

SAFE SCHOOL ACTION PLAN FOR THE YEAR 2015-2016

PERSPECTIVES I

Level of Instruction: Secondary 1, 2, 3

Number of Students: 40

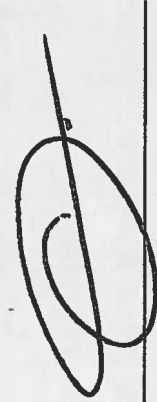
Quebec Education Act (QEA)

Bullying: Any repeated direct or indirect behavior, comment, act or gesture, including in cyberspace, whether deliberate or not, which occurs in a context where there is a power imbalance between the persons concerned and which causes distress and injures, hurts, oppresses, intimidates or ostracizes.

Violence: Any intentional demonstration of verbal, written, physical, psychological or sexual force which causes distress and injures, hurts or oppresses a person by attacking their psychological or physical integrity or well-being, or their rights or property.

EMSB Safe Physical and Cyber Environment Policy (2013)

The English Montreal School Board (EMSB) believes that every member of its community has the right to learn and work in a safe physical and cyber environment. The EMSB advocates a strong safety and prevention focus which includes student education and support, as well as professional development as per the Quebec Education Program (Q.E.P.) and the EMSB's Strategic Plan.



Principal's Signature: _____

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Our Safe School Action Plan

This plan outlines the measures for preventing and responding to acts of bullying and violence in our school in accordance with the EMSB Safe Physical and Cyber Environment Policy and the Quebec Education Act (QEA).

Perspectives 1 is a junior alternative high school, with a level of instruction from Secondary 1 – Secondary 3. We have approximately 40 students, many of whom have serious academic and/or behavioural challenges.

Our Safe School Action Plan was developed with the input of our teachers, guidance counsellor, childcare worker, support staff and students. As an alternative school, Perspectives 1 does not have a Governing Board. Our plan has been approved by our principal.

Our school is committed to providing our students with a safe and caring learning environment. We encourage all members of our school community to act with respect and kindness towards others. Our school expects students, parents /guardians and others who witness or learn about an act of violence or bullying involving a student to report it promptly.

Our head teacher and childcare worker, and when necessary our school administrator, will take the necessary steps in investigating reports and ensuring safety for those concerned.

Safe School Team

Our Safe School team is working to ensure safety and maintain a positive school environment. Every year, members of our team review and update our Safe School Action Plan.

Our Safe School Team members are:

- Barbara White, Head Teacher (Safe School Coordinator)
- Giulia Amato, Childcare Worker/Behavior Technician
- Barbara Levine, Guidance Counsellor
- Jessica Ghin, Teacher
- Sal Pileggi, Teacher

School Climate

Assessing the school climate helps us understand how safe students feel in their learning environment and allows us to reflect on what improvements we can make to reduce the potential of bullying and violence. Our school collects data from the following sources:

- Tell Them From Me Student Surveys
- Discussions from weekly staff meetings

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Based on our data analysis, we have established that the priority for the coming school year will be to increase students' awareness about the safe use of social media.

Prevention

As part of a wider effort to increase protective factors as well as educate on issues related to bullying and violence, our school will continue to provide:

- Individualized attention and support to at-risk students
- Team work activities
- Workshops which build positive peer relationships
- Peer mediation
- Ethics classes
- On-going talks and interventions
- Bicycle repair program
- Workout gym facilities
- Support people & speakers from community groups and organizations:
 - Myron Weekes (Violence Prevention)
 - Frank Caracciolo (Violence Prevention)
 - Svenz Telemaque (In The Know Legal Workshops on drugs, weapons and cyberbullying)
 - Howard Chackowicz (cartoon artist)
 - Police Officer Frank Tenneriello
 - School nurse and Social Worker (CLSC)

Students are taught how to identify and respond to peer harassment and bullying. Our students participate in bullying prevention workshops throughout the year. Information regarding the school's rules of conduct is provided to students and their parents/guardians in print form in the registration package.

Early intervention measures are adopted by obtaining reports from previous schools. Team strategy meetings are held following registration and they continue on a regular basis. Canadian standardized testing is done with each new student.

