

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 use their power -such as physical strength, access to embarrassing information, or popularity to control or harm others
- b.) **Repetition:** Bullying behaviors 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: 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 addressing 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 students 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 22-23

School	VES	EES	FRMS 22-23	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 -Counselor gives PD at Oct staff mtg	-Online Trainings -ESSA Team Agenda Item -Bullying facts and tips handed out to teachers for quick reference throughout the year -Counselor gives PD at Oct staff mtg	-Staff Meeting Discussion During Fall Inservice -Online trainings -Bullying facts and tips handed out to teachers for quick reference throughout the year	On-line Trainings Staff Meeting, September 18 Informational Flyer	

STUDENTS: Students trained	During October (Bullying Prevention Month)	During October (Bullying Prevention Month)	6 weekly lessons presented during Homeroom in October/November.	By early October in homerooms	
Type of training for students	Bullying resources used by teachers to include lessons from one (or more) of the following: SafeOregon.com (PPT), PACER.org, and stopbullying.org Bullying Prevention is also addressed in the Second Step curriculum K-5	Bullying resources used by teachers to include lessons from one (or more) of the following: Second Step, SafeOregon.com (PPT), PACER.org, and stopbullying.org	Bullying Prevention is addressed through Second Step at the middle school level. The second unit of Second Step includes 5-6 lessons on understanding bullying, social factors that contribute to bullying, environmental factors that contribute to bullying, and strategies to disrupt those factors. Lessons are individually tailored to each grade level and presented during Homeroom. 7th Grade also includes training on sexual and gender based harassment.	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.	