

A Plan for School-wide Safety

ANTI-HARASSMENT, INTIMIDATION, AND BULLYING (HIB) POLICY IMPLEMENTATION

Aligned with the framework for school safety planning, the following outline informs what schools should do to prevent and address further incidents of harassment, intimidation, and bullying including teen dating violence, cyber bullying, bullying on the school bus, or human trafficking.

Prevention

- Have a district policy.
- Develop a Positive Behavioral Interventions and Supports (PBIS) team and plan for the school.
- Create a positive school climate with all staff, students, parents/guardians, and community.
- Know the “hot” spots on school property to prevent and intervene in bullying behavior.

Preparedness

- Train staff, students, and parents on the district policy.
- Administer the Safety and Violence Prevention Training to all staff.
- Train staff, students, and parents/guardians how to identify bullying behavior.
- Implement school wide PBIS programs and activities.
- Staff the “hot” spots to prevent bullying behavior.

Response

- Train staff and students about their roles and responses to bullying behavior.
- Train staff, students, and parents on how to report incidents of bullying behavior.
- Conduct an investigation of the reported bullying behavior.
- Involve parents and guardians in meeting their students’ needs.

Recovery

- Develop and monitor student action plans with students, parents/guardians, and appropriate staff.
- Identify community-based programs or agency services that meet each student’s identified need.
- Utilize PBIS framework to implement evidence-based programs or strategies to address bullying behaviors at each level of need.
- Create a positive school climate with all staff, students, parents, and community.