

## BSS Safe Schools and School Improvement Plan – School Climate

**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.**

Needs Assessment	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
<ul style="list-style-type: none"> <li>• School Climate</li> <li>• Suspension Data</li> <li>• Achievement Data</li> <li>• TTFM Data</li> </ul>	<ul style="list-style-type: none"> <li>• Bill 157 Reporting &amp; Responding</li> <li>• KFL&amp;A Public Health Resources</li> <li>• Anti-Bullying Awareness</li> <li>• Ministry Anti-Bullying resources</li> <li>• MEND Level 1 training for staff</li> <li>• School level PD related to Safe Schools/School Climate</li> <li>• Threat Assessment Training</li> <li>• TTFM Data</li> <li>• Fourth R Training for physical and health education teachers</li> <li>• ASSIST Training</li> </ul>	<ul style="list-style-type: none"> <li>• Promotion of Healthy, Inclusive Relationships and Lifestyles</li> <li>• Open communication between staff, students, and parents</li> <li>• Use of Individual Education Plans/Behavioral Safety Plans and Alternative Learning to support students</li> <li>• Engagement of community supports / partners</li> <li>• ROCK Philosophy</li> <li>• Code of Conduct with clear expectations that are developmentally appropriate</li> <li>• Teaching in the Classroom</li> <li>• Community Police Officer Engagement</li> <li>• On-going Staff &amp; Student Training</li> <li>• Respect Committee / Rainbow Club / ACHIEVE</li> <li>• Awareness Weeks (Mental Health, Safety, Rainbow, Autism etc.)</li> <li>• “Salt of the Earth” Award; Pat on the Back postcards, ROCK Star Awards</li> <li>• LINKS Connection Crew mentors</li> <li>• Providing opportunities for members of the school community to increase their knowledge of issues like homophobia, gender based violence, sexual harassment, inappropriate sexual behavior, racism, critical media literacy, and safe internet use</li> <li>• Posting Classroom expectations</li> <li>• School-wide Progressive Discipline Plan</li> <li>• School Plan to address gender-based violence, homophobia, sexual harassment, and inappropriate sexual behaviour.</li> </ul>	<ul style="list-style-type: none"> <li>• Timely, Sensitive, Proactive Response to all incidents and reports (by ACW, Student Success Team and Administration)</li> <li>• Accessing community supports</li> <li>• Use of MEND and other restorative practices</li> <li>• Use of Progressive Discipline</li> <li>• Mandatory reporting from all Board Employees</li> <li>• Mandatory responding from staff that work directly with students</li> <li>• Disclosure Mechanism for Students</li> <li>• Plan for supporting and protecting the Victim(s) and Perpetrator(s)</li> <li>• Providing opportunity for improved behavior</li> <li>• Program modifications</li> <li>• Behavior and/or Safety plans</li> <li>• Referral to a community partner for support (i.e. Pathways, KAIROS, Home Base, Sexual Assault Crisis Line, etc...)</li> <li>• BAT Referral</li> <li>• Ed. Services Consult</li> <li>• Referrals to outside agencies</li> <li>• Case Conference</li> </ul>	<ul style="list-style-type: none"> <li>• School Council</li> <li>• Staff Meetings</li> <li>• High-Impact assemblies</li> <li>• Code of Conduct</li> <li>• Synervoice Messages</li> <li>• School Website</li> <li>• Twitter</li> <li>• Parent Emails</li> <li>• Grade Forums</li> <li>• Guest Speakers</li> <li>• Community Police Officer, KFLA, Theatre Complete,</li> <li>• Safe Schools Team</li> <li>• Ministry definition of bullying communicated to staff, students, &amp; parents</li> <li>• Clear statement that bullying will not be accepted must be communicated to staff, students, &amp; parents (see the statement above, below the overall goal)</li> </ul>	<ul style="list-style-type: none"> <li>• Staff will foster the STAND initiative and we will develop a common language and consistent procedures to reinforce expectations</li> <li>• Students will review the Code of Conduct and will follow the expectations set out by the school. Students will complete the TTFM survey yearly to provide feedback around the school tone.</li> <li>• Parents and Community will participate in Parent Council and Safe Schools team as appropriate</li> <li>• Student Focus Groups (TTFM data, SPSA data, student feedback on results related to SPSA)</li> <li>• Signing of Peace Flags &amp; “Anti-Bullying” Pledge</li> <li>• Anti-Bullying Workshops/Focus Group with Youth Diversion</li> </ul>	<ul style="list-style-type: none"> <li>• Safe Schools Team</li> <li>• School Climate Surveys</li> <li>• (TTFM)</li> <li>• Student Focus Group</li> <li>• Case Conferencing</li> <li>• Sharing Team Meetings (weekly)</li> </ul>

**Ministry Definition of Bullying:** Bullying is typically a form of repeated, persistent, and aggressive behaviour directed at an individual or individuals that is intended to cause (or should be known to cause) fear and distress and/or harm to another person’s body, feelings, self-esteem, or reputation. Bullying occurs in a context where there is a real or perceived power imbalance (for example: physical size, strength, age, intelligence, economic status, social status, solidarity of peer group, religion, ethnicity, disability, need for special education, sexual orientation, family circumstances, gender, and race. Bullying can be physical, verbal, or social in nature and can occur through the use of technology.