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# Bullying Policy, Plan and Implementation

November 2nd, 2021

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WELLESLEY PUBLIC SCHOOLS  
*Learning • Caring • Innovating*





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**6 i ``m]b [ .** The repeated use by one or more students or by a member of a school staff including, but not limited to, an educator, administrator, school nurse, cafeteria worker, custodian, bus driver, athletic coach, advisor to an extracurricular activity or paraprofessional, of a written, verbal or electronic expression or a physical act or gesture or any combination thereof, directed at a target that:

- causes physical or emotional harm to the target or damage to the target's property;
- places the target in reasonable fear of harm to himself or of damage to his property;
- creates a hostile environment at school for the target;
- infringes on the rights of the target at school; or
- materially and substantially disrupts the education process or the orderly operation of a school.

**7mVYf!V i ``m]b [ .** Bullying through the use of technology or any electronic communication, including:

- the creation of a web page or blog in which the creator assumes the identity of another person; or
- the knowing impersonation of another person as the author of posted content or messages, if the creation or impersonation creates any of the conditions enumerated in the definition of bullying; or
- the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons, if the distribution or posting creates any of the conditions enumerated in the definition of bullying.

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- Develop a Bullying Prevention and Intervention Plan (BPIP) and review/update every other year.
- Train all staff annually regarding BPIP.
  - Any staff member who witnesses or becomes aware of bullying or retaliation must promptly report it to the principal or to the school official identified in the BPIP as responsible for receiving such reports or both.
- Develop internet safety plan (i.e., Acceptable Use Policy).
- Implement an appropriate anti-bullying curriculum throughout grades K-12 and notify parents of the curriculum content.
- Ensure student handbooks are consistent with MGL. c. 71, Sec. 37O including written notice in handbooks of relevant student-related sections.

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Upon notice of a report of bullying, Principal or a designee shall promptly commence an investigation, and make a preliminary determination the need for referral to law enforcement and need for immediate intervention to protect the target's safety.

If the principal or designee determines, following investigation, that bullying or retaliation has occurred, the principal shall:

- Notify the local law enforcement agency if the principal believes that criminal charges may be pursued against an aggressor;

- Take appropriate disciplinary action;

- Notify the parents or guardians of the aggressor;

- Notify the parents or guardians of the target, and to the extent consistent with state and federal law, of the action taken to prevent any further acts of bullying or retaliation.

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Upon completion of investigation, Principal (or designee) shall notify the parents of the target and aggressor of the determination.

Notification must comply with confidentiality requirements of Massachusetts Student Records Regulations (603 CMR 23.00) and FERPA (34 CFR Part 99).

Principal may not disclose information from a student record of a target or aggressor to a parent unless the information is about the parent's own child. 603 CMR 49.07(1).

Where bullying is confirmed, Principal may notify target that the school and District have taken appropriate disciplinary action against the aggressor.

Notify target of the services to be provided to restore a non-hostile environment for the target.



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Disciplinary action must follow state disciplinary laws:

M.G.L. c. 71, §37H

Possession of drugs or weapons at school or school sponsored activity

Assault on school staff



# W H S Bullying Prevention and Response

# School Response to Bullying Report

Bullying concern/report received by school staff

Principal works with staff to immediately ensure the student's safety

Principal investigates interviews, reviews documentation, consults with staff

Principal makes determination based on facts and circumstances

- Determine remedial action required

- Determine disciplinary action

Principal notifies parents, staff of determination and works collaboratively on next steps, as necessary

# How are we being proactive at WHS?

Bullying prevention is a topic covered in our health curriculum

In 9th grade guidance seminar students are brought to their house offices and told this is where they can report dangerous behaviors or bullying

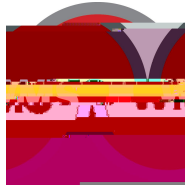
The bullying policy, prevention and intervention plan from our handbook is reviewed in the first Advisory meeting of each school year.

Surveys - VOCAL, Metrowest, Challenge Success

Help kids feel connected at WHS: Counselors, advisors, the house model, Challenge Success, creating a huge variety of courses for students to explore, coaches, ERP's, clubs, etc.

# Key Considerations

Wellesley's Core Value of Cooperative and Caring relationships

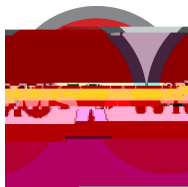


# Middle School Bullying Prevention and Response

# School Response to Bullying Report - WMS

Bullying concern/report received by school staff





# Inclusion and Belonging at WMS

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“Everyone belongs at WMS”

Middle School Teaming and Advisory model

Guidance counselors (relationships)

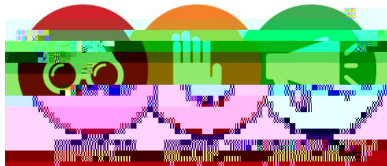
WMS programs and curriculum

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# Building a Culture of Belonging in Elementary School

Communications/Public Engagement



# Next Steps

Complete full review of SC policy and school procedures to continue to ensure alignment with state regulations

Supplement mandatory training of staff with additional training for administrators

Continue to refine our Social & Emotional curricula, particularly in light of pandemic recovery

Develop guidelines with the School Committee on communicating matters of broad community interest

Questions?