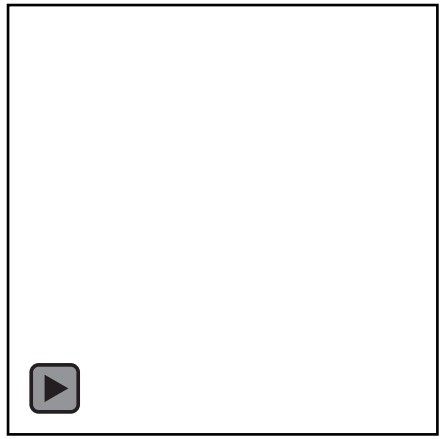
RCPS PBIS Expect Respect: Creating a culture of kindness



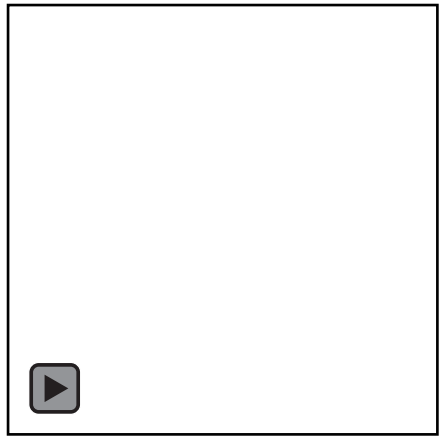
RCPS Definition of bullying

- Any aggressive and unwanted behavior that is intended to harm, intimidate, or humiliate the target; it involves a real or perceived imbalance of power between the aggressor(s) and target; and it may or may not be repeated over time or causes severe emotional trauma. Harassment/Bullying includes cyber bullying. Harassment/Bullying does not include ordinary teasing, horseplay, argument, or peer conflict.



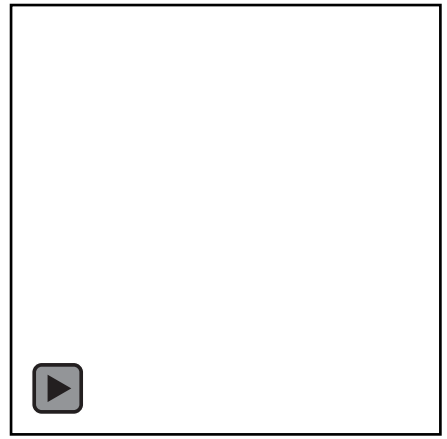
RCPS Bullying continued

- Conflict is a disagreement between two or more people where each person involved is participating. It may involve repeated discussion and actions by all parties and may go on for a period of time before resolution occurs. Conflict mediation is recommended to end conflict. Conflict is not harassment/bullying but can lead to such behavior.



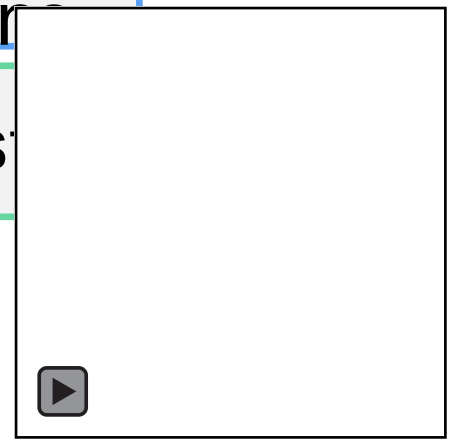
Prevention Procedures

- Bullying contact for each school
- Bullying committee at each school
- Annual bullying prevention evidenced-based education for staff and students PBIS—Expect Respect
- Activities to increase awareness, messaging to our students through PSAs
- Visibility of staff –hallways between classes
- Sharing available resources



3-tiered model of supports

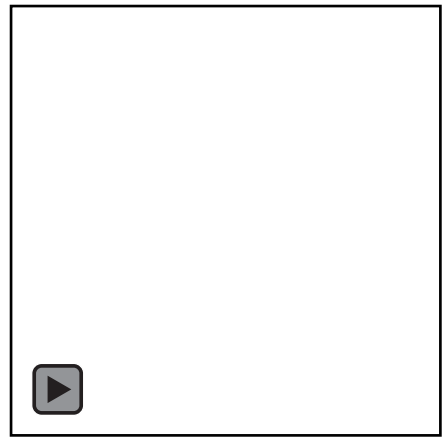
- Staff education
- Student education
- Community/Parent education
- Annual student booster presentation
- Annual boosters for s



