



Appleton Area School District

BULLYING

The Appleton Area School District and the staff of Ferber Elementary are committed to providing a safe, secure, and healthy environment that allows all students to maximize their learning potential. The Board of Education and staff consider bullying to be detrimental to the health and safety of students and disruptive to the educational process.

What is bullying?

Bullying is deliberate or intentional behavior using words or actions, intended to cause fear, intimidation or harm. Bullying includes aggressive and hostile behavior that is intentional and involves an imbalance of power between the bully and the bullied and is behavior that is repeated over time rather than an isolated incident. This behavior may include but is not limited to physical and verbal assaults, nonverbal or emotional threats or intimidation, harassment, social exclusion and isolation, extortion, use of computer or telecommunications to send messages that are embarrassing, slanderous, threatening or intimidating (cyber-bullying). Bullying may also include teasing, put-downs, name calling, rumors, false accusations, and hazing. Bullying based on sex, race, color, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability or handicap in its education programs or activities is also prohibited by law and Board policy. In addition, the District prohibits bullying or discrimination on the basis of gender identity and gender expression.

What are students learning about bullying and prevention?

The Elementary curriculum provides students guidelines for school wide expectations and social responsibility outside the classroom. Students are taught the Stop/Walk/Talk response to disrespectful behavior and practice the skills through role play. Stop/Walk/and Talk is a three step response students use to eliminate disrespectful behavior themselves and seek help from an adult if necessary. Students are also taught how to appropriately respond when they are a bystander or the aggressor and practice these skills in groups. The groups address the issues involved with gossiping, inappropriate remarks, and cyber-bullying in each of the roles. The middle school curriculum also provides guidelines for school wide expectations and social responsibility outside the classroom but places more emphasis on addressing cyber-bullying.

Is staff trained?

Staff has participated in Bullying Prevention training. This training focuses on pre-correction of inappropriate behavior, rewarding the use of the three step response, and responding to reports of disrespectful behavior. It is well known that schools are successful when they help children grow academically, socially, and emotionally. For this to happen, it is imperative that we have a safe environment that is supportive and conducive to growth. By setting forth clear social and behavioral expectations, it is our goal to create an atmosphere for learning.

What can parents do?

To be most effective, bullying prevention efforts are the shared responsibility of parents, staff, and community. Parental pride and involvement in the school sets a positive example for children. As adults, we can:

- *Teach self-respect.*
- *Discuss the seriousness and negative effects of bullying behaviors.*
- *Work together with your child's school to develop a consistent approach to bullying behaviors.*
- *Set a good example. Children learn more by actions than from words.*

What is the Appleton Area School District's policy on bullying?

http://www.aasd.k12.wi.us/district/board_of_education/school_policies/

- *Click "Series 400: Students"*
- *Select Policy 443.71, Bullying and Harassment*

Ferber staff members are committed to creating an emotionally, socially and physically safe environment while fostering positive relationships with staff, students and families. Our Positive Behavior Intervention and Supports (PBIS) initiative addresses three expectations:

Responsible, Respectful and Safe.

Using our Bully Prevention training we emphasize the expectation of RESPECT. Our school PBIS team reviews our Bullying and Harassment data on a monthly basis. The data from 2015-2016 school year indicates that bullying behavior decreased over all in the school. Bullying continues to be a concern for our staff and we are working hard to eliminate it here at Ferber.

In our monthly meetings, the PBIS team looks at the data from the previous weeks. This data then shapes the themes and the teachings that we need to do with our students in response to these behaviors. Staff works with students to teach them the STOP, WALK and TALK method when they are confronted with bullying or harassing behavior.

The Appleton Area School District will again be recognizing the designated **statewide day of September 28th as Bullying Awareness Day** [observed annually on Wednesday of the fourth week in September, *Enacted May 12, 2010, from the 2009 Laws of Wisconsin, Act 309*], established to bring attention to the harmful effects of bullying in the school setting. Bullying may negatively impact a student's connection with school, their engagement with the curriculum, and their overall ability to learn. Bullying prevention is critical to building a school environment conducive to learning and where students feel safe at all times. **Our staff will use this day to highlight the STOP, WALK and TALK method with our students.**

Sincerely,

Paul Cooney
Principal

Katie Hardesty
Associate Principal