

SCHOOL BULLYING PREVENTION AND INTERVENTION PLAN (BPIP)

Orchard Park Public School

School Year: 2018/19

This plan is to be completed in conjunction with the **BPIP guide** found at: www.tvdsb.ca/safeschools

Safe and Accepting Schools Team Members:

Principal:	<u>Wendy Olson</u>	Parent(s):	<u>Parent Council</u>
Teacher(s):	<u>Megan Morris</u>	Student(s):	<u>Lena, Abby, Kristianna, Cole, Junior</u>
Non-teaching staff:	<u>Lynda McLeod</u>	Community partner(s):	<u>Constable S. Mickle</u>

STEP ONE: Data Collection and Assessment

Strengths/Successes: <ul style="list-style-type: none">Committed student leadership groups (Student Council, Office Helpers, Social Justice Club)A variety of school activities (School Spirit Days, GREAT Assemblies, Thoughtful Thursdays)Celebrations using website, announcements, social mediaStudent School Climate Data shows very positive feelings about school environment and activitiesMany school events bring the school together (e.g. Olympic day, Jump Rope for Heart, Buddies, School Show, STEAM Challenges, Tabatas,.)	Gaps and Areas of Concern <ul style="list-style-type: none">Broader understanding of diversity and culture, respect and inclusion of student differences and challengesMental Health and Wellness, resiliency, self-regulationConsistency in staff responses, communication and enhanced conflict resolution skillsAppropriate use of technology by students (Social Media, Chromebooks and personal devices)
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School Bullying Prevention Statement:

At Orchard Park Public School students, staff, parents, and community members are dedicated to modeling and promoting responsibility, thoughtfulness, and respect to foster a learning environment that is safe, inclusive and free of bullying.

STEP TWO: Creating/Revising the Plan

1. Education – Awareness Raising and Skill Building:	(Programs and Initiatives)
Students: <ul style="list-style-type: none">GREAT School Assemblies (explicit teaching of traits in the GREAT acronym –Goal Setting, Responsibility, Effort, Attitude, Thoughtfulness).Hour of Coding Club (Allows opportunity for students to work with students of all ages)School-Wide Arts Program (Encourages all ages & abilities to come together ie: Shrek play involved >75% of students)Friends Group for intermediate grades, focusing on resiliency and mindfulness strategiesPresentations to focus on being an UpstanderPresentations on social media, internet safety and cyber bullying	<ul style="list-style-type: none">Boys and Girls Club Mentoring ProgramLiving the Pledge to End Bullying InitiativeElementary Safe Schools Drama Presentations at BantingBullying Awareness Announcements, conflict resolution discussions in classroomsExtra-curricular activities that promote inclusion (Band Club, Jump Rope for Heart, Athletic Teams, Intramurals, School Show) Parents/Community: <ul style="list-style-type: none">Parents are invited to the GREAT School AssembliesLink to Orchard Park’s Bullying Prevention and Intervention Plan and TVDSB Safe Schools website is posted on the Orchard Park website www.tvdsb.ca/orchardpark.cfm

- Enhanced school policy and expectations for use of technology devices (phones, ipads, chrome books and other)
- Grade 6 VIP Program
- Kelso's Choices
- Safe and Accepting School Presentations (staff meetings & school council meetings)
- Information shared on school website detailing differences between conflicts and bullying
- Email link added to school website inviting parents/community to provide direct feedback on existing safe schools practices
- Present Orchard Park's Bullying Prevention and Intervention Plan, anonymous reporting system, and TVDSB Safe Schools website at the April Parent Council Meeting

- 2. Curricular Connections:**
- Diversity: Embracing Who We Are (mentor texts)
 - Stand Up to Bullying – Be An Upstander
 - Learning for All – tiered approach / differentiation/ universal supports
 - Bullying: Deal With It Before Push Comes to Shove
 - Internet Safety Workshops – London Children's Connection

- 3. Training Opportunities for Staff:**
- Board PD through Employee Portal
 - Staff Meetings – Agenda Items
 - Collaboration meetings among ASD, DE, LD TOSAs, Gifted Itinerant Teachers
 - Professional Development opportunities and workshops with Culture for Learning, Equity and Inclusive Education and Safe Schools Learning Coordinators, LUSO Representative

- 4. Leadership:**
- Students:**
- S.A.V.E. Conference
 - Raise the Bar Conference (Gr. 6/7), Intramural leaders
 - Be A Champ Day (Gr.5/6)
 - PRIDE Conference
 - Safe and Accepting Schools student members
 - Student Council student representatives
 - Student extra-curricular leaders
 - Lunch room monitors in the FDK & Gr.1/2 classrooms
 - Office Helpers
 - Assembly MCs, organizers
- Staff:**
- Safe and Accepting Schools team involvement
 - Mental Health and Wellness Champion
 - Extracurricular involvement with students (sports, clubs, arts)
- Parents/Community:**
- Staying Safe Using Technology and Substance Use and Abuse presentations by Community School Resource Officer

- 5. Community Connections/Resources:**
- Internet Safety Workshops – London Children's Connection
 - Big Brothers Big Sisters – Go Girls! Healthy Bodies, Healthy Minds. Game On
 - Public Health Nurse
 - YMCA Gambling Presentation (Gr. 6-8)
 - Community School Resource Officer
 - United Way
 - London Children's Connection
 - LUSO
 - Jump Rope for Heart

6. The school **Code of Conduct** has been reviewed and updated to address bullying and reflect core values and expectations. YES No

7. When developing **supervision plans**, consideration has been made to address bullying where and when it happens as identified through school climate surveys and other feedback. YES No

