



Harry Lee Cole School

Mr. Brian Middleton-Cox, Principal

26 Middleton Road

Boxford, MA 01921

978-887-2856 (phone)

978-887-0703 (fax)

bmiddleton-cox@boxfordschools.org

www.boxfordschools.org/hlcole.html

School-Wide Behavior Program and Anti-Bullying Information

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Dear Cole School Families,

One element of our work toward positive school culture has been our district-wide adoption of the *Olweus Bullying Prevention Program*, which focuses on a few clear and consistent rules for student behavior. To help our students change their behavior, we use small, fair consequences when students break our school rules.

The Cole School has four basic rules that pertain to bullying:

1. We will not bully others.
2. We will try to help students that are bullied.
3. We will try to include students who are left out.
4. If we know that someone is being bullied, we will tell an adult at school and an adult at home.

As much as we would like to focus just on the positive, we have found that we can do a better job of supporting student behavior when we also list the things that students are **not** allowed to do. That way we can plan what we will do if we see a negative behavior. We began by listing a wide range of negative behaviors that students might use at school, including actions that we very rarely see at our school. We then worked with school staff to sort these behaviors by seriousness. We don't want to treat all unacceptable behaviors the same way, because some negative actions are more likely to do harm than others. Out of our surveys and discussions came three categories of unacceptable behavior:

YELLOW: inappropriate. All staff members will address these behaviors consistently using the appropriate mix of reminding students about what they should be doing, discussion, small consequences, and parent involvement.

ORANGE: unacceptable. Staff members will address these behaviors using the appropriate mix of discussion, small consequences, and parent involvement. The student's classroom teacher will also keep track of Orange behaviors, and a student choosing Orange behaviors three times will meet with the principal and follow the other steps associated with Red behaviors.

RED: most serious. These behaviors will be reported to Mr. Middleton-Cox who will talk with the student about his or her actions and apply the appropriate consequence. We will make every effort to reach you by phone if your student has done something in this category, and will send home a report with your child outlining what he or she did, what the consequence is, and what the consequence would be if your child chose this behavior again. Even with these most serious behaviors, we know that we are working with young children who may not understand why what they did is unacceptable or who may not have meant any harm. For those reasons, our consequences will be on learning. If students choose to repeat these behaviors over time, their consequences will get larger to help them learn new behaviors.

Yellow, Orange, and Red behaviors are not allowed school wide. Our current list of behaviors is attached. In addition, I've attached a rubric that will be used to determine the consequences for Red behaviors.

The faculty and staff at the Cole School try very hard to live by and teach the core values of our school: **High expectations for academic excellence, Personal integrity, Clear and consistent curriculum implementation, and Welcoming environment.** Each week when I meet with all of the students during Morning Meeting time, I highlight the core values and students engage in conversation about proper behavior.

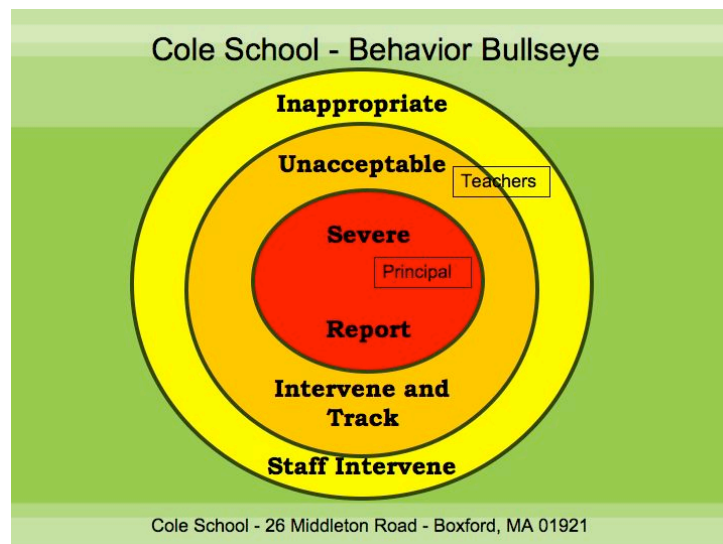
We appreciate the support that our Cole School Families give us to educate your children while they are here at school. Working cooperatively between home and school, our students learn the proper ways to behave.

