

SCHOOL BULLYING PREVENTION AND INTERVENTION PLAN (BPIP)

(HB Beal Secondary School - Year 2019-20)

This plan is to be completed in conjunction with the *BPIP guide* found at: www.tvdsb.ca/safeschools

Safe and Accepting Schools Team Members:

Principal:	<u>T. Langelaan, R. Tamminga (VP)</u>	Parent(s):	<u>B. Harvey</u>
Teacher(s):	<u>A. Kirkham, L. Thompson, F. Hurley, S. Iellamo</u>	Student(s):	<u>Gia A., Thea A., Coby H., Percy S.</u>
Non-teaching staff:	<u>T. Taylor</u>	Community partner(s):	<u>Zyad Zabian</u>

STEP ONE: Data Collection and Assessment

<ul style="list-style-type: none">• Safe Schools Survey• Online Anonymous reporting• Office referrals• Teacher voice carousel• Suspension data• Alternative education credit accumulation & credit rescue• School Climate Survey results• UPHS data collection for Ministry feedback• Anecdotal student and teacher feedback	<p>Strengths:</p> <ul style="list-style-type: none">• Students generally feel safe• Students feel respected by adults• Anonymous reporting is used frequently – often with legitimate reports• Embracing diversity• Educating staff re: supporting the mental well-being of all students• Opportunities for Professional Learning about various cultures within the school community.• Identifying and connecting with students with serious financial barriers• Restorative approaches <p>Gaps/Needs:</p> <ul style="list-style-type: none">• Improved knowledge of where to access supports• Increased use of Tier 1 & Tier 2 supports.• Consistency among staff and administration.• Obtaining student voice in the development and assessment of culminating tasks.• Staff education on facilitating/implementing student voice• Staff education specific to the use of STEPS in assessing and evaluation ELL students.• Resources for staff, students, parents in accessing support for mental health concerns• Student Leadership• Increased awareness of the impact of on-line / social media behavior and habits.
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School Bullying Prevention Statement:

Students who attend H.B. Beal represent a variety of races, religions, cultures and abilities. All people at this school are treated with dignity and respect. At H.B. Beal everybody shares the responsibility for maintaining a safe, positive learning and working environment that is secure and non-threatening. People at H.B. Beal are entitled to be free from intimidation, threats and violence.

STEP TWO: Creating/Revising the Plan

3. Education – Awareness Raising and Skill

Building: (Programs and Initiatives)

Students:

- Mental Wellness activities
- Student Mental Wellness Committee
- Rainbow Raiders Club
- ESL Ambassador Club
- FNMI Peer Mentoring
- First Nations Student Association
- Healthy School Committee
- Grade 9 Conference
- Grade 8 Transitions Programming
- Student Voice Initiatives
- Student Council
- Young Women’s Leadership Group
- Safe Schools Presentations
- Grade Assemblies
- Globe Show
- SWIS Raiderfest

Parents/Community:

- Grade 9 Parent Night
- Newcomer Welcome Night, Workshops
- SWIS Workers In-School
- Parent selected topics at Parent Council meetings
- Website link to BPIP
- Link to Online Anonymous Reporting

2. Curricular Connections:

- 4th R Program – English
- 4th R Program – Health
- 4th R Program – LGBTQ+
- 4th R Program – ESL
- Learning Strategies Wellness course
- Restorative Approaches
- FNMI integrated whole school events

3. Training Opportunities for Staff:

- Staff meeting in-service
- Professional Learning through System Staff Development
- ASIST Training
- 4th R Training
- Inclusive Design Training

4. Leadership:

Student:

- Leadership Courses
- Various Student Leadership Groups/Clubs
- Youth Safe Schools Conference
- GSA Conference
- Raider Robotics

Staff:

- Staff advisors for teams and clubs
- Organizing events
- Purposeful relationship building in the classroom

Parent/Community:

- School Council

<ul style="list-style-type: none"> • Student Council • Student Athletic Association • Healthy Schools Committee • C4L – Student Voice Conference • One Run • ELL Voice Conference 	<ul style="list-style-type: none"> • ESL Parent Workshops
5. Community Connections/Resources: <ul style="list-style-type: none"> • Community Resource Officer • CCLC /SWIS workers • 4th R - UWO • Middlesex London Health Unit: School Nurse • CCAC Mental Health Nurse 	
6. The school Code of Conduct has been reviewed and updated to address bullying and reflect core values and expectations. ✓ Yes <input type="checkbox"/> No	
7. When developing supervision plans , consideration has been made to address bullying where and when it happens as identified through school climate surveys and other feedback. ✓ Yes <input type="checkbox"/> No	

