

Franklin Lakes School District Anti-Bullying Initiatives



Character Education &
School Wide Positive Behavior Systems



Even a district with a majority of compassionate & caring students needs to constantly maintain an Anti-Bullying Policy, as the ABR (Anti-Bullying Bill of Rights) affects us all.

Anti-Bullying Bill of Rights

The Basics

- Anti-Bullying Coordinator
 - Dr. John Caliso
- Anti-Bullying Specialists
 - Counselors at each school
- Adherence to HIB (Harassment, Intimidation and Bullying) Law
- Creation of School Safety Team
- Completion of ABR Report Card Annually

Harassment, Intimidation & Bullying [HIB] : Defined

is any gesture, written, verbal or physical act, or any electronic communication, whether it be a single incident or series of incidents, that ...

Meets all 3 of these Criteria

- Is reasonably perceived as being motivated by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic
- Takes place on school property, at any school-sponsored function, or off school grounds as provided for in section 16 of P.L. 2010, c122
- Substantially disrupts or interferes with the orderly operation of the school or the rights of other students, and that:

Meets one of these criterion

- A reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a student or damaging the student's property, or placing a student in reasonable fear of physical or emotional harm to his person or damage to his property.
- Has the effect of insulting or demeaning any student or group of students; or
- Creates a hostile educational environment for the student by interfering with a student's education or by severely or pervasively causing physical or emotional harm to the student.

Reporting Guidelines

- 1) Staff member reports to Principal.
- 2) Principal instructs Anti Bullying Specialist to open an investigation within 2 days. ABS completes the investigation within 10 days.
- 3) Investigation is shared with Principal and then Superintendent.
- 4) Superintendent makes determination and presents to BOE for approval.
- 5) Parents are notified after BOE meeting.

Differences between Conflict, Bullying & Harassment, Intimidation & Bullying under the Anti-Bullying Bill of Rights Act

Conflict

- “Mutually” competitive.
- Includes disagreements, arguments and fights.
- A normal part of growing up and of life.
- There is not usually malicious intent

Bullying

- Typically, repeated hurtful behavior by one student or group who has more power (socially, physically, etc.) than the victim.
- All faculty are trained to stop bullying on sight.
- Handled according to student Code of Conduct.

HIB

- HIB is one-sided.
- One or more students are specifically targeted by one or more person’s aggression, as it applies to the HIB definition under the Anti-Bullying Bill of Rights.
- The intent is to physically or emotionally hurt someone.
- It disrupts a person’s school day

Let's Take a closer look!

www.Kahoot.it

Harassment, Intimidation & Bullying School District Program & Training Requirements

- o School districts annually establish and implement programs and approaches designed to create school-wide conditions to prevent and address HIB.
- o School district HIB training for employees and volunteers includes preventing bullying of protected categories and other characteristics for full, part-time staff, volunteers, contracted service providers, any employee with student contact.

What have we done as a district to address bullying in our schools?

- Creation of School Safety Team
- Informed all staff of new HIB law and reporting procedures
- HIB Parent Info sessions
- Character Education
 - Monthly Character Education Themes
 - Implementation of the [Olweus Bullying Prevention Program](#)
 - Class Meetings at elementary level
 - Assemblies
- Individual and Group Counseling



What Students Need to Know to Feel Safe

- Bullying may occur in many parts of life
- Bullying will not be tolerated
- Students will be given tools to deal with conflict
- It is safe to tell an adult
- We will protect the right of every child to feel safe and comfortable in our school system
- Students are responsible for creating the change in their own school climate





and how it is used to address Harassment, Intimidation & Bullying as defined by the Anti-Bullying Bill of Rights in Franklin Lakes Schools

Olweus Bullying Prevention Program [OBPP]

School Committee

- Administrators
- Teachers from each grade level
- Special education teacher
- Instructional aide
- Counselors
- Parent

Program Components

- Research-based program
- 4 Rules to Prevent Bullying Districtwide
- Class Meetings 1x/week
- Goal of the program is to address bullying behaviors and begin to change the school climate.
- Lessons provided to teachers from Olweus Curriculum

How is Olweus Unique?

