

Sunset Ridge School Bullying Reducing Plan

A WPS EXEMPLAR PROCESS FOR IMPLEMENTING THIS WORK

1. Convene a group of educators (e.g., BLT) and parent representative(s) to review this Handbook and discuss your approach for reducing bullying.
Tip: For middle- and high-school levels, consider student representative.
 - Bully Prevention Team/Random Acts of Kindness Team
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2. Consider [assessing the extent of bullying in your school](#) to determine how best to approach bully-behavior and decide from whom the data will be derived (i.e., parents, students, and/or staff).
Tip: Select your strong data educators to initiate. Also, keep assessment tool brief, easy to use and relevant (e.g., via Google Form).
 - Referral data collected from staff regarding bullying behavior.
3. Review the data and hyperlinked resources in each of the 3 tiers that pertain to your school level and discuss the most promising options based on needs.
Tip: Divide and conquer and perhaps utilize Kagan Structures.
 - See school tiered plan
4. From the options chosen, begin fleshing out the details for implementation (e.g., messaging and buy-in, training, processes and procedures).
Tip: Start small (perhaps 1-2 options per tier), then expand as needed.
 - At Sunset Ridge, we will be using the Random Acts of Kindness program in all classrooms to encourage appropriate/kind behaviors and discourage bullying behaviors. Teachers will teach specific concepts through lessons which will help our students learn **Kindness Concepts**. Purpose of this school-wide effort at Sunset Ridge is to promote happy classrooms and discourage behaviors that cause harm to others.

THE KINDNESS PARADIGM

Here's how it works

STEP 1 - INSPIRE

- Whether its through video, role-play, books, games, or another hands-on activity, each kindness lesson is designed to inspire students. That way, teachers aren't just informing – they're using their imaginations and applying their natural ingenuity.

STEP 2 - EMPOWER

- Inspiration is good—but it doesn't become transformative until students are given the tools that will let them act on that inspiration. With that in mind, the next step is for teachers to lead the class through discussions designed to empower students to find ways to be kind in their daily lives.

STEP 3 - ACT

- You might be able to guess what's coming next. Once students have the ideas and the tools to act on those ideas, the next step (of course) is help students put those ideas into action. It might be a research project, it might be community service, it might be something else entirely—but regardless of the form, the program will have students bringing real, tangible kindness into the world.

STEP 4 – SHARE and Reflect

- At this point, students will have experienced how great it feels to perform acts of kindness. And what does everyone want to do after doing something cool (besides 'do it again')? Talk about it, of course! Next, we ask students to reflect on what they've done through dialog, written responses or a visual product (which includes everything from illustrations to full-blown 'walls of kindness'). This reinforces what they've learned and experienced, and makes it far more likely that they'll begin the kindness cycle again themselves.

Below you will find a list of lessons that Sunset Ridge teachers will teach students as part of our bully-proofing and social and emotional learning program.

Kindergarten

- **Caring for Others: Students learn to show respect and care to others**
- **Creating a Kind Classroom:** Students learn about personal space and boundaries of others
- **Feelings and Behavior:** Students learn that feelings influence behavior
- **Following the Rules: Students learn why classroom rules are needed**

1st Grade

- **Feelings and Actions:** Students learn a variety of emotions and identify appropriate ways to express them
- **Good Manners:** Students learn that using good manners when speaking is a way to be kind
- **Learning to Listen:** Students learn effective listening skills as a way to show kindness
- **Learning to Solve Problems:** Students learn problem-solving strategies and how to make kind choices

2nd Grade

- **How Can I Be Kind:** Students learn what it means to be kind and how to apply kindness skills at home and school
- **How Can we Be Kind:** Students learn that there are kind and respectful ways to play and work together
- **It Takes One:** Students examine what respectful behavior looks and feels like in themselves and others
- **Keep Trying: Students learn how to stay positive and control their emotions so they can keep trying**

