

## Stafford High School Safe School Climate Plan

### Introduction

There is a growing appreciation in Connecticut that school climate is an integral component of the learning environment and essential for school improvement. Connecticut has defined school climate as “the quality and character of school life with a particular focus on the quality of the relationships within the school community between and among students and adults.” The National School Climate Standards provide a vision and framework for a positive and sustainable school climate. Through the implementation of appropriate prevention and intervention strategies Stafford High School will sustain school environments where all members are welcomed, supported and feel safe in school; socially, emotionally and physically. In response to the need to establish these positive school climates, Stafford High School has developed the following Safe School Climate Plan.

Component	Actions	Person(s) Responsible	Timeline
Bullying Policy	<p>Continue to implement and enforce already approved Anti-Bullying Policy which includes:</p> <ul style="list-style-type: none"> <li>• Student codes of conduct that are defined and prohibit bullying in accordance with state law.</li> <li>• Bullying is prohibited on school grounds, at a school-sponsored or school-related activity, function or program whether on or off school grounds, at a school bus stop, on a school bus or other vehicle owned, leased or used by a local or regional board of education, or through the use of an electronic device or an electronic mobile device owned, leased or used by the local or regional board of education</li> <li>• Bullying is also prohibited outside of the school setting if such bullying results in any of the following: (i) creates a hostile environment at school for the student against whom such bullying was directed, (ii) infringes on the rights of the student against whom such bullying was directed at school, or (iii) substantially disrupts the education process or the orderly operation of a school.</li> <li>• Any form of discrimination and retaliation against an individual who reports or assists in the investigation of</li> </ul>	Board of Education and Superintendent	Ongoing

	an act of bullying is also strictly prohibited.		
Reporting Procedures	<ul style="list-style-type: none"> <li>Orally notify the Safe School Climate Specialist or school Administrator after being witness to acts of bullying or receiving reports of bullying</li> <li>File a written report with the Safe School Climate Specialist after being witness to acts of bullying or receiving reports of bullying</li> <li>Any student who believes s/he has been the victim of bullying/cyberbullying may report the matter to any school employee, either in writing or anonymously.</li> <li>Parent(s)/guardian(s) may file written reports of Suspected bullying/cyberbullying.</li> </ul>	<p>All school employees</p> <p>All school employees</p> <p>All Students</p> <p>All Parents</p>	<p>Within one school day after witnessing or receiving report</p> <p>Within two school days of oral notification</p> <p>Ongoing</p> <p>Ongoing</p>
Notification Requirements	<ul style="list-style-type: none"> <li>Provide all school employees with a written or electronic copy of the school district's Safe School Climate Plan.</li> <li>Notify students and the parents or guardians of students of the process by which students may make reports of bullying (handbook review in HR/website)</li> <li>Provide students with notice of the definition of bullying, cyberbullying and the potential consequences of engaging in such acts by the inclusion of language in student codes of conduct concerning bullying.</li> <li>Publish Safe School Climate Plan on the school district's Internet web site and ensure that such plan is included in the school district's publication of the rules, procedures and standards of conduct for schools and in all student handbooks.</li> </ul>	<p>Safe School Climate District Coordinator</p> <p>Safe School Climate District Coordinator</p> <p>Safe School Climate District Coordinator and Specialists</p> <p>Safe School Climate District Coordinator and Specialist</p>	<p>annually</p> <p>annually</p> <p>annually</p> <p>annually</p>