Adults in the school are actively encouraged to model caring and respectful interactions. Teaching and professional staff members are provided with support/professional development for positive discipline and effective class room management practices.

Collaborating with Families

Our school will actively support and encourage families to collaborate with our staff and maintain open communication at all times. Our staff is available to assist families to:

- Recognize signs of distress in their child.
- Understand the difference between conflict and bullying.
- Report suspected acts of bullying or violence to the school administration.
- Collaborate with school staff in finding solutions if their child is involved in acts of bullying or violence.
- The Safe School Action Plan is posted on the school website and is available in print form as well.

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Response Procedures

Our school is committed to ensure that professional and teaching staff members receive ongoing training on how to respond appropriately when witnessing or being made aware of harmful behaviours. Claims of bullying and violence will be investigated according to guidelines established in our school. Emphasis will be on assuring safety, promoting accountability with consideration to mitigating factors, and repairing harm.

Reporting Procedures

The protocol for reporting incidents of bullying and or violence will be described on the school website. The protocol will explain that:

- Students are provided with a confidential and safe way to report an incident by talking to a staff member.
- Staff members complete a reporting form. There will be prompt follow up by the behaviour technician or head teacher after an incident has occurred. Parents/guardians can report to their child's teacher, head teacher, or behaviour technician in person, with a phone call or by email.

Measures to Protect Confidentiality

Our school pledges to take steps to protect the confidentiality of persons involved (victim, perpetrator, witness) in a bullying or violent incident. Our staff and families will be reminded that they are to share information about an incident strictly on a need to know basis with consideration to the feelings and privacy of individuals. Reports will be kept confidential in a secure location in our school office.

Mechanisms are available for confidential reporting of incidents. We have a formal reporting system which consists of filling out an incident tracking form.

Supervisory & Support Measures

Our school professionals and staff may take the following steps to support any student who has been involved in, targeted or affected by bullying behaviors.

- Consultation with our childcare worker, guidance counselor and other appropriate school professionals. We will consult outside professionals when necessary. These may include referrals, support or interventions from the EMSB, CSSS and/or police.
- A conflict resolution plan is put into place with all parties involved.
- Relevant educational activities are provided for students. These may include:
 - Psycho/Social counselling
 - Academic and reintegration support
 - Alternative suspension program

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Disciplinary Measures

If after investigation, claims of bullying or violence are confirmed, the head teacher and/or principal will determine what disciplinary measures will be required. The school's disciplinary measures will be formative, fair (considering the nature, severity & frequency of act as well as any other mitigating factors) and respect legal requirements regarding the confidentiality of students. Disciplinary measures may include:

- Immediate Verbal intervention
- Contact/behavior plan
- Working outside of class if necessary in CCW'S office
- Contact with parents/social workers
- Withdrawals of privilege
- Suspension
- Referral to Alternative to suspension
- Participate in Bullying Prevention Workshops
- Conflict Resolution /Peer Mediation Groups
- Re integration meeting with admin and parents
- Meeting with our community police officer

In line with the EMSB Safe Physical and Cyber Environment policy, police may be contacted when a criminal act or threat of a criminal act may be involved.

Follow-Up Measures

Our school will take necessary steps to protect students from harm or retaliation after an incident has occurred. The school will ensure a proper follow-up by:

- Documenting the investigation process, interventions and communications with parties involved.
- Maintaining communication with families and students involved in the incident.
- Verifying that support services are offered as required.
- Checking in with students to ensure well-being and to prevent escalation or retaliation.
- Providing educational services to the wider school population if the incident reflects a larger problem within the school.
- We will inform people who are dissatisfied with the school's response that they can seek support from the School Board.

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For more information or inquiries, please contact:

Barbara White – Head Teacher

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Giulia Amato – Childcare Worker

514-798-2136 – gamato@emsb.qc.ca

Resources

We encourage members of our school community to be informed on bullying and violence prevention by consulting the following:

- Kids help phone 1-800-668-6868
- [NeedHelpNow.ca](http://www.NeedHelpNow.ca)
- <http://www.prevnet.ca/bullying/cyber-bullying>
- www.cybertip.ca
- www.teenmentalhealth.org