3rd Grade

- **Communicating with Empathy:** This builds students' abilities to put empathy into action and offer kind things to say
- **Complimenting Others:** Complimenting allows students to practice acknowledging and valuing everyone for who they are
- **Feelings and Emotions: Students learn how to identify, label and express their emotions in kind and healthy ways**
- **How I treat Myself and Others Matters:** Students learn to manage differences & interact with peers in safe and respectful ways

4th Grade

- **Friendship:** Students learn what true friendship is, and how to make and be a good friend
- **Respecting Beliefs and Opinions:** Students learn the difference between beliefs and opinions & how to be respectful of each
- **Stress Busters:** Students learn to identify and manage emotions induced by stressors
- **What Would You Do?:** Students learn to make responsible choices and treat others with kindness in their communities

5th Grade

- **Healthy Communication:** Students identify peer pressure and develop skills to make the right choices
- **Honesty and Integrity:** Students learn how to respond to various social situations with honesty and integrity
- **Taking Care of Ourselves:** Students learn to show empathy and respect for others in various social situations
- **What Influences Us?:** Students learn to recognize who and what influences their behavior & learn to make positive choices

Additionally the various kindness concepts will be featured in the morning announcements on a rotating basis to highlight the expectations of kindness.

5. Review your school's current policy, rules and procedures for addressing bullying and compare them to best practices [Setting Strong Policies and Rules](#) from the www.stopbullying.gov site. Align as necessary.

Tip: Ensure all have a role for addressing bullying in your building.

6. If staff training is needed, determine how and when this will be accomplished.

Tip: Your Mental Health Interventionists are great resources

7. When rolling out this initiative, ensure the presentations with students are fun, engaging and generate student excitement. Invite parents to be involved!

Tip: Select your most well-liked and excitable educators to present to students (i.e., who are your school's best cheerleaders?).

8. Determine your measurables in how progress will be shown over time (e.g., reduction in disciplinary referrals resulting from bullying, school climate and culture questionnaires, parent satisfaction surveys, etc.).
 - Tip:** Consider easy-to-create pre-post approaches and share your success with others!
9. Adjust initiative based on wisdom gained from the data and input from staff, parents and students over time.
 - Tip:** Initiatives like this one are always a work in progress, so seek to *improve*, not to *fix*.

MANAGEMENT ACTION PLAN (MAP) FOR REDUCING BULLYING

Item	Description	Lead	Timeline
1a	Invite certified staff to serve on the Random Acts of Kindness (RAK) Leadership Team.	Roger	August
1b	The RAK Leadership Team meets to plan for RAK Kickoff with students and staff	RAK Team	August
2a	Provide an overview of the Random Acts of Kindness (RAK) program for staff. Review the RAK website with staff to ensure staff have access to the grade appropriate lessons and resources.	Roger	Sept.
2b	Teacher teams plan for Kindness skits	RAK team and teachers	Sept.
3a	RAK Team presents professional learning to certified staff. Distribute RAK posters and discuss ways to implement the RAK Word of the Week	RAK Team	Sept.
3b	RAK Team plans a kickoff event for students	RAK Team	Sept.
4a	RAK Kickoff event for students is held and RAK Word of the Week is introduced	RAK Team	Sept./Oct.
4b	RAK grade level lessons begin in classrooms	Teachers	Sept./Oct.
5a	RAK incentives and positive motivators are put in place to recognize and celebrate Random Acts of Kindness and promote safe and healthy learning environments across the school	All Staff	on-going
5b	Every Friday, teachers will reflect with their students and talk about specific examples of kindness that have been shown that week	Teachers	on-going
6a	Classes that receive a positive report of kindness being shown will be invited to participate in Wolf Mart (positive incentives)	Teachers	on-going
6b			

School Tiered Plan:

Tier 1	Tier 2	Tier 3
Random Acts of Kindness	Small group counseling	Referral for skill-based support
WPS Habits for a Successful Personalized Learner	As needed, conduct assessment of bullying	Referral to community-based mental health services
Positive Behavioral Intervention Support (Wolf Paws; Wolf Mart; Student of the Month; Golden Barrel; Office Pats on the Back; Positive phone calls home; DOJO points and notes home; Level-Up Assemblies)		