

Bully Prevention & Intervention Plan – St. Michael Catholic Elementary School 2021 – 2022

Overall Goal: Creating a positive school climate that supports a safe learning and teaching environment in which every student can reach his/her God given potential. Inclusive will only be accepted on school property, at school-related activities, on school buses, or in any other circumstances (e.g., online).

School Specific Goal(s):

1. Strive to address student engagement through differentiated learning in the classroom and through varied leadership and participation-based initiatives during the school day and year. (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 and experienced.

Evidence Analysis, Assessment and Evaluation, Informed, Collected Data	Education, Awareness and Outreach	Policies and Procedures	Prevention	Intervention & Support Strategies	Monitoring and Review Process
<ul style="list-style-type: none"> • School Climate Survey: Learning Skills Data • Incident Forms • Special Education Data • School Climate • Suspension data • Ongoing Staff Monitoring and discussion • Catholic Council Goals • Office Referrals School • Specific Incidents • Achievement Data • Safe School Team feedback/voice • Consultation & collected from various community partners and agencies • Student Voice 	<ul style="list-style-type: none"> • Reporting & Responding Reports • Whole school approach • Staff PD • Anti-Racism & Discrimination Training • Conferences/Workshops • HCDBS Training • Minds Up/Kelso/Healthy Transitions • HRP presentations • Public Health presentations • Resources • E & I Framework for selecting resources • OGCE Framework • Threat Assessment Training, First Aid/CPR Training 	<ul style="list-style-type: none"> • Code of Conduct • Safe School Policy • E & I Policy • Anti-Racism School Plan • Use of Technology • Progressive Discipline • Learning Lessons • Timely, sensitive, proactive response to all incidents • Use of restorative practices • Mandatory reporting from all Board Employees • Providing opportunity for improved behaviour • Program modifications • Behaviour and/or safety plans where appropriate • Daily/Weekly “Check-ins” • Referral to a community partner for support 	<ul style="list-style-type: none"> • Communicate & education on policies, procedures and guidelines to all school staff, students, community stakeholders • Website, Agenda, Weekly Memo, Weekly Update • Classroom ‘community’ discussions • Catholic School Council • Code of Conduct Assemblies • Community Engagement Nights • Bully Awareness & Prevention Week • Mental Health Week • Digital Citizenship Week Presentation & Activities • Catholic Education Week • Equity and Inclusion – resources being selected with equity lens 	<ul style="list-style-type: none"> • Documented communication with parent, student, teacher • Daily: staff will engage students, through teaching and experiences, in developing understanding around our equity and inclusive goals. • CYC/Social Worker • Itinerant Teams • Parents and Catholic Council will partnership with plan • Schools Team will review School Survey data related to sense of belonging, bully-victim, and school safety measures on a yearly basis to help inform each school’s • Student Reflection: gratitude journals, growth mindset, modelling positive peer interactions • Community partners 	<ul style="list-style-type: none"> • Staff, Catholic Council SPTL’s, Safe School Team, students • Equity PA Day • Peace and Justice Club • School Climate Survey Data • Learning Lessons data • Learning Skills data • IEP Data • Suspension data • Incident slips/ office referrals • Targeting areas of need based on survey results • Reviewing documentation practices and procedures • Student feedback – exit tickets

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GOAL: By June 2022, we will increase community & student awareness and education of the impact of bullying, through student, parent and staff presentations. Focus on social media and unstructured times during the instructional time.

Data Analysis

Students feel most unsafe when they are at lunch, outside on the schoolyard & outside of school over social media. Reported bullying at the office – all incidents have occurred during lunch, outside at recess or after school over social media.

Focus Point:

- A whole school approach to understand key terminology, definitions and procedures for bully intervention and investigation
- Identify the hot spots and maximize supervision in these areas – peer mentors
- Self-regulation – strategies to positively engage with peers
- Recess modeling/re-shaping plan and behaviour reporting – consistent for all staff

Education, Awareness, Outreach

- Awareness of bully: staff presentation, classroom presentations (identify what bully looks, sounds, and feels like), parent council presentation (guest speaker, actions for parent to support at home), school wide announcements, bulletin boards, Community: weekly updates, twitter, school connects
- Procedures: school wide plan for dealing with bully (co-created with the Safe School Team) – step by step process to ensure consistency and rich investigation is completed. (Parent communication is a part of the process)
- Learning Lessons – used for documentation, progressive discipline and restorative practice
- (Progressive Discipline Policy, Safe Schools, Education Act, Equity and Inclusion, Positive Assets and Focus Faith grade level questions.

Intervention and Support Strategies

Tier One:

- Incident Reporting forms – Learning Lessons
- Code of Conduct Assemblies – agenda, website, weekly updates
- Parent communication, awareness & education
- Daily Announcements, In-class learning through resources
- Minds Up school wide (in-class and CYC)
- Kelso and/or Peer Leaders/School Mentors/High School Leader
- Classroom Presentations – Healthy Transitions

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- Clubs & Intramurals
- Social Justice and Equity Club Initiatives
- Bully Awareness & Prevention Week – Freeze out bullying, daily announcements, author visit
- Virtue Assembly – Achieving, Believing, Belonging recognition
- Staff Development on terminology and tracking of bullying
- Education to student/parents on “Bullying” – Bully Awareness & Prevention Week – weekly updates, website links for parents, Catholic School Council presentation
- Equity and inclusion initiatives – understanding what is used in lesson, educated lens to evaluate resources
- Social media presentation & information sharing with parents

Tier Two

- Connect to CYC/Social Work
- Parent contact, formal plan created with school team, parent, student, community partner. Connect with community partners (HRP, Mental Health, Parish)
- Direct support – one on one target setting goals for student
- All incidents that use the word “bully” are directing sent to the office and followed through by Admin. Detailed investigations in consult with multiple parties and written statements. Follow up action is determined once complete investigation is done. Victim, Bully and Parents are notified during the investigation, notified of action steps and further check-in dates are set.

Monitoring and Review Process

- Staff, Catholic Council SPTL’s, Safe School Team, students
- Feedback from partners in Education – Out Reach Advocacy Groups
- School Climate Survey Data, Learning Lessons data, Learning Skills data, IEP Data, Suspension data
- Incident slips/ office referrals
- Targeting areas of need based on survey results
- Reviewing documentation practices and procedures
- Student feedback – exit tickets

Meeting Date: September 27th, 2021; October 12th 2021