

2015 - 2016 Bullying Prevention and Intervention Plan

Our School Commitment

We are committed to fostering a safe, accepting and supportive learning environment that promotes positive mental health and well-being, as well as the academic achievement of all learners. We believe that this is achieved through a Whole School Approach. We will respond to any student behaviour that is likely to have a negative impact on the school climate and will investigate all reports of bullying. We will provide support to those affected by bullying.

Bullying is not tolerated here.

Policy Statement

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.

Ministry of Education of Ontario, PPM 144

Healthy Relationships

PREVNet describes Healthy Relationships as those that provide:

- *A sense of security and stability,*
- *Basic needs,*
- *A sense of being valued and belonging,*
- *support and guidance to learn essential skills and understanding,*
- *protection from excessive stress*

We all share a collective responsibility in fostering healthy relationships.

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;

For the purposes of the definition of "bullying" in subsection (1), behaviour includes the use of any physical, verbal, electronic, written or other means.

Cyber-bullying: For the purposes of the definition of "bullying" seen here, bullying includes bullying by electronic means (commonly known as cyber-bullying), including,

- (a) creating a web page or a 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.

PPM 144

2015 - 2016 Bullying Prevention and Intervention Plan

Our Safe and Accepting Schools Team

Our Safe and Accepting Schools Team is responsible for fostering a safe, inclusive, and accepting school climate.

Chair: Basil Broumeriotis

Principal: Andrea Pemberton

Teacher(s): Lisa Arsenault, Zabel Ashukian, Jennifer Cachia, Daniel Gauci,
Candice Kok, Julie Mavin, Melissa Meikle, Leigh Morton,
Emmanuel Nish

Support Staff:

Student(s): Jaedan Pournader

Parent(s): Carolann Bell Prue

Community Partner(s): Officer PC Dimech

What the Data Tells Us - School Climate Survey and Other Data

As part of the on-going monitoring and evaluation process, school boards conduct school climate surveys of students, staff and parents every two years. Our school data indicates the following:

STRENGTHS	<p>Based on the information from our Student Attitudinal Survey:</p> <p>Students reported that they feel safe when they are at school and that they feel safe on their way to and from school.</p> <p>Students reported that they felt that people from other cultures are respected at our school</p> <p>Students reported that they have opportunities to participate in clubs, teams or activities at school</p> <p>Based on the information from our School Climate Survey:</p> <p>Most students report that they are aware of how to report bullying at our school</p> <p>Students generally feel welcomed and respected overall</p>
<p>Based on the analysis of various sources of data, our school has identified specific bullying prevention and intervention goal statements for this school year. These goal statements will drive our actions for this year. Outcomes will be monitored and assessed using a continuous improvement cycle.</p>	
GOALS	<p>Based on the information from our School Climate Survey:</p> <p>Students reported that they did not report bullying because they did not think anything would happen as a result of reporting</p> <p>Students indicated that they did not want to be seen as someone who tells on others</p> <p>Students indicated that at least one time they stood by and watched while someone else was bullied</p> <p>Based on the data above the following goal statements have been set and monitored and assessed using school climate, student attitudinal and reporting data to inform us of the effectiveness of our strategies:</p> <ol style="list-style-type: none"> 1. Increase the feeling of overall safety throughout the building 2. Focus on “upstanding” 3. Reduce all incidents of bullying by race/culture/religion/ethnicity /sexual orientation.

2015 - 2016 Bullying Prevention and Intervention Plan

AWARENESS AND PREVENTION

What We are Doing In Our Classrooms and in Our School - Bullying Awareness and Prevention Strategies

Our school is implementing the following strategies to support the well-being of the whole child/youth and to positively impact students' readiness to learn. These strategies involve students, staff, parents and community members as part of a whole school approach to promoting a positive school climate.

Strategies to Promote Healthy Relationships and to Foster a Positive School Community

Lead by example and celebrate diversity and the success for all individuals.

Model inclusive practices and conflict resolution strategies throughout the school

Celebrating student achievements

- Student Recognition Night
- Ajax Achievers

Unlearn/SpeakUp

- Student-directed initiative that works to eliminate stereotyping, celebrate different cultures, races, genders, sexualities and abilities
- Mental health/De-stress initiatives

Grade 9 day

- Welcome students new to our school and help familiarize themselves with classes, clubs, teams and student leaders

School Clubs, extra help programs and Sports Teams

- DECA, Improv, Math Club, Think Tank, Eco Club, Me to We, GSA, Unlearn
- Faith based clubs such as Impact Christian Group and Muslim Student Association

Use of cooperative structures, circles and class norms in classrooms

Strategies related to Culturally responsive pedagogy

Staff professional development and awareness

- Cultural Bias, and reflection on self-bias
- Culturally responsive pedagogy resources
- Gender Terms

Diversity in the reading selections in classrooms

- Student suggestions for library purchases to reflect the diversity at the school

Displays throughout the school:

- Black History Month, Islamic History Month, Tamil Month, Safety Week

Black History Month Activities

- Displays in the library, foyer and halls celebrating Black History
- Daily Announcements with facts, awards
- Staff Caribbean Luncheon
- Coffee house showcasing the creative arts of our Black students (improv, music, visual art)