Sincerely,



Mr. Brian Middleton-Cox
Principal

Enclosures



Definition of Bullying

“Bullying”, the repeated use by one or more students of a written, verbal or electronic expression or a physical act or gesture or any combination thereof, directed at a victim that: (i) causes physical or emotional harm to the victim or damage to the victim’s property, (ii) places the victim in reasonable fear of harm to himself or of damage to his property, (iii) creates a hostile environment at a school for the victim, (iv) infringes on the rights of the victim at school, or (v) materially and substantially disrupts the education process or the orderly operation of a school.

“Cyber-Bullying”, bullying through the use of technology or any electronic communication including but not limited to, electronic mail, internet communications, instant messaging or facsimile communications. Cyber- Bullying shall also include (i) the creation of a web page or blog in which the creator assumes the identity of another person or (ii) the knowing impersonation of another person as the author of posted content or messages, if the creation or impersonation creates any of the conditions enumerated in clauses (i) to (v), inclusive, of the definition of bullying. Cyber-Bullying shall also include the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons, if the distribution or posting creates any of the conditions enumerated in clauses (i) to (v), inclusive, of the definition of bullying.

Cole School’s Definition of Bullying (in kid-friendly language): Bullying is when someone says or does mean things to another person over and over.

In order for behavior to be bullying behavior, it must be:

- Repetitive
- Imbalance of power
- Purposeful action

Cole School – Anti-Bullying Plan – List of Behaviors

YELLOW: (Inappropriate)

Use Teacher Discretion

On the spot interventions

- Name calling/teasing of other students
- Purposely embarrassing or humiliating another person
- Cutting in line
- Threatening to exclude someone

ORANGE: (unacceptable)

Track On Clipboard

On the spot Interventions

- Exclusion: stopping someone from having friends or participating in an activity
NOTE: This does not mean that we tell students they have to be friends with everyone. It does mean that we expect all students to treat others with respect, include each other in games and activities, and work together.
- Starting or spreading rumors (true or false)
- Indirect use of biased languages (that's retarded; that's so gay; etc.)
- Name-calling or other negative behaviors based on family income or other family characteristics
- Name-calling or other negative behaviors based on appearance or body shape
- Threatening to hurt someone
- Repeated yellow behaviors

RED: (most serious)

Referral to Principal

- Physical aggression to another student (*kick, trip, punch, choke, bite, spit, hair pulling, throwing objects, pushing*) with intent to hurt
- Obscene language/gestures to another student (*swearing, inappropriate talk*) with intent to hurt
- Repeated orange behavior

<u>Behavior</u>	<u>Consequence #1</u>	<u>Consequence #2</u>	<u>Consequence #3</u>
<ul style="list-style-type: none"> Physical aggression to another student (<i>kick, trip, punch, choke, bite, spit, hair pulling, throwing objects, pushing</i>) with intent to hurt Obscene language/gestures to another student (<i>swearing, inappropriate talk</i>) with intent to hurt 	<ul style="list-style-type: none"> Contact to parent from Principal via letter and/or phone call Meeting with student and principal Think Sheet completed and given to the Teacher and the Principal Behavior logged in Principal’s “Red Behavior Log” Classroom teacher notified of behaviors <p>*Natural consequences will be used when necessary.</p>	<ul style="list-style-type: none"> Loss of recess and lunch detention for one day Contact to parent from Principal via letter and/or phone call Meeting with student and principal Think Sheet completed and given to the Teacher and the Principal Behavior logged in Principal’s “Red Behavior Log” Classroom teacher notified of behaviors <p>*Natural consequences will be used when necessary.</p>	<ul style="list-style-type: none"> Loss of recess and lunch detention for 3 days Behavioral plan developed Contact to parent from Principal via letter and/or phone call Meeting with student and principal Think Sheet completed and given to the Teacher and the Principal Behavior logged in Principal’s “Red Behavior Log” Classroom teacher notified of behaviors <p>*Natural consequences will be used when necessary.</p>

If negative behaviors continue after three consequences, a conference with the parents will be called and students can be suspended from school.

Note: Any behavior that is outrageous, overly disrespectful or dangerous and not specifically stated in the rubric is subject to administrator review and assignment of consequences.

Note: This rubric also applies to behaviors on the bus.

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