

2021 - 2022

Bullying Prevention and Intervention Plan

Promoting Healthy Relationships within Positive School Climates

McCaskill's Mills Public School

OUR SCHOOL COMMITMENT

We are committed to establishing and supporting learning and working environments that are safe, welcoming, respectful, equitable, accessible, inclusive and free from discrimination, oppression and harm. Indigenous inherent rights, human rights and equity are at the center of our work. This fundamental commitment to human rights begins with meaningful investment in a Positive School Climate.

A Positive School Climate:

- Ensures that everyone is treated with dignity and respect;
- Expects, welcomes and includes everyone;
- Values, affirms and supports the expression of diverse identities;
- Promotes, protects and upholds Indigenous inherent rights and human rights – including students' right to education without discrimination and employees' right to employment without discrimination;
- Centres the rights of the child/student in ways that are not discriminatory and that do not cause or perpetuate harm;
- Prioritizes relationships, well-being and equity through a Whole School Approach.

While we work proactively to promote positive and respectful interactions, we will also address any behaviour or interaction that is likely to have a negative impact on the school climate, including bullying, discrimination and other forms of harmful interaction. In planning our responses, we will consider and provide support for all impacted staff and students, including those who were harmed, those who witnessed the harm, and those who caused harm.

We will promote a Positive School Climate in both proactive and responsive ways

MINISTRY STATEMENTS

“A positive school climate exists when all members of the school community feel safe, included, and accepted, and actively promote positive behaviours and interactions. Principles of equity and inclusive education are embedded in the learning environment to support a positive school climate and a culture of mutual respect. A positive school climate is a crucial component of bullying prevention.”

Taken from Ministry of Education of Ontario, PPM 145

“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.”

Taken from Ministry of Education of Ontario, PPM 144

HEALTHY RELATIONSHIPS

Healthy Relationships are grounded in treating one another with dignity and respect.

Healthy Relationships 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

All adults who are responsible for children play an important role in teaching them about healthy relationships and bullying. Teachers, parents/guardians, and other adults involved in children’s lives:

- Model relationship skills and attitudes
- Create positive situations in which children and youth interact.

Children will only learn positive relationship skills and attitudes if they observe and interact with adults who model positive relationships when interacting with children and adults.

PREVNet

HARMFUL INTERACTIONS

Bullying: 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 ancestry, size, strength, age, intelligence, peer group power (e.g., popularity), 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”, behaviour includes the use of any physical, verbal, electronic, written or other means.

Aggression: A response to conflict, threat or an internal emotional state of anger/irritability in which the intent to harm may or may not be present.
Aggression...

- (a) can take direct or indirect forms, including physical, verbal, social and electronic
- (b) can become bullying when a power imbalance in a relationship develops over time because repeated acts of aggression may intimidate the person on the receiving end

Teasing: A type of “playful” interaction that can range from positive (e.g., bantering, joshing, ribbing) to negative (e.g., mocking, pestering, tormenting)

- (a) Positive teasing takes place within a healthy relationship. It is good natured, fun and reciprocal
- (b) Negative teasing is characterized by words or actions that cause harm on one or both sides of the interaction. Negative teasing harms relationships as well as the school climate

Slurs and personal insults: The use of discriminatory, targeted or hateful language that is focused on Human Rights Code grounds, a person’s identity or personal characteristics is never acceptable, whether this language is used in the context of bullying, conflict, teasing or aggression. These include:

- (a) Slurs and phrases that dehumanize, mock, ostracize, discriminate against or victimize others based on race, Indigenous identity, sexual orientation, gender, gender identity, religion, ethnicity, neurodivergent traits, ability, financial status, family status, etc.
- (b) Personal insults that target traits like body type and other physical characteristics, “intelligence,” personality traits or personal interests

Conflict: A normal type of interaction that everyone should learn to navigate and resolve effectively. Conflict may be distinguished from other harmful interactions in that...

- (a) there is no power imbalance between those in conflict, or at least, the power imbalance is not being weaponized by the person with more power
- (b) all parties are typically invested in resolving the conflict (or at least ending it)
- (c) conflict most often occurs among people who share an existing relationship: classmates, siblings, friends, partners, colleagues, etc.
- (d) tensions underlying the conflict are not related to identity (e.g., ancestry, race, ethnicity, gender, sexual orientation, religion) and may be amplified by stressors for one or both parties in conflict
- (e) conflict typically centers on disagreement, personal errors, unclear or unmet expectations, or poor communication

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.

Our Positive School Climates Team (Previously known as “Safe and Accepting School Team”)

Our Positive School Climate Team leads our planning to promote a safe, inclusive, and welcoming school climate.

