

BULLYING IN FRSD-DEFINED-HOW TO RESPOND-WHAT WE DO

A GUIDE FOR FRSD ADMIN AND STAFF

What is Bullying: It is unwanted, aggressive behavior that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time.

Must include:

- a. **An imbalance of power:** Kids who bully us their power -such as physical strength, access to embarrassing information, or popularity to control or harm others
- b. **Repetition:** Bullying behavior happen more than once or have the potential to happen more than once.

Types of Bullying

- a. Verbal: Teasing, name-calling, inappropriate sexual comments, taunting, threatening to cause harm
- b. Social: Leaving someone out, telling others not to be friends with someone, spreading rumors, embarrassing someone in public.
- c. Physical: Hitting, spitting, tripping, pushing, taking or breaking someone’s things, making mean or rude hand gestures.
- d. On-line/Cyber/Outside of school: This only becomes a school issue when it “Disrupts the educational environment.” In those cases, the school proceeds with investigating and problem solving the issue.

Effects of Bullying: Kids who are bullied can experience negative physical, school, and mental health issues, such as:

- a. Depression, anxiety, increased feelings of sadness and loneliness, changes in sleep and eating patterns, health complaints, and decreased academic achievement. More likely to miss, skip, or drop out of school.

Quick Guide for Fern Ridge.

Our students will be: Trained to identify bullying and report it. (Each building will have an age appropriate plan.)

Our staff will be: Trained to address bullying behavior.

- a. Through completion of an annual on-line program.
- b. Through an annual discussion/review at a beginning of the year staff meeting.

Our administrators will: Will respond appropriately to reports of bullying, and ensure our staff and students are trained to do the same.

In addressing bullying behavior, FRSD will:

- a. Show students that bullying is taken seriously by address all reports.
- b. If warranted, investigate it.
- c. If affirmed, we will make sure the perpetrator knows what the problem behavior is.
- d. Use consequences to teach –understanding suspending or expelling students, while sometimes needed, does not reduce bullying behaviors.
- e. Inform parents in serious situations (always encourage student to talk to their parent/guardian). Examples where parents should be notified: Injury, significant loss of class time, student is clearly upset.
- f. Follow-up

For 19-20

School	VES	EES	FRMS	EHS
STAFF: Online training and staff meeting discussion has occurred.	Online trainings ESSA Agenda Item Bullying facts and tips handed out to teachers for quick reference throughout the year	On-line Trainings ESSA Team Agenda Item	Staff Meeting Discussion 9-18-19 Bullying Information flyer distributed to staff Online Trainings	On-line Trainings Staff Meeting, September 18 Informational Flyer
STUDENTS: Students trained	By first of October	By the end of Sept.	Continuous through Home Room Bullying Prevention Week in October	By early October in homerooms

<p>Type of training for students</p>	<p>Bullying resources used by teachers to include lessons from one (or more) of the following: SafeOregon.com (PPT), PACER.org, and stopbullying.org</p>	<p>Review of Bullying definitions, use of PPTs, SAFE Oregon review, PACER lesson, read alouds, videos, etc.</p>	<p>During Home Room we implement bullying prevention lessons from "Creating A Culture of Kindness." In October we will do our schoolwide Bullying Prevention Week where students get 4 hours of bullying prevention training throughout the week.</p>	<p>Students will be trained using resources from the National Association of School Psychologists. Throughout the year we will conduct booster trainings with our student led Tolerance and Diversity Team.</p>
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