EXPECT RESPECT

STOP, WALK, and TALK model consisting of 4 strategies to handle disrespectful behavior and words:

- STOP strategy—give school wide stop phrase when treated disrespectfully
- Upstander strategy—sticking up for a peer/friend by interrupting disrespectful behavior and walking away with them
- Get help strategy—deciding who and when to ask for help
- STOPPING strategy—what to do if someone asks you to stop



The STOP strategy

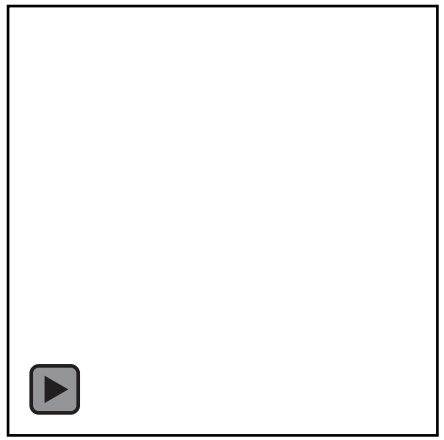
If someone treats you or someone else in a way that feels disrespectful:

Step 1: STOP--Use school wide “stop phrase”—Please stop, that is disrespectful, I don’t like what you’re saying/doing.

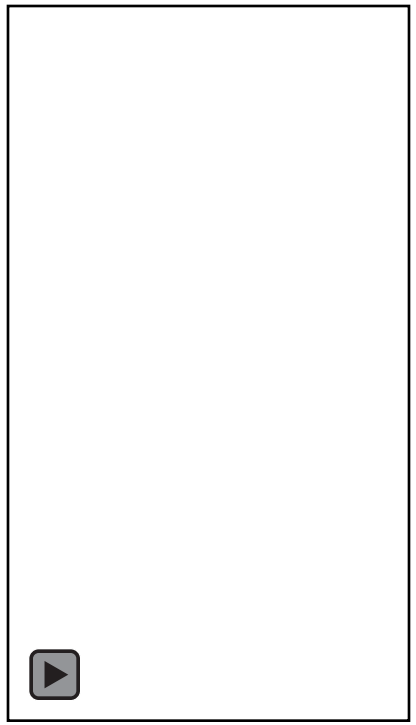
Step 2: WALK-- If the person stops, take a deep breath and move on with your day.

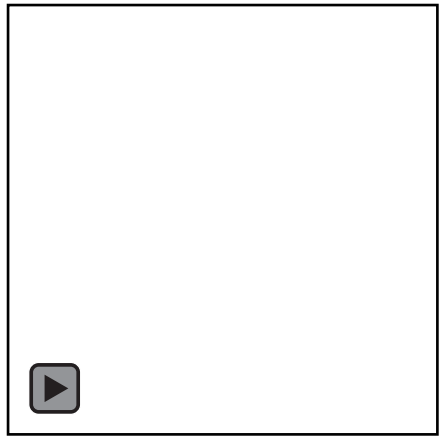
Step 3: If the person does not stop, decide whether to ignore the person or seek help.

Step 4: TALK--If you decide to seek support, select a school adult or student to approach and ask for support.



Expect Respect in Schools—Stop, Walk and Talk





The UPSTANDER strategy

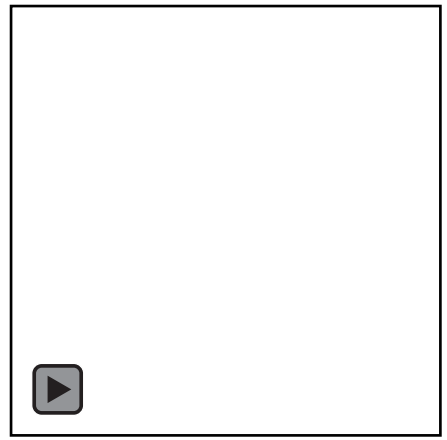
If you see someone, like a friend or classmate, using the stop strategy and the person doesn't stop, you can:

1: STOP—Use the stop strategy toward the person. Ex. "Please stop, that is disrespectful."

2: WALK—Ask the friend or classmate to go with you and leave the area.

3: TALK—Tell the friend or classmate something like

"I'm sorry that happened, It wasn't fair."



