



## Bullying Prevention Implementation Plan

### Why is our district developing a plan to redirect bullying behaviors?

- It is mandated by Kansas law. K.S.A. 72-8256 requires that every school district in Kansas train all staff and students in bullying prevention, develop a district policy on bullying prevention and create a bullying implementation plan by January, 2008.
- Bullying is repeated exposure, over time, to negative actions from one or more other students. Negative actions can include physical, verbal or indirect actions that are intended to inflict injury or discomfort upon another.
- Bullying can seriously affect the emotional, physical, and academic well-being of children who are bullied. Dealing with discipline problems related to bullying incidents can take a good deal of administrators' and educators' time during a school day.
- Bullying can contribute to a negative climate in schools.
- Bullying is more prevalent than many adults suspect.
- Everyone in the school environment will benefit from implementation of a prevention program.

Following are steps we will take to develop an effective bullying prevention program in our school.

### Our plan to address bullying

*Our district has adopted policy that addresses bullying.*

Our district will develop clear rules and sanctions related to bullying.

Our rules for our district are as follows:

1. We will not bully others.
2. We will try to help students who are bullied when it is safe to do so.
3. We will include students who are left out.
4. We will tell an adult at school when we see someone being bullied at school.

*Sanctions related to bullying behavior will be addressed through a school-wide process.*

*We have adapted our district-wide discipline process to address bullying behaviors.*

We will create a school-wide process to provide clear, consistent, escalating, inevitable, and predictable sanctions to address bullying behavior.

# JWMS Student Reflection on Bullying Behavior

Student Name \_\_\_\_\_

I need to think about how I treated \_\_\_\_\_ Date \_\_\_\_\_

This is what I said and/or did that was unkind:

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\_\_\_\_\_ probably felt \_\_\_\_\_

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I was not nice to \_\_\_\_\_ because: \_\_\_\_\_

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This is what I will do to make this situation better: \_\_\_\_\_

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This is how I am going to change my actions so that I do not bully others: \_\_\_\_\_

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# JWMS Bullying Rubric of Consequences

Behavior	First time	Second time	Third Time	4th and Subsequent Time
Harassment/ Teasing/ Exclusion	Meet w/Grade level Team- <b>T</b> Student calls parent/guardian- <b>T</b>	Written warning- <b>T</b> Reflection sheet completed - <b>A</b> Detention - <b>T/A</b> Administrator calls parent / guardian- <b>A</b>	Referral to Office for possible ISS/OSS- <b>T/A</b> Parental contact- <b>A</b>	Referral to Office ISS or OSS Develop individual plan with Parent/Guardian- <b>A/P</b>
Physical Bullying	ISS- <b>A</b> Reflection sheet completed - <b>A</b> Student calls parent/guardian- <b>A</b>	1-3 days OSS- <b>A</b> Reflection sheet completed- <b>A</b> Parental contact- <b>A</b>	Immediate referral to office- <b>A</b> Additional OSS- <b>A</b> Re-entry meeting w/ parent/guardian and student. Develop individual plan with Parent/Guardian- <b>A/P</b>	Immediate referral to the office.- <b>A</b> Additional OSS w/ possibility of a ten day suspension with a due process hearing for possible expulsion.- <b>A</b> Parental contact- <b>A</b>
Severe Physical Bullying, threats of serious violence, or severe harassment	Immediate referral to the office. - <b>A</b> Police and parent/ guardian notified- <b>A</b> Immediate suspension for at least one day with the possibility of a ten day suspension with a due process hearing for possible expulsion- <b>A</b>	Immediate referral to the office.- <b>A</b> Police and parent / guardian notified.- <b>A</b> Immediate suspension for at least one day with the possibility of a ten day suspension with a due process hearing for possible expulsion - <b>A</b>	Immediate referral to the office.- <b>A</b> Police and parent / guardian notified.- <b>A</b> Immediate suspension for at least one day with the possibility of a ten day suspension with a due process hearing for possible expulsion.- <b>A</b>	Immediate referral to the office.- <b>A</b> Police and parent / guardian notified- <b>A</b> Immediate suspension for at least one day with the possibility of a ten day suspension with a due process hearing for possible expulsion.- <b>A</b>

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Reviewed/Updated 6-11-2018

**T** means Teacher or Team intervention  
**A** means Administrative intervention  
**P** means Parent involved with intervention

**Jefferson West Middle School  
Harassment / Bullying Incident Report Form**

Date: \_\_\_\_\_ Time: \_\_\_\_\_ Location: \_\_\_\_\_

Student(s) Initiating Bullying / Harassment:

\_\_\_\_\_ Class: \_\_\_\_\_

\_\_\_\_\_ Class: \_\_\_\_\_

Student(s) affected:

\_\_\_\_\_ Class: \_\_\_\_\_

\_\_\_\_\_ Class: \_\_\_\_\_

Type of Harassment alleged:

Social \_\_\_\_\_ Racial \_\_\_\_\_ Sexual \_\_\_\_\_ Religious \_\_\_\_\_ Other \_\_\_\_\_

Check all spaces below that apply. Adult stated or identified inappropriate behaviors as:

\_\_\_\_\_ Name calling / Ridiculing / Taunting \_\_\_\_\_ Demeaning Comments

\_\_\_\_\_ Stalking \_\_\_\_\_ Spitting

\_\_\_\_\_ Inappropriate Gesturing \_\_\_\_\_ Social Exclusion

\_\_\_\_\_ Staring / Leering \_\_\_\_\_ Damaging Property

\_\_\_\_\_ Writing / Graffiti \_\_\_\_\_ Shoving / Pushing

\_\_\_\_\_ Threatening \_\_\_\_\_ Hitting / Kicking

\_\_\_\_\_ Stealing \_\_\_\_\_ Intimidation/Extortion

\_\_\_\_\_ Inappropriate Touching \_\_\_\_\_ *Electronic Bullying*

\_\_\_\_\_ OTHER \_\_\_\_\_

Description of Incident:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Witnesses Present: \_\_\_\_\_

\_\_\_\_\_

Physical Evidence: Graffiti \_\_\_\_\_ Notes \_\_\_\_\_ Email \_\_\_\_\_

Video/Audio tape \_\_\_\_\_ Other \_\_\_\_\_

Staff Signature \_\_\_\_\_

Parent(s) contacted: Date \_\_\_\_\_ Time \_\_\_\_\_ Method \_\_\_\_\_

Administrative response taken: \_\_\_\_\_

## JWMS Parent Notification of Student Inappropriate Behavior

To the Parents/Guardians of: \_\_\_\_\_

Today I spoke with your child about bullying a fellow student. Here is a brief summary of our meeting and the outcome:

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I trust that you share in our school's belief that every student deserves to be respected in a school environment that is as stress-free and conducive to learning as we can possibly make it. This being the case, our school is committed to having a zero-tolerance for bullying and teasing of any kind. We will continue to emphasize respectful treatment of everyone by teaching all students the important life skills of conflict resolution and appreciation of differences. Any reinforcement you can provide at home will help as well.

If you have any questions, please do not hesitate to call me. I will be happy to address any concerns you may have. Thank you.

Sincerely,

John Hamon, Principal  
Jefferson West Middle School