- **Chair:** A. Pelton
- **Teacher(s):** S. Lebel
- **Equity Lead(s):** J. Parliament
- **Student(s):** SM, SF, MP
- **Community Partner(s):** Cynthia Rogers (Public Health), Kristy Frech (DRPS)
- **Principal:** N. Locker
- **Support Staff:** M. Nixon (Custodian)
- **Parent(s)/caregiver(s):** K. Turner

Strengths and Goals

What the Data Tells Us – School Climate and Well-being Surveys and Other Data

As part of the on-going monitoring and evaluation process, schools gather data from various of sources, including school climate surveys of students, staff and parents/caregivers every two years. Our school data indicates the following:

Strengths:

- 91% feel their culture is respected, 72 % feel their culture is represented
- 85% of students feel that school is welcoming, and 81% report being greeted by name
- 88% of students and 96% of parents feel that staff help treat students with respect
- 82% of students and 89% of parents feel they can count on staff
- 95% of students feel that students support each other

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.

Goals:

- To build on and improve our understanding about inherent Indigenous Rights and Human Rights
- To ensure every student feels welcome, safe and that they belong at school
- To ensure there is a safe caring adult for every student
- To monitor and improve safety in the washrooms and unstructured times
- To monitor and improve safety on the bus

Proactive Approaches

What We are Doing in Our Classrooms and in Our School - Strategies that Promote a Positive School Climate

Our school is implementing a variety of strategies to support student well-being, affirm and promote diverse identities, and create a welcoming environment. These strategies involve students, staff, parents and community members as part of a whole school approach. Below are highlights of our strategies:

- build an atmosphere of engagement, teamwork, and group reliance through exposure to resources and learning that promote citizenship and respect of Human Rights
- increase school community engagement and education in the areas of inherent Indigenous rights, Human Rights, integrity, resiliency, and anti-bullying through materials and programming provided through our Indigenous Support Teacher, Public Health Nurse, Liaison Officer, and Positive School Climate leads
- instill feelings of support, strategy selection, coping skills, and positive self talk through our implementation of The First 20 Days of Well-Being
- develop proactive strategies to combat bullying and build community through character educator education
- engage in Pink Shirt Day activities
- recognize Orange Shirt Day to honour survivors, reconciliation, recovery, and remember the impact the residential school system had
- record video announcements to promote kindness and positive social interactions
- establish collection of mentor texts and resources for educator use with representation and Culturally Relevant and Responsive Pedagogy (CRRP) in mind
- collaborate with school liaison officers from DRPS to present strategies for prevention, safety, and reporting, including in a digital environment (Cyber Fraud and non-consensual sharing of images)
- Power of words presentation by Holly Richards from Positive School Climate
- post and discuss bullying prevention visuals to support the 4 Rs (Recognize, Refuse, Report, Restore);
- follow Progressive Discipline and Restorative Practice
- Saying good morning as students get off the bus and enter the school, greeting students by name, and getting to know the stories of our school community members through a community *This Is Us* project
- Intramurals, school teams (Football, Volleyball, Dodgeball), arts programs (ukulele, arts club), students leadership initiatives (leadership team, student announcements, SCC representatives), and clubs (Safer Spaces Club)

How Student Voice is Present in Our School

Engaging students to help shape the learning environment is an important component of a whole school approach in promoting a positive school climate – a climate in which *each and every* student feels that they matter. The following examples are highlights of student voice in action at our school:

- student(s) participating in the Safe and Accepting Schools Team
- inquiry-based learning
- the use of Community Circles in the classroom

- opportunities for intermediate students to explore transitions and pathways to discuss educational plans, success, and goal setting
- feedback opportunity through ThoughtExchange
- This is me school wide identity maps
- Student announcement team
- School Community Council (SCC) student representatives
- Student Leadership Team
- Critically Conscious Book Talks for staff and mentor texts to support CRRP
- Engaging students in exploration and building understanding of inherent Indigenous Rights and social justice with support of Indigenous Support Teacher

How we create the conditions whereby students feel safe to report bullying and other harmful interactions at our school.

Creating the conditions within which students may feel safe to report begins with investment in relationship and the promotion of a Positive School Climate. Additionally, procedures may be put in place that facilitate students and parent/caregiver reporting as well as procedures that outline the requirements for staff to report such instances in accordance with legislation.

Student Reporting:

- Reporting bullying or other harmful interactions to a trusted adult (e.g., parent/caregiver, teacher, administrator, support staff, police liaison officer).
- Using the “Report Bullying Now” button on the school/board website provides students a more discreet means of reporting bullying behaviours.

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 and other harmful interactions to the classroom teacher, support staff and/or administration
- Using the “Report Bullying Now” button on the school website

Strategies that help students to feel safe to report (e.g., relationship-building strategies, reporting mechanisms, awareness-building)

- High visibility of administrators and staff to facilitate easy access to supportive adults
- Communicating with students and families through a lens of learning, education, and growth when working through conflict resolution
- Establishing welcoming spaces for students and creating a sense of connection and belonging through conversations, activities, and projects (ie., This is Us, Safer Spaces, Clubs, programs, athletics, arts)
- Regular communication with school and community members to build relationships and establish open communication

- Listening to and incorporating student voice into day-to-day interactions
- Intentionally and strategically building relationships with students who need support and connection to a safe adult

How We Are Building Capacity for Promoting Healthy Relationships as Part of a Positive School Climate at Our School.