<p>Investigation</p>	<ul style="list-style-type: none"> <li>• Develop and disseminate investigation procedures for use by safe school climate specialists.</li> <li>• Investigate or supervise the investigation of all reports of bullying and ensure that such investigation is completed promptly after receipt of any written reports.</li> <li>• Review any anonymous reports, except that no disciplinary action shall be taken solely on the basis of an anonymous report.</li> <li>• Determine whether the alleged conduct occurred &amp; whether such conduct constitutes bullying as defined in the district policy.</li> </ul>	<p>Safe School Climate District Coordinator Safe School Climate District Coordinator and Specialists</p> <p>Safe School Climate Specialists</p> <p>Safe School Climate District Coordinator and Specialists</p>	<p>Update as necessary</p> <p>Upon receipt of report Promptly</p> <p>Upon completion of investigation</p> <p>Upon completion of investigation</p>
<p>Response to Verified Acts of Bullying</p>	<ul style="list-style-type: none"> <li>• Take prompt corrective action that is reasonably calculated to stop the bullying and prevent any recurrence of such behavior, if it is determined that bullying has occurred.</li> <li>• Notify the parents or guardians of students who commit any verified acts of bullying and the parents or guardians of students against whom such acts were directed not later than forty-eight hours after the completion of the investigation. This notification shall include a description of the response of school employees to such acts and any consequences that may result from the commission of further acts of bullying</li> <li>• Invite the parent(s)/guardian(s) of students who engage in any verified acts of bullying after the completion of the investigation to a meeting at which the following will be shared:             <ol style="list-style-type: none"> <li>1. A description of the verified act(s).</li> <li>2. A description of the school’s interventions in response to the act(s).</li> <li>3. Any consequences that may result from the commission of any further acts of bullying.</li> </ol> </li> </ul>	<p>Safe School Climate District Coordinator and/or Safe School Climate Specialists</p> <p>Safe School Climate District Coordinator and/or Safe School Climate Specialists</p> <p>Safe School Climate District Coordinator and/or Safe School Climate Specialists</p>	<p>Upon determination that bullying has occurred</p> <p>48 hours after the completion of the investigation</p> <p>Upon determination that bullying has occurred</p>

	<ul style="list-style-type: none"> <li>• Invite the parent(s)/guardian(s) of any student against whom an act of bullying was verified after the completion of the investigation at which the following information will be shared:             <ol style="list-style-type: none"> <li>1. A description of the verified act(s).</li> <li>2. A description of the school’s interventions designed to keep the student safe &amp; prevent any further acts of bullying.</li> <li>3. The content of the student safety support plan.</li> </ol> <p><b><i>Except in rare circumstances, such meetings with parents and guardians should be held separately.</i></b></p> </li> <li>• Develop a student safety support plan for any student against whom an act of bullying was directed. The plan shall address safety measures the school will take to protect such students against further acts of bullying.</li> <li>• Develop case-by-case interventions to address repeated incidents of bullying against a single individual or recurrently perpetrated bullying incidents by the same individual that may include both counseling and discipline.</li> <li>• Notify the appropriate local law enforcement agency when principal, or designee, believes that any acts of bullying constitute criminal conduct.</li> </ul>	<p>Safe School Climate District Coordinator and/or Safe School Climate Specialists</p> <p>Safe School Climate Specialists</p> <p>Safe School Climate Specialists</p> <p>Safe School Climate District Coordinator and/or Specialists</p>	<p>Upon determination that bullying has occurred</p> <p>Upon determination that bullying has occurred</p> <p>Upon determination that bullying has occurred</p> <p>As appropriate</p>
<p>Safe School Climate Committee</p>	<ul style="list-style-type: none"> <li>• Appoint District Safe School Climate Coordinator</li> <li>• Appoint Safe School Climate Specialist in school</li> <li>• Establish Safe School Climate Committee in accordance with the law, (including at least one parent/guardian of a student at the school)</li> <li>• Establish roles, responsibilities and procedures for Safe School Climate Committee including:</li> <li>• Receive copies of completed reports following</li> </ul>	<p>Superintendent Assist. Principal Safe School Climate District Coordinator and Specialists</p> <p>Safe School Climate District Coordinator Safe School Climate Committee</p>	<p>Update as necessary Update as necessary Update as necessary</p> <p>Update as necessary</p>

	<p>investigations of bullying;</p> <ul style="list-style-type: none"> <li>• Identify and address patterns of bullying among students in the school;</li> <li>• Review and make recommendations to amend school policies relating to bullying;</li> <li>• Review and make recommendations to the district safe school climate coordinator regarding the district's safe school climate plan based on issues and experiences specific to the school;</li> <li>• Educate students, school employees and parents and guardians of students on issues relating to bullying;</li> <li>• Collaborate with the district safe school climate coordinator in the collection of data regarding bullying, in accordance with the law;</li> <li>• Perform any other duties as determined by the school principal that are related to the prevention, identification and response to school bullying for the school.</li> </ul>		
<p>Prevention and Intervention Strategy</p>	<ul style="list-style-type: none"> <li>• Identify effective evidence-based prevention and intervention strategies approved by CSDE. Strategies may include, but are not limited to the following: <ul style="list-style-type: none"> <li>○ Students will participate in an evidence-based approach, program or process approved by the State Department of Education that is designed to ensure a positive school climate &amp; prevent bullying. Names Program (Anti-bullying program sponsored by Anti-defamation League)</li> <li>○ Students will be made aware school rules prohibiting bullying, harassment and intimidation and establishing appropriate consequences for those who engage in such acts (School-wide Assemblies), (Posted Stafford High School SHS Mission Statements), (SHS</li> </ul> </li> </ul>	<p>Safe School Climate District Coordinator, Specialists and Safe School Climate Committee</p> <p>SHS Staff</p>	<p>Update as necessary</p> <p>Ongoing</p>