- 8. Responding:**
- Students-**
- Will use the anonymous reporting system in place to report incidents
 - Continue to report incidents of bullying to a trusted adult
- Parents/Community-**
- Work collaboratively with the school to develop strategies and/or an action plan to resolve bullying situations when and where appropriate

- Use Upstander skills in bullying situations
- Participate in conflict resolution skills (face-to-face and using booklets where appropriate)

- Establish and maintain respectful and regular communication with the school
- Can use the anonymous reporting system to report bullying incidents

Staff-

- The principal will be informed of bullying incidents and the students involved
- Staff will identify students who need additional support
- The school team will develop an action plan to support students who have been involved in bullying situations
- Staff to complete Incident Tracking Forms

9. Reporting:

- Anonymous form from school website
- Incident Tracking Form
- Completion of Safe Schools Incident Forms

10. Support Strategies :

Student who engaged in bullying:

- Discussion with the students about the bullying, impact of the bullying, and the possible consequences of the bullying
- Support is provided to students through programs and initiatives to learn different problem solving skills (i.e. Kelso's Choices, mentorship, etc.)
- A progressive discipline approach is used and contact with parents is made
- Set up student contracts

Students who witness bullying:

- Provide opportunities for students to discuss with the principal, classroom teachers, and/or Learning Support Teacher the bullying incident and being an Upstander
- Check-ins by a trusted adult in the school are organized with the students to see how they are feeling about the incident and to review Upstander skills

Student who has been bullied:

- The parents are informed of the bullying incident
- Students are supported by staff or Admin to learn strategies to advocate for themselves and speak with the aggressor in a supportive conversation
- Specific strategies and next steps are developed with the student, including, if necessary, a safety plan and arranging a safe place to go if student is feeling unsafe and/or anxious
- Regular check-ins are arranged by a trusted adult in the school to see how the students are feeling and to ensure that the bullying has stopped

11. Follow Up:

Students who engaged in bullying:

- Regular check-ins with students by the principal, the Learning Support Teacher, and/or classroom teachers to ensure that the bullying has stopped
- Review and assess process of the strategies and/or action plan

Students who have been bullied:

- Regular check-ins with the students by a trusted adult in the school to ensure the students are feeling safe and that the bullying has stopped
- Review and modified the safety plan, if necessary

12. Communication:

Students :

- Teachers to inform students in September that the Bullying Prevention and Intervention Plan and Anonymous Reporting System are available on the school website

Parents and Community:

- The Bullying Prevention and Intervention Plan and anonymous reporting system will be communicated to

- Use the student planner to indicated where to locate the Bullying Prevention and Intervention Plan and Anonymous Reporting System
- parents and community members through Parent Council Meetings, school newsletters, school website

Staff:

- Staff will review the Bullying Prevention and Intervention Plan and anonymous reporting.

STEP THREE: Implementation Plan

Timelines	Who	How
June 2018	All Staff	<ul style="list-style-type: none"> Discuss Mental Health and Wellness Strategy and renewed focus on Equity and Inclusive Education, Safe and Accepting Schools, Healthy Schools and Positive Mental Health initiatives Finalize Bullying Prevention and Intervention Plan and Safe Schools Action Plan, and update school website
Sept 2018	All Staff	<ul style="list-style-type: none"> Safe Schools Committee meeting in the Fall to plan and implement events and actions in the Bullying Prevention and Intervention Plan Share BPIP (including wellness, mindfulness) widely on website, through social media
	Principal	<ul style="list-style-type: none"> Review the Bullying Prevention and Intervention Plan and Safe Schools Action Plan with School Council Continue to build capacity around recognizing and responding to stress behavior at Staff meetings

STEP FOUR: Monitor/Reflect

Timelines	Who	How
June 2018	Safe and Accepting Schools Team	<p>Monitor</p> <ul style="list-style-type: none"> Review Student School Climate Survey, reflect on past BPIP and previous Safe Schools Action Plan, discuss ideas to promote diversity, inclusion and bullying prevention for Fall
Sept 2018 -ongoing	Principal, All Staff	<ul style="list-style-type: none"> Provide opportunities at staff meetings for staff to dialogue about the Bullying Prevention and Intervention Plan and to gather feedback Monitor that the Bullying Prevention and Intervention Plan programs and initiatives are occurring as are the scheduled meetings Continue to build capacity around recognizing and responding to stress behavior at Staff meetings
	Safe and Accepting Team	<ul style="list-style-type: none"> Ensure student voices are heard as they relate to the achievement of the Bullying Prevention and Intervention Plan Make sure that student input about the Bullying Prevention and Intervention Plan is an agenda item for discussion at the Student Council meetings <p>Reflect</p> <ul style="list-style-type: none"> The Safe and Accepting Team will share the feedback that they receive during their regular dialogue with staff, students, parents, and community members at the Safe and Accepting Team meetings

		<p><u>Indicators of Success:</u></p> <ul style="list-style-type: none">• Positive dialogue and active involvement by students, staff, parents, and community members to the Bullying Prevention and Intervention Plan• Students will feel confident to seek support from adults and friends if conflicts among peers arise• Staff address inappropriate behavior in a timely, consistent and effective manner <p><u>Celebration of Success:</u></p> <p>At Orchard Park we will celebrate the success of students through:</p> <ul style="list-style-type: none">• GREAT school assemblies and certificates• Morning announcements• Acknowledgements in school newsletter and on school website• Gatherings to acknowledge appreciation for student leaders (pizza lunches, recess celebrations)• Thoughtful Thursdays• Appreciation Statements
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Our BPIP will be reviewed annually and posted on our school website by June 30th for implementation the following school year.