Training/learning opportunities occur at the board level, community level and school level. Here are highlights of our training/learning opportunities:

Students:

- First Twenty Days of Well-Being: focus on belonging, individual stories, community, and conflict avoidance/resolution
- Digital Citizenship
- Cyber Safety
- Public Health Presentations
- Durham Regional Police Presentations
- Power of words presentation facilitate by Holly Richards
- School safety discussions regarding structured/unstructured times with focus on COVID-19 protocols and safety measures
- Self-regulation and mindfulness activities and language consistently being used in classrooms and on yard
- Health and Nutrition programming
- Interactive Classrooms and PSAs to promote character traits, Orange Shirt Day, Pink Shirt Day

Staff:

- Return to school training
- Collaborative learning and professional development - (Truth and Reconciliation Commission of Canada: Calls to Action, United Nations Declaration on the Rights of Indigenous Peoples)
- First 20 Days of Well-Being model
- New Teacher Induction Program (NTIP)
- Collaboration with Public Health Nurse provide education (Mental Health, COVID-19 practices)
- Mentor texts collected to support language around anti-bullying, respect, inclusion, and Human Rights
- Collaboration to remember and respect (Orange Shirt Day, Remembrance Day)
- Safe and Accepting Schools Team participation
- Anti-Black Racism collaborative learning
- Collaboration with Positive School Climate team
- Early Years Support and Indigenous Support teachers providing professional development and collaboration opportunities to enhance educator and student learning and programming
- Collaboration with Inclusive Student Services for programming and transition support for students with varying mitigating circumstances appropriate for their needs

Parents/caregivers:

- Public Health Resources

- School Community Council
- Parent Engagement Sessions
- Resources/information provided in newsletter and social media posts surrounding Inherent Indigenous Rights, Human Rights, anti-bullying, well-being, and character education
- Virtual board events to build engagement
- Connection with Inclusive Student Services support team to provide access to community connections and resources

Responsive Approaches

How We Respond to Bullying and other harmful interactions at Our School

Our school response follows a bias-aware approach to progressive discipline that involves 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 (consulting the Police/Board Protocol, when necessary and appropriate) considering mitigating, human rights and other factors
- Contacting the parents/caregivers of the person(s) who has been harmed and the parents/caregivers of the person(s) who has caused harm, in accordance with legislation
- Considering the broader context and implications of the harmful interaction (e.g., racism, homophobia, transphobia, biphobia, Islamophobia, antisemitism, faithism, classism, ableism, misogyny) in order to inform both immediate and long-term responses
- Developing an action plan that is responsive and supportive
- Taking concrete steps to repair relationship and restore a Positive School Climate
- Considering individual, class, and/or whole-school learning opportunities to foster the conditions wherein similar situations may be prevented in the future, e.g., providing a school-wide lesson or activity on anti-Asian racism in the context of COVID-19
- Consulting and collaborating with community partners, affinity groups and DDSB departments, as appropriate (e.g., DBEN, DENSA, KIEN, MEND, Equity, ISS, Indigenous Education, Positive School Climates)
- Implementing a Positive School Climates Student Safety Plan, when necessary
- Implementing/reviewing a Special Education Behaviour Safety Plan, when appropriate

How We Provide Ongoing Support to Those Impacted 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:

- Furthering school-level support such as connection to a caring adult, classroom and yard considerations, special needs considerations, participation in co-curricular programming
- Implementing board-level supports such as social work or psychological services (with consent)
- Identifying community support resources
- Implementing a Student Safety Plan when necessary

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:

- Individual monitoring based on specific needs (e.g., regular check-ins)
- Conversations or learning opportunities as needed to support self-awareness, understanding of impact, social-emotional learning skills, and/or to inspire a shift in ideological trajectory if needed, e.g., in cases where ignorance, hate or discrimination are at play

Communication

How We are Communicating with Students, Staff, Parents/Caregivers and the Community

To support a whole school approach, the school will communicate with staff, students, parents/caregivers and the community. Communication methods include:

- Discussions and conversations
- Flipgrid Announcements
- Classroom Visits
- School/Board Websites
- Newsletter and Updates (via school messenger, emails and posted on website)
- Classroom Connections (Remind, Seesaw, Dojo, Email, Google Site, Google Classroom)
- Social Media (Instagram and Twitter)
- Posters
- Bulletin Boards/Displays
- Staff Meetings
- Professional Development Days
- Weekly Staff Memo
- SCC Meetings

Continuous Improvement

As part of the continuous improvement model, the Bullying Prevention and Intervention Plan will be monitored regularly through:

- Positive School Climate Team meetings
- Staff meetings, division meetings, department meetings, committee meetings
- School Learning planning

Please visit [Durham District School Board](https://www.durhamdistrictschoolboard.ca/) website for more information on how the Durham District School Board is supporting student well-being and promoting a positive school climate