0 District-wide Philosophy

0 Research-based

Students and teachers fill out surveys each year so we can gauge changes in the climate and in student impressions

0 Empowers everyone

Since all adults (all teachers, paraprofessionals, lunch aides) are trained to handle bullying situations, children can feel safe during every part of the school day and in every area of the school

Olweus Rules

- 0 1. We will not bully others.
- 0 2. We will try to help students who are bullied.
- 0 3. We will try to include students who are left out.
- 0 4. If we know some is being bullied, we will tell an adult at school and an adult at home.

How is Olweus implemented at the Elementary level?

- Review of 4 Olweus Rules in classrooms and at assemblies
- Rules posted throughout the buildings
- Class Meeting discussions
- Annual surveys

Our School's Anti-Bullying Rules

Rule 1: We Will Not Bully Others.

Rule 2: We Will Try to Help Students Who Are Bullied.

Rule 3: We Will Try to Include Students Who Are Left Out.

**Rule 4: If We Know That Somebody Is Being Bullied,
We Will Tell an Adult at School and an
Adult at Home.**

Character Education by Topic

Elementary Themes

- 0 Responsibility
- 0 Respect
- 0 Self-Control
- 0 Compassion
- 0 Acceptance
- 0 Problem Solving
- 0 Courage
- 0 Honesty
- 0 Friendship

Middle School Themes

- 0 Responsibility
- 0 Respect
- 0 Self-Discipline
- 0 Empathy
- 0 Tolerance
- 0 Cyber-bullying
- 0 Conflict Resolution
- 0 Courage
- 0 Stress Management
- 0 Knowing Yourself

Common Language

All students in CRS, HMR & WAS are taught the same common language during Class Meetings. Some examples are:

- Definition of a bully, target, bystander and brave bystander
- Telling vs. Tattling
- Problem Solving Steps
- I-Statements
- Verbal and non-verbal communication

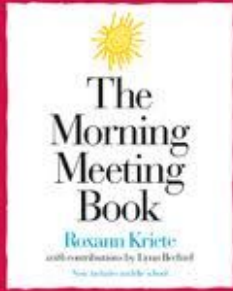
COMMUNICATE
WITH I
STATEMENTS

I Feel: _____

When: _____

Because: _____

What I want/need is: _____



Class Meeting

- 0 Elementary teachers conduct class meetings 2-3x weekly for 15-20 minutes.
- 0 Teachers can use the resource [The Morning Meeting Book](#) by Roxann Kriete along with guidance materials from Olweus.
- 0 Morning Meeting coincides with monthly Character Education themes.
- 0 Sets the tone for respectful learning and establishes a climate of trust.
- 0 Merges social, emotional and intellectual learning to build class & school cohesion.

Example of Class Meeting Components

1. *Greeting:* Children greet each other by name, often including handshaking, clapping, singing and other activities.
2. *Sharing:* Students share news of interest and respond to each other in a positive manner.
3. *Group Activity:* Whole class does a short activity, building class cohesion.
4. *Morning Message:* Students practice academic skills and warm up for the day ahead.



Additional Examples of Class Meeting Formats:

- “Problem Box” review
- Discussion of relevant social/emotional topics
- Recognition Programs (Star Student, Student of the Week, Share Day)
- Team building activities
- Literature Connections





Resources for Parents

- stopbullying.gov
- thebullyproject.com
- violencepreventionworks.org
- stompoutbullying.org
- parentcenterhub.org/repository/bullying/
- kidshealth.org/en/parents/bullies.html
- cyberbullying.org/resources/parents/
- scholastic.com/parents/resources/collection/bullying-teasing/parent-guide-to-bullying
- thenedshow.com
- tolerance.org



Thank you!

Questions?