GET HELP Strategy

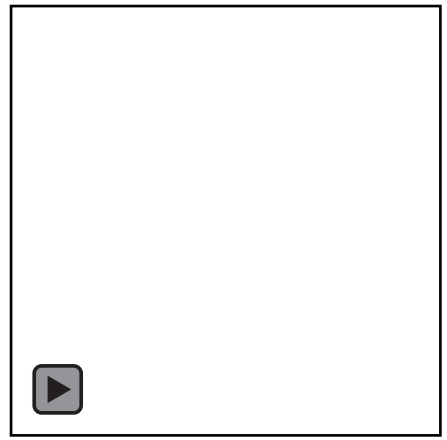
If you tried the STOP strategy, and the person didn't stop:

Step 1: Decide whether to ignore it or get help

Step 2: If you decide to get help, choose which adult or friend could help.

Step 3: Approach the adult or friend as soon as you can and say "I'm having a problem with _____. I asked them to stop and they continued."

Step 4: The adult will help you with next steps. A friend could help you by being an upstander or walking away with you.



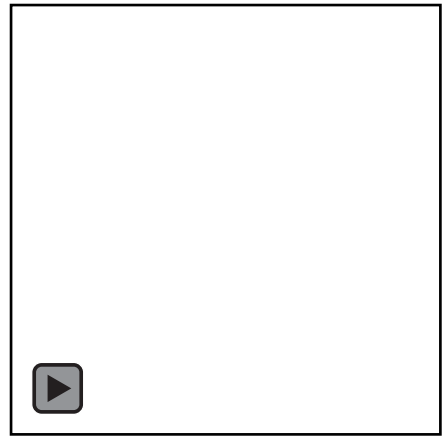
STOPPING strategy

If someone uses the school wide stop phrase toward you:

Step 1: STOP—Stop what you are doing, even if you don't think you are doing anything wrong.

Step 2: WALK—Take a deep breath. WALK AWAY. Remind yourself "No big deal if I stop now."

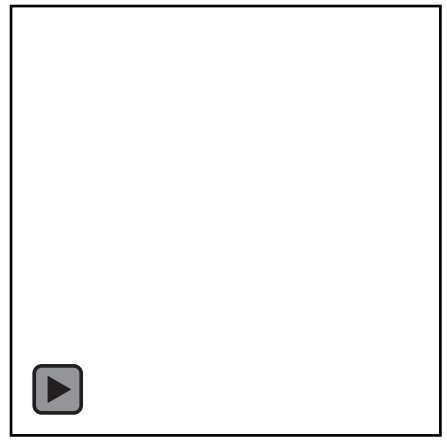
Step 3: TALK—Say OK to the person who asked you to stop and move on with your day



Interrupting online disrespect

If you see disrespectful comments online:

1. Ask the person to stop
2. Help your friend or peer leave the chat/app
3. Decide how you can report the comment using the platform's reporting process
4. Share with a trusted adult.



Expect Respect in Schools

Middle School





October Bullying Prevention Month

- Media PSAs through news, radio, and announcements
- Spirit themed/dress up days
- Random Acts of Kindness activities (rock garden and messages, sitting with new peers at lunch, etc.)
- Kindness notes on desks/lockers, chain links (examples of kindness written on each link(>>>>>>>>)
- “Be Bully free” and “Be an Upstander” pledges, door decorating contests
- Posters/media visuals around the school
- “Fill their bucket” challenge—acknowledging others who show kindness and empathy

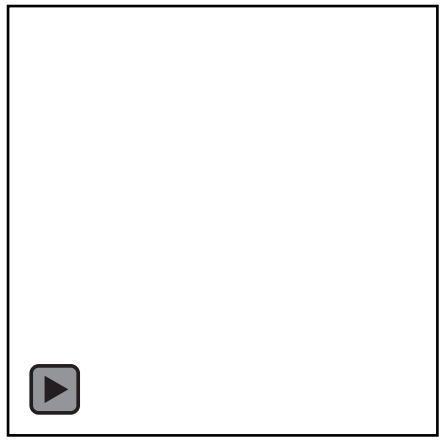
  (where they do something kind and their name goes on a bucket to be hung in school, like a visual shout out)
- Wear Blue day (World bullying day) and wear orange for Unity Day (National) to promote antibullying awareness
  Food Drive>>>>>
- Morning meetings/advisories to discuss expect respect and strategies.