8. Responding: Students: <ul style="list-style-type: none"> • Be an Upstander • Hear Something, See Something, Do Something • Educate Students Parents/Community: <ul style="list-style-type: none"> • Education for parents about bullying • Generate solutions with parents and community • Partners in maintaining a safe environment 	Staff: <ul style="list-style-type: none"> • Use the 4A response (Affirm, Ask, Assess, Act) for both student who has been harmed and student who has caused harm • Encourage Upstanders • Progressive Discipline • Connect students with community resources where applicable • Connect students with in-school supports using a tiered system • Pyramid of Interventions • Student Support staff all ASSIST trained
9. Reporting: <ul style="list-style-type: none"> • Anonymous Online Reporting • Safe Schools Incident Report • Open communication between students and administration to secure a safe environment. 	<ul style="list-style-type: none"> • Bus Drivers use the incident reporting system • Staff make office referrals as needed
10. Support Strategies : Student who engages in bullying: <ul style="list-style-type: none"> • Meeting with Guidance Counsellor • Discussion with Social Worker • Administration intervention • Progressive Discipline • Consultation with parents to invite support beyond the school • Community Police Officer intervention 	Student who has been bullied: <ul style="list-style-type: none"> • Guidance / Social Worker Intervention • Community Police Officer Support • Safety Plans • Community services as needed • Student Support Plans • Praise the Upstander/Ally • Debrief with all stakeholders
11. Follow Up: <ul style="list-style-type: none"> • Create student support plan with student who has been bullied. Revisit plan as needed. Communicate plans with relevant 	

school staff as appropriate.

- Follow up on restorative practices with student who has bullied.
- Debrief with student who has been a witness to bullying.
- Connect with parents and community resources as needed.

12. Communication:

Students:

- BTV – public service announcements
- Student Planner
- Assemblies
- Website
- Anonymous Reporting
- Instagram/Twitter
- Google Classroom
- School Messenger

Parents/Community:

- Website
- Newsletter
- School Council Meetings
- School Messenger
- Twitter/Instagram

Staff:

- Weekly Bulletin
- Beal Conference
- Staff Meeting agenda items
- Outlook Email
- Twitter/Instagram

STEP THREE: Implementation Plan

Timelines	Who	How
June 2019	Staff and Student Reps from SS/C4L	<ul style="list-style-type: none"> • Meeting to discuss data and safe school survey • Formulate BPIP plan • Meeting to review BPIP • Input from students
	Administration	Post school BPIP in HB Beal’s Outlook Conference
	Administration	Share BPIP with staff
June 2019	Administration	Post BPIP on school website
September 2019	Administration	Review BPIP with staff at opening staff meeting Review with school council and community members
	Teachers	Review BPIP with students
	C4L Team	Planning and establish programming (with student input)

STEP FOUR: Monitor/Reflect

Timelines	Who	How
September to June	Goals for Community Members	<p>Monitor</p> <ul style="list-style-type: none"> • Ensure community contribution and involvement continues (involve in Parent Workshops, School Council meetings, class discussions, etc.)

<p>SAST Meeting Dates: October 2019 April 2020 and June 2020</p>	<p>Parent</p> <p>Student</p> <p>Teacher and Non-Teaching Staff</p> <p>Admin</p>	<ul style="list-style-type: none"> • Include involvement in Grade 9 conference • Include School Council agenda item in staff meetings • Dialogue with parents to ensure their voices are heard and that they are contributing to the success of the plan. • Continue to encourage active Student Voice initiatives. • Ask students to share their ideas and concerns with staff and administration. • Encourage Student Council to have a voice at School Council meetings • Ensure staff contribution continues • Ensure BPIP is shared with staff and students • Continue to be open to hearing student and staff concerns and to addressing concerns in a timely manner • Ensure programs and initiative take place as planned and gather feedback <p>Reflect</p> <ul style="list-style-type: none"> • Each C 4L member will gather and share feedback collected about the implementation of the BPIP <p>Indicators of Success</p> <ul style="list-style-type: none"> • Continue to receive positive staff and student feedback • Fewer referrals to office • More students being Upstanders/Allies • Positive interventions by students when encountering bullying • All staff addressing inappropriate behavior when they see it • Students and staff feel respected and that their differences are celebrated • Clearer understanding of what constitutes bullying • Clearer understanding of diversity issues by students and staff • Decrease in occurrences of the misuse of Social Media • Increased participation in student voice conferences with follow-up to all staff. <p>Celebration of Success</p> <ul style="list-style-type: none"> • BTV • Staff meeting acknowledgements • Social/Board events • Thank you cards • Social Media Postings • Assemblies / Banquets
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Our BPIP will be reviewed annually and posted on our school website by June 30th for implementation the following school year.