	<p>Parent/Student Handbook), (Teacher Handbook) and (Posted SHS Civic and Social Expectations)</p> <ul style="list-style-type: none"> <li>○ Adequate adult supervision of outdoor areas, hallways, the lunchroom and other specific areas where bullying is likely to occur;</li> <li>○ Inclusion of grade-appropriate bullying education and prevention curricula in SHS;</li> <li>○ Individual interventions with the bully, parents and school employees, and interventions with the bullied child, parents and school employees;</li> <li>○ School-wide training related to safe school climate (Adult PD, student assemblies)</li> <li>○ Peer Mediation with contract between students</li> <li>○ Promotion of parent involvement in bullying prevention through individual or team participation in meetings, trainings and individual interventions.</li> <li>○ Initiated Peer Mentoring Program</li> <li>● Points of Pride (Student recognition program)</li> <li>● Formative and Summative surveys on school climate</li> <li>● Scientific Research Based Intervention (SRBI)</li> <li>● Provide students with access to evidence-based prevention and intervention strategies</li> <li>● Afterschool Homework Club</li> <li>● Intensive Educational Academy (IEA)</li> <li>● Implement the prevention and intervention strategies identified by the Safe School Climate Committee</li> <li>● Freshman House (transition program)</li> <li>● Student Assistance Team (SAT) Weekly Meetings</li> <li>● Crisis Team</li> <li>● Development of Positive Behavioral Supports within the building</li> </ul>	<p>SHS Staff</p> <p>Pupil Services</p> <p>Pupil Services/Administration</p> <p>SHS Staff</p> <p>Social Worker Parent(s)</p> <p>Social Worker Administration Administration</p> <p>All SHS Staff All SHS Staff</p> <p>All SHS Staff Administration All SHS Staff</p> <p>Administration and Freshman Teachers Administration and Support Staff Designated Staff Designated Staff All SHS Staff</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Annually</p> <p>Ongoing Ongoing</p> <p>Weekly Ongoing Biannually</p> <p>Ongoing Ongoing</p> <p>Ongoing</p> <p>Ongoing Annually</p> <p>Ongoing Ongoing</p>
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<p>Assessment of School Climate</p>	<ul style="list-style-type: none"> <li>● Complete an assessment using the school climate assessment instruments including surveys, approved and disseminated by the State Department of Education for each school</li> <li>● Submit assessment results for each school in the district to the State Department of Education</li> <li>● Review and analyze data obtained from climate surveys/ make necessary modifications to the district</li> </ul>	<p>Safe School Climate Committee</p> <p>Safe School Climate District Coordinator Safe School Climate Committee</p>	<p>Annually thereafter, according to CSDE guidelines Ongoing Ongoing</p>

	<p>plan</p> <ul style="list-style-type: none"> <li>• Compare and contrast survey results with the National School Climate Standards and best practices</li> </ul>	Safe School Climate Committee	
Documentation and Record Keeping	<ul style="list-style-type: none"> <li>• Establish a procedure for each school to:               <ul style="list-style-type: none"> <li>○ Document and maintain records relating to reports and investigations of bullying in the school.</li> <li>○ Maintain a list of the number of verified acts of bullying in the school and make such list available for public inspection. This public list must not contain any personally identifiable information about any student or information that might reasonably lead to the identification of any student.</li> </ul> </li> <li>• Report the number of verified acts of bullying in the district’s schools to the Department of Education in such manner as prescribed by the Commissioner of Education</li> </ul>	<p>Safe School Climate District Coordinator &amp; Specialists</p> <p>Safe School Climate District Coordinator</p>	<p>Update as necessary</p> <p>Annually based on timeline established by CSDE</p>
Training	<ul style="list-style-type: none"> <li>• Provide all certified school employees training on the prevention, identification and response to bullying and the prevention of and response to youth suicide. The training will be provided to teachers, administrators and pupil personnel who hold the initial educator, provisional educator or professional educator certificate via in-service training.</li> <li>• Provide all other school employees training provided by the State Department of Education.</li> </ul>	<p>Safe School Climate District Coordinator and Specialists</p> <p>CSDE with Safe School Climate District Coordinator and Specialists</p>	<p>Annually</p> <p>Annually</p>