



Bullying Prevention & Intervention Plan – St. Matthew Catholic Elementary School 2019-2020

Safe & Inclusive School Team Committee: CSC Co-chairs, Student Ambassadors, A. Luburic, L. Miller, L. Donovan, M. Simon, V. Chininea

At St. Matthew Catholic school we deliver a message daily, rooted in the gospel, which promotes a safe and inclusive Catholic learning environment. We strive to have all students follow our motto – “As Jesus taught us to, always remember to treat others with **dignity, kindness and respect.**”

School Specific Goal(s):

1. Every student will feel a sense of belonging and safe at school to achieve their full academic, personal and spiritual potential. (focus on Catholic Graduate Expectation development, building of self-esteem, empathy, and problem-solving)
2. While focusing on prevention and working with families and the community, strive to ensure that a progressive discipline approach is utilized and is considerate of the varied mitigating factors which our students are faced with.
3. Our plan reflects the objectives and requirements of board policies (II-39/ II-40) and ministry policies (PPM 144).

*Plan to be reviewed throughout the school year (working document)

Information/ Data Sources (Building “Our Story”):

-Consider multiple sources of data, including but not limited to – OURSCHOOL School Climate Survey results, reporting data, student voice, classroom/playground observations, teacher assessment and documentation, discipline logs, safe schools incident reporting forms, consultation with community partners (including Liaison Officers).

On-going Key Factors:

• Bullying adversely affects a student’s well-being and ability to learn. • Bullying adversely affects the school climate, including healthy relationships. • Bullying will not be accepted on school property, at school-related activities, on school buses, or in any other circumstances (e.g., online) where engaging in bullying will have a negative impact on the school climate.

Bullying Prevention Strategies (Whole School - all members of our school community):

- Maintain our focus of modeling our school motto, creating a safe, open, and equitable Catholic learning environment (Guided by our faith, “Dignity, Kindness, Respect”)
- Open communication from all stakeholders
- Review Code of Conduct & Progressive Discipline (2-3 Assemblies by division/year)
- Provide opportunities for student leadership and enhance student voice (Student Ambassadors, WE Team)
- Equity and Inclusion at the forefront of all school events and activities

Presentations to Enhance Awareness/Provide Strategies:

- Guest Speakers – Bullying Prevention AND Digital Citizenship
- Continued work and collaboration with community collaterals and external agencies (PPM 149) (i.e. CAS, ROCK, Woodview, etc.)
- Continued work with the school Liaison Officer (i.e., inviting them to participate in school clubs, school events, etc.).
- Inviting the school Liaison Officer to come in and present to the students about bullying, the law, and social media/online safety/Digital Citizenship.



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- Presentations relate to Equity & Inclusion (Led by Guest Speakers/staff/student ambassadors, etc.)

Staff PD/Awareness:

- Staff Meetings (discussions about student/other data, practices as a school, etc.)
- In-class strategies (part of Religious education/Family Life)
- Support from CYC with classroom sessions (Zones of Regulation, Roots of Empathy, Bullying Awareness, Positive Peer/social relationships, etc.)
- Other curriculum-linked programs provided by the ministry/board
- Equity and Inclusion considered in all classroom activities and instruction (Culturally Responsive Pedagogy, classroom activities/celebrations),
- Identified Students/IEP tracking (Students identified as Behaviour/alt. learning areas, those with Indicator Response Plan and Safety Plan)

School Programs to Promote Awareness, Prevention and Student Inclusion:

- RAD assemblies to highlight positive behaviour and Focus on Faith/OCGEs
- School clubs as appropriate (i.e. Games club).
- P.A.L.S. Program (Led by CYC)
- Continued participation in “See the Problem, Be the Solution” initiative.
- Continued participation in Acts of Kindness, our Kindness Tree and RADs (school-wide incentive program)
- Continued participation in Bullying Awareness and Prevention Week, Bell Let’s Talk Day, and Mental Health Awareness Week.

Bullying Intervention Strategies:

- Open Door Policy (maintain a safe and welcoming environment, allowing students, parents and staff to report incidents)
- Procedures to allow students and staff to report bullying incidents safely and in a way that will minimize the possibility of reprisal. These procedures will also define the rights, responsibilities and roles of the principals, teachers, staff, students and community members.
- Safe Schools Incident Reporting Forms – training provided for staff (Online Links – Board Forms)
- Intervention strategy to address incidents, appropriate and timely responses
- Support for students who have been bullied, students who have bullied others, and students who have been affected by observing bullying.
- Progressive discipline policies (discipline log, appropriate discipline, consequences, restorative practices)
- Web-incident tracking (Trillium)
- Liaison Officer as a key partnership (prior, during, after possible incident)
- Communication with parents (both victims and possible aggressor throughout situations and afterwards)
- Check-ins with students to determine safety and well-being
- Recess reshaping when and where necessary
- Restorative justice (meetings involving all students/parents involved to restore relationships and move forward in a positive manner)
- Close supervision during unstructured time and for particular students
- CYC/Social Worker Intervention as appropriate



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- Consideration for special programming as necessary (IEP, Special plans, Additional staff support, etc.)
- Other Community Agencies as appropriate

Equity & Inclusion:

- Celebrations (Orange Shirt Day, Diversity Day, Bullying Prevention Week, See the Problem/Be the Solution, Black History Month, Pink Shirt Day, Indigenous Education, other as decided upon by staff, students, parents, etc.)
- Culturally Responsive Pedagogy - Curriculum Teaching and Learning
- Board training as appropriate (E & I Officer)
- Student Ambassadors and student voice
- Staff committee to help guide our focus on equity and inclusion

Communication of our Strategies/Plan:

- Communicate policies, procedures and guidelines to all school staff, students, community stakeholders (as appropriate)
- Website, Agenda, Weekly Memo, Weekly Update
- Catholic School Council
- Staff/Divisional Meetings
- Community Engagement Nights
- Bully Awareness Week/Other Important Celebrations – Presentation & Activities

Monitoring:

- Staff, Catholic School Council, SPTLs/Classroom Teachers, Student Ambassadors
- School Survey Data (Gr. 4-8)
- Safe School Incident data/ Trillium Web Tracking
- Learning Skills/reporting data
- IEP Data
- Administration Discipline Logs
- Targeting areas of need based on survey results
- Student Voice (feedback from students/student leaders)

Special Considerations:

- Continued focus on our most vulnerable students/families (students with special needs, in-risk students, students who are newcomers to Canada, other risk factors affecting students.
- Work with school and board teams to ensure proactive measures are put in place (as best possible) to support vulnerable students.
- Plan will be modified as needs arise in the school environment and community



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