Dr. Joseph E. Johnson, Jr. School

Anti-Bullying Prevention and Plan

August 16, 2024

Definition of Bullying

Any intentional written, electronic, verbal or physical act or actions against a student, school volunteer or school employee that a reasonable person, under the circumstances should know will have the effect of: 1. Placing a student, school volunteer or school employee in reasonable fear of substantial harm to his or her emotional or physical well-being or substantial damage to his or her property; or 2. Creating a hostile, threatening, humiliating or abusive educational environment due to the pervasiveness or persistence of actions or due to a power differential between the bully and the target; or 3. Interfering with a student having a safe school environment that is necessary to facilitate educational performance, opportunities or benefits; or 4. Perpetuating bullying by inciting, soliciting or coercing an individual or group to demean, dehumanize, embarrass or cause emotional, psychological or physical harm to another student, school volunteer, or school employee.

Cyberbullying means the use of uninvited and unwelcome electronic communication directed at an identifiable student or group of students, through means other than face-to-face interaction which (1) interferes with a student's physical well-being; or (2) is threatening or intimidating; or (3) is so severe, persistent, or pervasive that it is reasonably likely to limit a student's ability to participate in or benefit from the educational programs of the school district. Communication shall be considered to be directed at an identifiable student or group of students if it is sent directly to that student or group, or posted in a medium that the speaker knows is likely to be available to a broad audience within the school community. 1. Whether speech constitutes cyberbullying will be determined from the standpoint of a reasonable student of the same grade and other circumstances as the victim. The place of origin of speech otherwise constituting cyberbullying is not material to whether it is considered cyberbullying under this policy, nor is the use of school or district materials.

Committee Members:

Name	**Position**
Ms. Maribeth Courtney	Principal
Dr. Danya Woods	Assistant Principal
Mrs. Sherri Tull-Hubbard	School Counselor
Mrs. Karen Lockhart	PTA President
Mrs. Faith Yelin	Psychologist
Ms. Ryan Baccelleri	Teacher and MTSS Lead
Ms. Nikki Romano	Family Crisis Therapy

Give a brief description of the school's Bully Prevention Program:
Johnson School is dedicated to preventing all forms of bullying through a comprehensive, school-wide program. The goals of this initiative include enhancing positive social skills, eliminating and reducing bullying incidents, and fostering a culture of respect and kindness across the school.

The program will be introduced to students within the first two weeks of the school year, in collaboration with the MTSS Tier 1 committee and school counselors. Students will receive information on the law, district, and school policies, including the consequences of bullying and how these policies are enforced throughout the year. Second Step, a social-emotional curriculum will be utilized to reinforce self-regulation skills, and students will be taught social skills and appropriate behavior. Positive behavior will be encouraged and rewarded with Wildcat cash.

For students facing behavioral challenges, individual or small group sessions with the school counselor or psychologist will be arranged. Staff members who observe bullying are required to report it immediately to the office/administration via DSC. An administrator will then document the incident in ESchool, investigate the situation, and notify the parents of the students involved. Disciplinary actions and relevant comments will be recorded in the Data Service Center.
Johnson School staff will receive continuous support from the MTSS committee to ensure the effectiveness of the program.

Give a brief description of the supervisory procedures in non-classroom areas: Designated staff will monitor hallways, bathrooms, and the cafeteria during lunch periods, as well as the auditorium during events. Staff will also supervise recess. During these times, they will enforce schoolwide expectations for each area as developed by the MTSS Tier 1 committee.

Reporting Requirement: Staff will report any known bullying offenses to the counselor and administration. The counselor or administrators will then follow the Student Code of Conduct, documenting the incidents in e-School (Alleged Bullying Reporting System). All reports indicating bullying will be investigated, and Delaware laws and district policies will be followed and enforced.

Investigative Procedures: All bullying allegations will be investigated by the administration. The victim will be interviewed alone, with the meeting documented by an administrator or school counselor. The accused will also be interviewed separately. Any witnesses will be interviewed by the administration as well. Caregivers of both the victim and the accused will be informed and included in a conference. Both the victim and the accused will attend separate mandatory counseling sessions with their respective school counselors, scheduled by the school. The committee will regularly track and monitor cases to recommend adjustments to the school policy if needed.

Report to DOE: The principal or their designee will report confirmed bullying incidents within five working days.

Range of Consequences: Depending upon the level of bullying behavior, this may range from interventions and consequences within Levels 1-4 on the behavioral matrix as outlined in the RCCSD Student and Family Handbook.

Procedures for student or caregiver to provide information on bullying activity: Parents and students can report alleged bullying incidents directly to staff and administration via phone, email, conference, the Bully Box, or in person. They may also use the DOJ Ombudsman line or the District Public Safety Anonymous Tip Line. All reports will be documented in the Data Service Center or another secure location, and the victim's administrator will be notified to handle the case.

Notification of caregiver of bullies and targets: The caregiver of both the bullies and targets will be notified by notified about the incident and next steps for the matter can be shared.

Procedures for communication between school staff members, mental health, and health professionals. Weekly meetings will be held with the Student Support Team—including the school psychologist, nurse, Special Education Coordinator, speech therapist, counselor, behavior interventionist, Family Crisis Therapists, special education teachers, and administrators—to discuss these issues. Staff members of the victim(s) and/or perpetrator(s) will meet with an administrator or counselor for updates.

Implement all year: This prevention and plan will be enforced during the entire school year and will be enforced at school functions on and off the school campus.

Notify the District Office of compliance: Send a letter to the Director of District & School Services. All staff will be trained in Bully Prevention according to state requirements by A. J. Nowell at a mutually agreed upon time during September or October.

Staff trained by December 1st of each year according to state regulations: The School Bullying Prevention and Criminal Youth Gang Detection Training Log Template has been completed and sent to the Director of District & School Services.

Policy submitted to the Director of Operations and Supervisor of Public Safety: The plan is sent to the Director of District & School Services by August of each year.

The policy that is printed in the Student/ Caregiver Handbook: Families will receive the full school bullying policy at the start of the year. The JEJ Student and Families Handbook states the following:

Families will receive information about JEJ School Bullying Prevention at the start of the year. Teachers, counselors, and administrators will address bullying with all students. Reports of bullying will be investigated, and appropriate consequences will be applied if bullying is confirmed by the Bully Prevention Committee. Students can discreetly use the Bully Box to report bullying. Please discuss with your child that bullying is unacceptable. If your child reports being bullied, contact us immediately. Our goal is to maintain a safe and supportive environment for every student. For more details, refer to page 57 of the Student and Family Handbook.

__Maribeth Courtney ____ ___8/23/24____

Principal's Signature **Date Submitted**