

Safe Schools and School Improvement Plan Template (Elementary)

Overall Goal: Creating a positive school climate that supports a safe learning and teaching environment in which every student can reach his/her academic potential.

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.

School Specific Goal(s): By the end of June 2014, there will be a decrease in the number of students, specifically in grade 4 and 5 who are victims of bullying as indicated on the Tell Them From Me survey.

Needs Assessment (Based on...)	Training Strategies & Resources for School Climate and Bullying	Prevention and Awareness-Raising Strategies for a Positive School Climate and Bullying	Intervention and Support Strategies for School Climate Concerns and Bullying	Communication and Outreach Strategies regarding School Climate and Bullying	Responsibilities & Actions	Monitoring and Review Process (Include Timelines)
<ul style="list-style-type: none"> • Tell-Them-From-Me Data: Sense of Belonging, Bully / Victim, and School Safety • Suspension data • Potential Staff Survey • Potential Parent Survey • Office Referrals • School Specific Incidents • Achievement Data • Safe Schools Team Consultation <p>This information will inform the school specific goal(s).</p>	<ul style="list-style-type: none"> • Bill 157 Reporting & Responding • Whole School Approach • Staff Professional Learning • Conferences • Workshops • Board Training • WITS (SK-3) • WITS-LEADS (4-6) • Fourth R (7-8) • “Imagine a School without Bullying” • STEP UP (Safe Teen) initiative • Police or Police Foundations presentations on cyber-safety • KFL&A Public Health Resources • Anti-Bullying Awareness • MEND • BMS • TRIBES • LDSB Character Education Framework 	<ul style="list-style-type: none"> • Promotion of Healthy, Inclusive Relationships and Lifestyles • Open communication between staff, students, and parents • Engagement of community supports / partners • Bullying Prevention Program (WITS, WITS-LEADS, Fourth R) • Character Education Initiative • Code of Conduct with clear expectations that are developmentally appropriate • Teaching in the Classroom • On-going Staff & Student Training • Accessing the LDSB Human Rights Education Advisor • Respect Committees or other Social Action Committees • Providing opportunities for members of the school community to increase their knowledge of issues like homophobia, gender based violence, sexual 	<ul style="list-style-type: none"> • Timely, Sensitive, Proactive Response to all incidents and reports • Accessing community supports • Use of MEND and other restorative practices • Use of Progressive Discipline • Mandatory reporting from all Board Employees • Mandatory responding from staff that work directly with students • Disclosure Mechanism for Students • Plan for supporting and protecting the Victim(s) and Perpetrators • Addressing bystander behaviour • Providing opportunity for improved behaviour • Program 	<ul style="list-style-type: none"> • Newsletters • Grade/Division Forums • School Council • Staff Meetings • High-Impact assemblies • Anonymous tip line • Let’s talk, Let’s Listen • Code of Conduct • Board Pamphlets • Synervoice Messages • School Website • Community Supports Gallery at a Parents’ Night • School Newspaper • Grade Forums • Student Assemblies • Guest Speakers • Safety Week • Parent Forum • Safe Schools Team • Ministry definition of bullying 	<p>All staff will respond to incidents in a timely, sensitive, and proactive manner</p> <p>Staff will use the Progressive Discipline model to address inappropriate behaviours</p> <p>Students will report incidences of bullying to staff</p> <p>Students will demonstrate appropriate social skills that enable them to work constructively with the group and/or classroom community</p>	<ul style="list-style-type: none"> • Safe Schools Team • TTFM Data (4-8): Sense of Belonging, Bully/Victim and Safety at School • Potential staff survey • Potential parent survey • Suspension data • Number of MEND conversations • Number of MEND circles • Office referrals due to student behaviour • Targeting areas of need based on survey results

	<p>(2008)</p> <ul style="list-style-type: none"> • Kelso’s Choices • Youth Diversion REBOUND program • Ministry anti-bullying resources • School-based PLCs • PEEL Region Public Health Website (Bullying Prevention) • Aboriginal Resource Centre • Threat Assessment Training • Friends for Friends Training • Bullying Awareness Week Activities (3rd week in November) 	<p>harassment, inappropriate sexual behaviour, racism, critical media literacy, and safe internet use</p> <ul style="list-style-type: none"> • Mentorship/Modeling programs • Recognition awards/assemblies • Kelso’s Choices • Use of Peer Mediators, Yard Pals • Character Ed. Word Wall • Posting Classroom expectations • Friends for Friends Program • School-wide Progressive Discipline Plan • School Plan to address gender-based violence, homophobia, sexual harassment, and inappropriate sexual behavior • Roots of Empathy 	<p>modifications</p> <ul style="list-style-type: none"> • Behaviour and/or Safety plans • Daily/Weekly “Check-ins” • Referral to a community partner for support (ie Pathways, KAIROS, Home Base, Sexual Assault Crisis Line, etc...) • Referral to the SSC • BAT Referral • Ed. Services Consult • Peer mediation • Accessing the LDSB Human Rights Education Advisor • Kids Help Line • Case Conference 	<p>communicated to staff, students, & parents</p> <ul style="list-style-type: none"> • Clear statement that bullying will not be accepted must be communicated to staff, students, & parents (see the statement above, below the overall goal) 		
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