevention. This training will include a familiarization with the strategies and terms that the students have been taught regarding bullying.

The counselor does age appropriate guidance lesson (s) on Anti-Bullying in each class.

The lesson (s) will include the following components:

- 1) The definition of bullying.
- 2) The different types of bullying.
- 3) How students can determine if they are being bullied.
- 4) Strategies that students can use if they are being bullied.
- 5) Strategies that students can use if they witness bullying.
- 6) How to report bullying.
- 7) How students who consider themselves possible bullies can ask for help.

There will also be teacher-led class discussions and follow-up lessons provided by the counselor when needed.

The counselor works with parents and students when necessary and appropriate, either to support the students with anti-bullying strategies, or to work with students who are exhibiting bullying-type behavior.

As part of her program, the counselor will keep a focus on teaching the students ways to be kind and treat others with respect.

We have a Character Education program in which the key character traits are promoted monthly, which encourages positive behavior for all of our students.

The administration encourages good behavior through the use of a positive behavioral reward system.

**We are using a school wide initiative this year, *High Five* program, which will also be used to encourage students to exhibit positive behavior.**

### **Strategies for Dissemination**

**Our policy will be posted on the school website.**

**Each grade level will maintain a copy of the policy, and refer to it as needed.**

**A copy will be available in the front office for parents and other visitors to use as a reference.**

### **Reporting Procedures**

**The procedures to identify and report bullying enable students, parents or guardians, to inform any school staff of possible incidences. This reporting can be done in person, by notes, by emails and by phone calls. At that time the informed staff would let the appropriate personnel know of the report. At the upmost level the principal and assistant principal will be responsible for handling the complaints.**

**Reporting can be done verbally or through completing and turning in the form for reporting.**

**Report forms will be available in the foyer, at the front desk and with the classroom teachers.**

**Parents will have the information on reporting in the Student Handbook.**

**The counselor also has a secure mailbox where students can leave notes or reports.**

### **Consequences and Appropriate Remedial Action**

**As referred to earlier, our consequences against bullying are dictated by the UCPS policy that is in the *Elementary School Handbook*. Our administrators will take prompt and thorough action as dictated by the UCPS school board policy in the investigation of any alleged cases. When applicable, we will designate the consequences as also stated in the UCPS policy.**

**“First Offense: 0-3 days of suspension at the discretion of the principal”**

**“Second Offense: 3-5 days of suspension”**

**“Third Offense: 5-10 days of suspension”**

**Remedial action will be based on each individual case with factors such as parent and student responsiveness and agreement playing a major role.**

**Monitoring and Evaluating**

**The effectiveness of the anti-bullying strategies will be evaluated using data collected from student referrals, discipline reports and evaluations from the parents, staff and 5<sup>th</sup> grade students.**

**Our monitoring procedures in place will be feedback received from the students, parents and staff indicating satisfaction or a concern related to any bullying type behavior at our school.**