

Bullying Prevention
and
Intervention Plan

2013-2014

*Adopted by the North Judson-San Pierre School Corporation
Board of School Trustees
October 16, 2013*

North Judson-San Pierre School Corporation is a school community that respects the uniqueness of all of its members and promotes the intellectual, social, emotional, and physical well being of our students. The "Bluejay Way" reiterates this message by asking students to be "Respectful and Responsible" individuals. It is our plan through explicit instruction of bullying prevention, education, reporting and positive intervention, that we can prepare our students to be college or career ready without the threat of bullying, cyber-bullying, and retaliation of any kind. The ultimate goal is for our students become caring individuals who treat others with kindness and respect.

As a school community, we will do everything possible to create and maintain an environment that promotes proactive bullying prevention education for our students that is both age appropriate and that uses current research on bullying. This will be done prior to October 15th of each school year in grades K-12. Our schools' guidance counselors will deliver the core instruction and classroom teachers will support this instruction.

A special district-wide day will be devoted for "Saying No to Bullying" will be done annually. However, North Judson-San Pierre Schools recognize that the message for anti-bullying is an ongoing process.

Our provisions for student education include:

- Elementary School- *R-Time to Stop Bullying*, *Kelso's Choice: Conflict Management Skills Program*, *"Stop Bullying Now"*, and a book is shared at the kindergarten level called, *Let's Talk about Bullying* by Joy Berry. Developmental age appropriate lessons are delivered throughout the year by both teachers and the guidance counselor.
- Middle School- *"Glass"* (video) with an activity, the guidance counselor has a GIRLS Group (Girls in Real Life Situations) that she uses with 7th and 8th graders. Other programs include: *"The Bully, the Bullied, and Beyond"* and "Bully Free Classroom".
- High School-The guidance counselor uses resources from the Indiana Department of Education website for bullying prevention and intervention. A survey is given to our juniors and seniors. A brochure is also distributed that discusses what bullying looks like, the myths, and what to do if you are bullied or witness it. The guidance counselor also has lesson plans that include writing prompts on the subject.

Training our teachers and other staff members on bullying prevention and reporting procedures include:

- A timeline for instruction (Fall, 2013 and January 6, 2014)
- Use the Indiana Department of Education's online Bullying Resources

We believe that parents are an integral part of our school community. Parents from our schools will have the opportunity to review and give input in to our school plans for the education of our students on bullying. Every May, representatives from all stakeholders will have the opportunity to review this plan and to make changes for the next school year.

North Judson-San Pierre School Corporation will provide this plan and board policy on our website. A link will be added to our district's website where students and adults can have access to the corporation *Initial Bullying Reporting Form*.

Each school has implemented the same plan and procedures for reporting and investigating reported incidents of bullying.

For Students:

Any student that believes that he/she has been bullied, or who has witnessed another student being bullied should report the problem to a teacher, staff member, or administrator. This can be done in person or anonymously through avenues provided on the website and through googledocs. Students, who fear retaliation, also have the option of reporting bullying of another student anonymously and can access the *Initial Bullying Reporting Form* on the school corporation's website. The completed form will be sent directly to the applicable school administrator.

Students who are fraudulent in reporting will be dealt with by administration.

For Parents:

If your child is experiencing bullying:

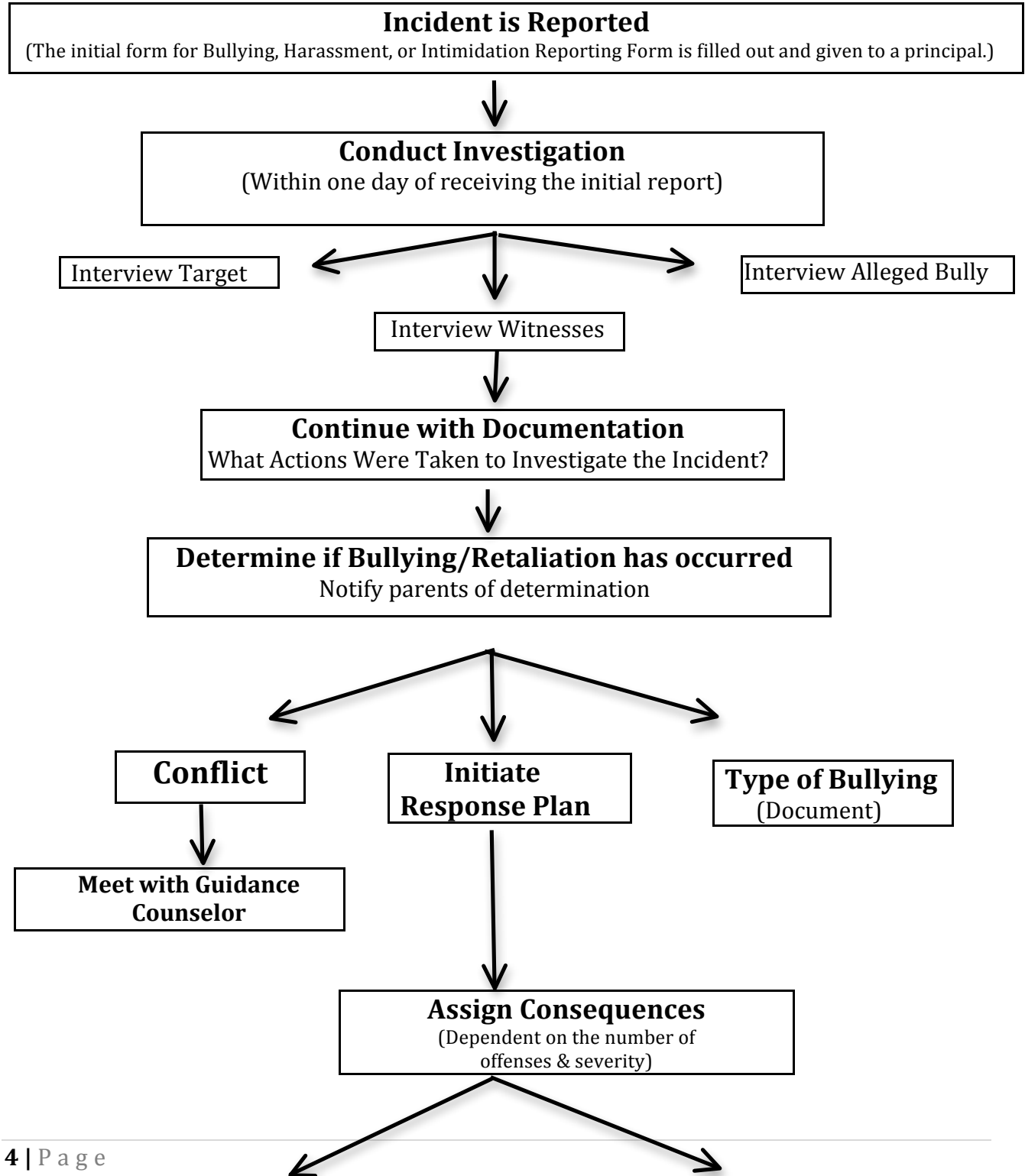
- Promptly bring the behaviors to the attention of your child's teacher, counselor, or administrator with as much pertinent information as possible.
- Call the school or go to the NJSP website and fill out a report which has the option of being completed anonymously.

For Teachers and Staff:

If your student is experiencing bullying, reporting a potential bullying situation, please send the student immediately to the office with any pertinent information that you know of to assist in the investigation. *Information such as the name of the other student or student(s) the date the behaviors took place, location, and action(s).*

Furthermore, any North Judson-San Pierre employee who witnesses a bullying situation **MUST** report it to an administrator.

**PROCESS FOR RESPONDING TO AN ALLEGED INCIDENT OF BULLYING
FLOW CHART**



Contact Parents/Guardians
(verbal or written)

Do Follow Up

Step 2: School Bullying

Indiana Code 29-33-8-0.2 defines bullying as “overt (intentional, unwanted, repeated acts or gestures.” Through investigation, administrators and/or counselors will determine if the incident *meets/does not meet* the following criteria:

- Was it intentional?
- Did it happen repeatedly?
- Was there an imbalance of power?

There are some instances that would be determined to a conflict, rather than bullying. Listed below are explanations for recognizing the differences.

Normal Conflict	Bullying
Equal Power-usually friends or acquaintances	Imbalance of power-usually not friends or acquaintances
Happens occasionally or isolated	Repeated negative action
Accidental	Intentional
Not serious	Serious with threats (physical or emotional harm)
Not seeking power, attention, or material things	Attempt to gain power, attention, or material things
Remorse-Will take responsibility and demonstrate effort to resolve the problem	Remorse-Blames the victim and makes no effort to solve the problem

(Adapted from Bonds & Stoker 2003)

The principal or designee may determine that other steps must be taken before the investigation is complete. The investigation will be completed as soon as practicable, but generally no later than five school days from the initial complaint or report.

North Judson-San Pierre School Corporation shall include follow up services for the bully and targeted student. Depending on the level of severity, follow up services include:

Corrective Action/Follow Up

Consequences	Follow Up
1 st Offense: Detention ISS (1-3 days)	Follow up with guidance counselor or administrator Behavior Contract initiated Bully Prevention Assignment (Reflection, video, or presentation)
2 nd Offense: OSS (1-3 days)	Parent-Student Conference upon return to school Review behavior plan or contract Law enforcement may be contacted
3 rd Offense: OSS (10 days), pending expulsion	Form 16

Note: Each administrator has the right to determine the appropriate consequence for each infraction.

Follow Up Services for the Targeted Student

Create and implement a school safety plan to ensure that no further incidents of bullying occur between the targeted student and alleged aggressor. (The plan may include a change in classes, a difference in seating arrangements, or a different lunch schedule.)
Follow up sessions with the school's guidance counselor or school's psychologist.
Teacher mentor assigned.
Student conferences with an administrator.

Other Corrective Measures

After completion of the investigation, the school district will institute any corrective measures necessary. Depending on the severity of the situation, remedial action may include, but not limited to, counseling, education discipline, and/or referral to law enforcement to any other students or staff members that fail to report an incident of harassment, intimidation, or bullying.

State Reporting

Administration will report bullying data to the superintendent, school board and reported to the Indiana Department of Education by July 1st of each year. North Judson-San Pierre School Corporation will collect the frequency of bullying in the following categories: Physical bullying, verbal bullying, social/relational bullying and electronic or written communication bullying.