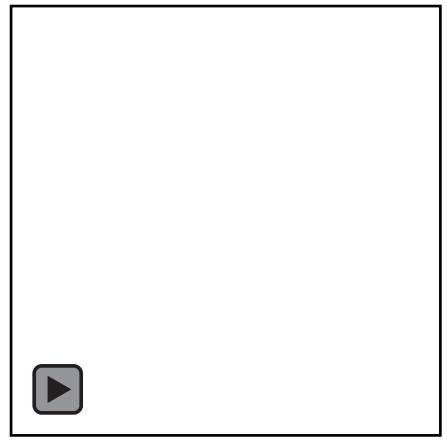
How parents can support their child

- Create space and opportunity for open communication with your child.
- Watch for warning signs that the student may be struggling with concerns.
- Help your student understand the difference between conflict and bullying.
- Share with the student that bullying is not their fault.
- Share that the student has the right to be safe and feel safe.
- Develop a plan with your student.
- Contact the school if you need to report bullying behaviors and your child needs support from school staff.



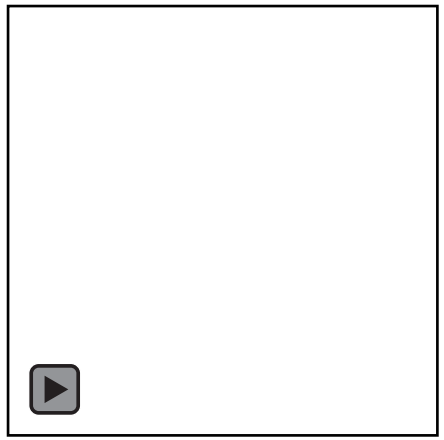
Parent support continued

- Help your child brainstorm appropriate responses. This generally would include positive, pro-social behaviors, using firm voice and eye contact and telling the person “Stop, I don’t like what you’re doing”. This would not include harming or retaliating against the student with disrespectful or bullying behaviors.
- Remind your student about the “Expect Respect” strategies, including “seeking support” strategy. Who is someone who could support them at school?
- Avoid taking the situation into your own hands. It is a normal gut reaction, but try to empower your student to use the strategies and develop appropriate responses.



What happens next?

- When an incident is reported of possible bullying, the Bullying team for your school will evaluate the situation to determine whether it is a conflict or bullying incident. The recipient, the student with possible bullying behaviors, and witnesses will be interviewed. Parents of involved students will be contacted within 24 hours of an incident that is being investigated.
- Often, it is a conflict, and the counseling staff will work with both students when needed to empower and/or teach ways to use their voices in order to be heard and still be respectful of one another.
- When the incident meets the criteria for bullying, administration and counseling staff use a team approach to provide interventions. Students work with counseling staff in order to understand emotions and work on respecting self and others.



Expect Respect in schools



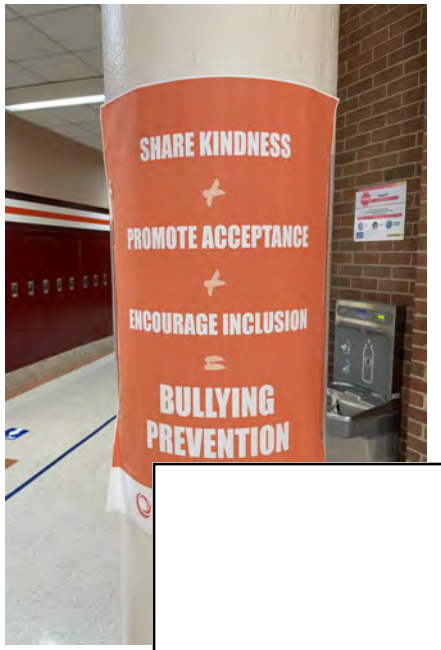
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Be An Upstander



- Speak Up App
- Bullying contact at each school
- Administration
- Counselors
- Teachers

Expect Respect contest

HIGH SCHOOL—MOST POSITIVE POSTS WITH #EXPECTRESPECT—EARN CASH PRIZE (MUST TAG HIGH SCHOOL, RCPS, AND #EXPECTRESPECT)

MIDDLE SCHOOL—HIGHEST NUMBER OF EXPECT RESPECT SHOUT OUTS (STUDENT EXAMPLES OF RESPECTFUL BEHAVIORS) EARN A HOMEWORK PASS AND A CHANCE AT A STARBUCKS OR CHIC-FIL-A GIFT CARD.

ELEMENTARY SCHOOL—HIGHEST NUMBER OF EXPECT RESPECT SHOUT OUTS (STUDENT EXAMPLES OF RESPECTFUL BEHAVIORS) EARN A HOMEWORK PASS AND ICE CREAM FOR EACH STUDENT.

RCPS PBIS Expect Respect: Creating a culture of kindness

Thank you!