Displays and Celebrations of Student Work

- Fashion designs, art work, baking contests, Candy/Chocolate Fair

Differentiating Instruction and Assessment to allow students choice in topics, process and products

Community Connections and Experiential Opportunities

- YMCA Youth Exchange
- YPI Community Involvement

2015 - 2016

Bullying Prevention and Intervention Plan

Curriculum led initiatives in the classroom focused on Social Justice, Inclusion, Diversity, Gender References, Healthy Relationships, Oppression, Human Rights

- Classroom resources and lesson plans

Bullying Prevention Awareness Week

- Pink Shirt Day

School Wide Fundraisers

- Toy Drive – all staff and students collectively participate in raising money, food, toys and gifts for our community.
- Fundraising for Cancer Research - Terry Fox Run, Inside Ride

Building Resiliency

Individual, academic counselling with guidance for all students

- Board level support such as social workers or psychological services (with consent)

Caring Adult

Connecting At Risk Youth with Student Mentors / Teacher

Mentors and Caring Adult (Coach, guidance, ERT, Teacher, Administrator, SWIS worker)

Breaking Barriers Workshops: Peer Mentorship of grade 9 students with Senior mentors

On-going support through guidance for all students 9 -12

Student Success Initiative: Extra supports for students struggling academically

Teacher Mentorship Initiative: connecting at risk students to a caring adult

Strategies Related to Equity and inclusive education

- Adaptive Phys Ed Class
- Peer helping opportunities

Dates of Significance emailed out to staff to promote awareness

School Wide Events: Multicultural night, Coffee Houses, Drama Presentations, Spirit Days

- Guest Speakers/Assemblies/Presentations
- Holocaust Survivor Presentation
- Remembrance Day Assembly
- White Ribbon Assembly

Strategies for Bullying awareness and prevention

Posters and resources to bring awareness to bullying

School Wide Awareness Campaigns: Pink Shirt Day, Anti-Homophobia Day, Unlearn assembly

Unlearn newsletter, workshops and activities

Staff awareness of bullying prevention strategies and resources available through the DDSB Portal and community resources

Yearly safety audit to help identify areas of the school that may pose a safety issue

Discussion/Role Play in Classrooms

How to handle issues such as bullying and peer pressure

Collaborative scripts based on social issues

Proactive approach and restorative practices used to resolve student conflicts

Use of classroom circles and Tribes

Co-constructed classroom norms, success criteria and classroom procedures

2015 - 2016 Bullying Prevention and Intervention Plan

What 'Student Voice' is Doing in Our School - Bullying Awareness and Prevention Strategies

Engaging students to help shape the learning environment is an important component of a whole school approach to promoting a positive school climate. The following strategies are student-based initiatives that are being implemented at our school.

*Promotion of student voice and advocacy throughout school
Youth Exchange Anti-bullying Student Led Workshops*

Me to We Social Justice Club

- Student led activities promoting social justice and socially responsible choices

Gay Straight Alliance

- Student led activities to create awareness and safer spaces for everyone

Breaking Barriers This student led group creates a voice for marginalized students by giving them the opportunity to find purpose by making a difference within the school and community.

Breaking Barriers Mentorship program (ongoing throughout the school year) cross-grade for Grade 9 students led by senior students

- This opportunity helps enhance critical and creative thinking skills, leadership and interpersonal skills.

Healthy Schools; Healthy Relationships Conference

- Students attend DDSB conference to share promising practices in schools that build healthy relationships between students, staff and community.

*Student Input on school wide events to reflect the culture of the school
Prom, semi-formal, Multicultural Night, coffee Houses, fundraising activities, assemblies, Improv, drama performances*

Student Council

- Student led activities to promote a sense of school community and belonging
- Wacky Wednesdays
- March Madness
- Spirit Days
- School Wide Events

Coffee houses- Student organize and lead evening events to showcase Ajax HS talent in support of initiatives such as the Gay Straight alliance, Food and Toy Drive, Breaking Barriers

2015 - 2016 Bullying Prevention and Intervention Plan

INTERVENTION

How We Report Bullying at Our School

Procedures are in place that allow students and parents to report bullying incidents as well as procedures that outline the requirements for staff to report bullying in accordance with legislation.

