Safe Schools and School Improvement Plan Template (Elementary)

Overall Goal: Creating a positive school climate that supports a safe learning and teaching environment in which every student can reach his/her academic potential.

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.

School Specific Goal(s): To reduce overall levels of student anxiety and increase student sense of well-being

Needs Assessment (Based on…)	Training Strategies & Resources for School Climate and Bullying (Education Component)	Prevention and Awareness-Raising Strategies for a Positive School Climate and Bullying (Awareness Component)	Intervention and Support Strategies for School Climate Concerns and Bullying (Support & Intervention Component)	Communication and Outreach Strategies regarding School Climate and Bullying	Responsibilities & Actions	Monitoring and Review Process (Include Timelines)
• **Tell-Them-From-Me Data: Sense of Belonging, Bully / Victim, and School Safety** • Suspension data • Potential Staff Survey • Potential Parent Survey • Office Referrals • School Specific Incidents • Achievement Data • Safe Schools Team Consultation • On-line bullying / safe schools incident reports • Community based data • Student voice This information will inform the school specific goal(s).	• **Bill 157 Reporting & Responding** • **Whole School Approach** • Staff Professional Learning • Conferences • Workshops • Board Training • **Effective Interventions training** • **WITS (SK-3)** • **WITS-LEADS (4-6)** • **Fourth R (7-8)** • "Imagine a School without Bullying" • STEP UP (Safe Teen) initiative • Police or Police Foundations presentations on cyber-safety • KFL&A Public Health Resources • **Anti-Bullying Awareness** • MEND • BMS • TRIBES • **LDSB Character Education Framework (2008)** • Kelso's Choices • Youth Diversion REBOUND program • **Ministry anti-bullying resources** • School-based PLCs • PEEL Region Public Health Website (Bullying Prevention) • Aboriginal Resource Centre • Threat Assessment Training • Friends for Life Training • **Equity and Inclusion Training Opportunities** • **Bullying Awareness Week Activities (3rd week in November)** • **Board Policy/Procedures: AP 350, 353, and 356**	• **Promotion of Healthy, Inclusive Relationships and Lifestyles** • **Open communication between staff, students, and parents** • **Modeling equitable and inclusive behaviour and language** • **Engagement of community partners** • **Evidence-based Bullying Prevention Programs (WITS, WITS-LEADS, Fourth R)** • **Character Education Initiative** • **Code of Conduct with clear expectations that are developmentally appropriate** • **Teaching in the Classroom** • **On-going Staff & Student Training** • Accessing the LDSB Human Rights Education Advisor • **Support for students who want to establish and lead Respect Committees or other Social Action Committees that promote a safe and inclusive learning environment** • **Providing opportunities for members of the school community to increase their knowledge of issues like homophobia, gender based violence, sexual harassment, inappropriate sexual behaviour, racism, critical media literacy, and safe internet use** • Mentorship/Modeling programs • Recognition awards/assemblies • Kelso's Choices • Use of Peer Mediators, Yard Pals • Character Ed. Word Wall • Posting Classroom expectations • Friends for Life Program • **School-wide Progressive Discipline Plan** • **School Plan to address gender-based violence, homophobia, sexual harassment, and inappropriate sexual behavior** • Roots of Empathy • **Align supervision with needs assessment**	• **Timely, Sensitive, Proactive Response to all incidents and reports** • **Accessing community supports** • **Use of MEND and other restorative practices** • **Use of Progressive Discipline** • **Mandatory reporting from all Board Employees** • **Mandatory responding from staff that work directly with students** • **Mandatory investigation of reports** • **Disclosure Mechanism for Students (online)** • **Plan for supporting and protecting the Victim(s) and Perpetrators** • **Addressing bystander behaviour** • **Providing opportunity for improved behaviour** • **Program modifications** • Behaviour and/or Safety plans • Daily/Weekly "Check-ins" with key, identified staff • **Referral to a community partner for support (ie Pathways, KAIROS, Home Base, Sexual Assault Crisis Line, Family and Child Services, L&A Addictions and Community Mental Health etc…)** • Referral to the SSC • Accessing Aboriginal Education Counselor and supports • Referral to the Urgent Care/Consult Clinic (HDH/KGH) • BAT Referral • Ed. Services Consult • Peer mediation • Accessing the LDSB Human Rights Education Advisor • Kids Help Line • Case Conference • **Community Threat Assessment**	• **Communicate policies, procedures, and guidelines to all school community stakeholders** • Newsletters • Grade/Division Forums • **School Council** • Staff Meetings • High-Impact assemblies • Anonymous tip line and/or online report • Let's talk, Let's Listen • **Code of Conduct** • Board Pamphlets • Board Posters • Synervoice Messages • School Website • Community Supports Gallery at a Parents' Night • School Newspaper • Grade Forums • Student Assemblies • Guest Speakers • Safety Week • Parent Forum • **Safe Schools Team** • **Ministry definition of bullying communicated to staff, students, & parents** • **Clear statement that bullying will not be accepted must be communicated to staff, students, & parents (see the statement above, below the overall goal)**	• Staff will explicitly teach mindfulness strategies through WITS, literature, and across the curriculum. • Staff will continue to use and monitor the strategies outlined here. • Students will be encouraged to practice the strategies presented here. • Parents and Community will be informed and encouraged to promote/ support these strategies at school, at home, and in the community. Safe Schools Team will review TTFM data related to Sense of Belonging, Bully/Victim, and School Safety Measures on a yearly basis to help inform each school's Bullying Prevention and Intervention Plan. The Safe Schools Team will also review school Emergency Procedures on an annual basis.	• **Safe Schools Team** • **TTFM Data (4-8): Sense of Belonging, Bully/Victim and Safety at School** • Potential staff survey • Potential parent survey • Suspension data • Number of MEND conversations • Number of MEND circles • Office referrals due to student behaviour • Targeting areas of need based on survey results • **Assessing reporting, response, and support** • **Evidence informed decision making for Education, Awareness, and Outreach**

Ministry Definition of Bullying: Bullying means aggressive and typically repeated behaviour by a pupil where (a) the behaviour is intended by the pupil to have the effect of, or the pupil ought to know that the behaviour would be likely to have the effect of, (i) causing harm, fear or distress to another individual, including physical, psychological, social or academic harm, harm to the individual's reputation or harm to the individual's property, or (ii) creating a negative environment at a school for another individual, and (b) the behaviour occurs in a context where there is a real or perceived power imbalance between the pupil and the individual based on factors such as size, strength, age, intelligence, peer group power, economic status, social status, religion, ethnic origin, sexual orientation, family circumstances, gender, gender identity, gender expression, race, disability or the receipt of special education. Bullying behaviour can be physical, verbal, written, or social in nature and can occur through the use of technology. Cyberbullying includes (a) creating a web page or blog in which the creator assumes the identity of another person; (b) impersonating another person as the author of content or messages posted on the internet; and (c) communicating material electronically to more than one individual or posting material on a website that may be accessed by one or more individuals.