Student Reporting:

- Bullying can be reported to a trusted adult (teacher, administrator, support staff, coach, police liaison officer)
- Bullying can be reported using the “Report Bullying Now” button on the school website

Staff Reporting:

- “The Education Act states that an employee of the board who becomes aware that a student at the school of the board may have engaged in a serious student incident shall report the matter to the principal as soon as reasonably possible” (PPM 144)
- When appropriate, staff complete and submit the “Safe Schools Incident Reporting Form – Part I” to the principal. The principal provides written acknowledgement to the employee using the “Safe Schools Incident Reporting Form – Part II” (PPM 144)

Parent/Community Reporting:

- Reporting bullying to the classroom teacher, support staff and/or administration
- “Report Bullying Now” button on the school website

How We Respond to Bullying at Our School

Our school response to bullying follows a progressive discipline approach that may involve the following immediate and long-term actions:

- Ensuring the safety of all involved
- Responding to any student behaviour that is likely to have a negative impact on the school climate
- Conducting a school-based investigation
- Considering mitigating and other factors
- Contacting the parents of the person(s) who has been harmed and the parents of the person(s) who has caused harm in accordance with legislation
- Contacting community partners, when necessary
- Developing an action plan that might include Restorative Practice, Progressive Discipline, or other actions
- Implementing a Safe Schools Student Safety Plan, when appropriate
- Using “teachable moments” with Progressive Discipline
- Following “A Restorative Approach to Handle Harassment in the Hallways in Three Minutes” (Stop the harassment, Identify the harassment, broaden the response, help the offender make amends, ask for change in future behaviour, check in with those impacted)

2015 - 2016 Bullying Prevention and Intervention Plan

INTERVENTION	How We Support and Follow-Up With Those Affected by Bullying at Our School	
	Support for the person(s) who has been harmed, the person(s) who has caused harm and the person(s) who has witnessed harm may include:	
	<ul style="list-style-type: none"> • School level support such as connection to a caring adult (e.g., guidance counsellor, teacher, student success teacher, SERT, support staff, coach) or appropriate co-curricular program (e.g., Peer mentoring, Best Buddies, STAR leadership program, Aboriginal Student Advisory Circle, Breakfast club, Gay-Straight Alliance) • Board level support such as social workers or psychological services (with consent) • Identifying community support resources 	
	Follow-up for the person(s) who has been harmed, the person(s) who has caused harm and the person(s) who has witnessed harm will include:	
	<ul style="list-style-type: none"> • Individual monitoring plan based on individual needs (e.g., regular check-ins) 	

2015 - 2016 Bullying Prevention and Intervention Plan

How We Are Building Capacity for Prevention and Intervention At Our School			
Training opportunities include board level training, community led training, and school based training.			
TRAINING	Student:	Staff:	Parents:
	Welcome back/Code of Conduct assembly	Introduction to Restorative Practice Framework/Circle training	Parents Reaching Out Initiatives
	Police Liaison presentations	Culturally Responsive Pedagogy training	Parents and Partners Conference
	Safe Schools Bullying Awareness and Prevention and Student Voice Conferences	School Climate Survey/Safe & Accepting Schools Team training	Public Health presentations
	Talking About Mental Illness (TAMI) Summit	DDSB Safety Week Open House	School Community Council guest speakers
	Cyber Safety	Reacting and Teaching Students in Poverty-Strategies for Erasing the Opportunity Gap training	Parent engagement presentations/activities
	Digital Citizenship	Mental Health First Aid for Adults Who Interact with Youth training	<ul style="list-style-type: none"> Grade 8 Night College and University Nights Special Education Transition Session
	Public Health presentations	Violence Threat Risk Assessment Protocol training	DDSB Safety Week Open House
	Psychological and social worker services presentations	Safe Schools Bullying Awareness and Prevention Week and Pink Shirt Day staff meeting PowerPoints	
	Specialist High Skills Major programming	Emotional Intelligence training	
	Vetted evidence-based/evidence-informed training that reinforces curriculum connections	Building Resiliency through Self-Regulation (Dr. Stewart Shanker)	
	Workplace safety presentations	Learning networks	
	Unlearn assembly & workshops	Equity representatives training	
		New Teacher Induction Program (NTIP) training	
		Tiered Approach to Mental Health training	
		Public Health presentations	

2015 - 2016 Bullying Prevention and Intervention Plan

COMMUNICATION	How We Are Communicating With Students, Staff and Parents		
	To support a whole school approach, the school will communicate with staff, students, and parents. Communication methods include:		
	Student: <ul style="list-style-type: none"> • Discussions and conversations • Announcements • Classroom visits • Assemblies • School/Board websites • Newsletter • Student agenda • Social media • Posters 	Staff: <ul style="list-style-type: none"> • Discussions and conversations • Staff meetings • Department/Division meetings • Professional development days • Weekly memo • E-mails • Social media • Committees • Professional learning networks • School/Board websites 	Parents: <ul style="list-style-type: none"> • Discussions and conversations • School/Board websites • Parent engagement activities (e.g., Open house, assemblies, concerts, information nights) • Social media • Student agenda • Newsletters • Committees • Synervoice (phone call home system) • SCC

CONTINUOUS IMPROVEMENT	Monitoring Our Progress	
	As part of the continuous improvement model, the Bullying Prevention and Intervention Plan will be monitored regularly through:	
	<ul style="list-style-type: none"> • <i>Safe and Accepting Schools Team meetings</i> • <i>Staff meetings, division meetings, department meetings, committee meetings</i> • <i>DDSB School Climate Survey/Safe and Accepting Schools Team training</i> • <i>Reviewing reported incidents</i> 	

Please visit www.ddsb.ca for more information on how the Durham District School Board is supporting student well-being and promoting a positive school climate.

