



## Inventory of Anti-Bullying/Harassment Initiatives 2019-2020

### District Initiatives/Actions:

- The SDMA [Bullying Policy](#) is included in annual registration requirements (parents check a box stating that they have read and discussed the policy with their student). It is also included in:
  - Student Handbooks: [MHS](#), [MMS](#), [Elementary \(linked to annual notices\)](#).
  - The district website: [Bully Free Zone](#) resources posted on SDMA website.
  - The SDMA Employee Handbook: [Pg. 20-21](#).
- Procedures and expectations related to bullying are reviewed annually with the district's administrative team.
- Bullying information and resources have been posted for staff/community in School Crossings (ie. [2019](#), [2018](#), [2017](#)). This information was published in the district's official newspaper, the school district website and the district's social media account. The information was also sent electronically to all families and staff.
- A reminder and emphasis of expectations related to supervision and responding to incidents of bullying and harassment was sent to all staff in 2019.
- Principals at MMS and MHS were directed to document specific actions for expanding relationships with LGBTQ+ youth and to ensure those students are aware of protections and resources available at school.
- The 2019 bullying report and plan for improvement was discussed with the SDMA Diversity Committee on October 21. The bullying report and plan for improvement was then discussed with the SDMA Board of Education on October 28.
- "[Unity Day](#)" was celebrated in schools across the school district on October 23, 2019.
- During the 2019-2020 school year, "Be the I in KIND" banners were provided for all schools in the district.
- A [message from the superintendent](#) was shared with families and staff, and played for all 6-12 students before a follow-up discussion was held with classroom teachers.
- The SDMA worked with DPI to implement the "OUT for Safe Schools" initiative in support of LGBTQ+ youth.
  - Notification of DPI acceptance was provided to the SDMA on November 4.
    - [GSAFE/DPI](#) webinar was provided to interested staff members.
    - "OUT for Safe Schools" badges are provided to staff upon completion of training.

- The Director of Student Services and SDMA School District Nurse met with the middle and high school SAGA (Sexuality and Gender Awareness) groups to discuss the program.
- The Board of Education created a Value Statement on Bullying, which was approved on January 13, 2020.

### **High School Initiatives/Actions:**

- Information about reporting bullying and the district's tipline is regularly included in the scrolling announcement displays at MHS.
- Building administrators followed-up with both High School students who spoke at the school board meeting about their concerns related to bullying.
- The Woodland Sky Native American Dance Company performed at MHS on October 2, 2019. Their performance highlighted Native American culture and a message of acceptance.
- [Unity Day](#) was celebrated at MHS on October 23, 2019 with a short video and discussion in each class, and encouragement of all students and staff to wear orange in support.
- MHS administration met with the SAGA group on October 24, 2019 to listen to their concerns and improve lines of communication.
- National Day of Kindness was celebrated on November 13, 2019. Staff members were provided with a two-minute video to share with students about the science behind kindness. Additional kindness activities were promoted by the MHS Breakfast Club.
- Student Council initiated a Student Voice committee and had their first listening forum on November 14, 2019. The results of this listening session were shared with the Building Leadership Team on December 11, 2019. This process will continue throughout the school year.
- During the week of December 9-13, school counselors presented about gender identification and sexual orientation within Health course that is required for graduation from MHS. This will also be done in 2nd semester Health courses.
- A number of MHS staff members have been trained in the "OUT for Safe Schools" program.
- MHS Counselors met with the MMS SAGA (Sexuality and Gender Awareness) group during lunch on January 22, 2020 to discuss registration and any concerns for the students as they prepare to come to MHS.
- Speaker Mike McGowan has been contracted to provide a community presentation/discussion about bullying/harassment on February 10, 2020.
- Speaker Mike McGowan has been contracted to provide an all-school assembly and break-out sessions with identified groups throughout the school day on February 11, 2020..
  - Mr. McGowan will meet with students from FLOW, Readiness, GOAL, and many other clubs, sports, and activities.

## Middle School Initiatives/Actions:

- A comprehensive multi-tiered behavioral framework has been implemented at MMS that establishes a positive school environment, sets high academic and behavioral expectations for all students, guides delivery of evidence-based instruction and interventions that address the needs of students.
  - Second Steps Lessons for character and culture development led by CARES teachers in all three grade levels twice per week.
  - Administrators, counselors, school psychologist and lunch supervisors are consistently present in the lunchroom to deter student conflict and bullying.
  - Positive character quotes in morning announcements that align with MMS Core Values.
  - “Doing What’s Right Matters at MMS” student recognition each week.
  - Daily anti-bullying and positive messages on TV’s in the commons.
  - A portion of staff are trained in the “OUT for Safe Schools” program: A DPI training for creating an inclusive and safe environment for students who are part of the LGBTQIAP+ Community.
  - Student SAGA (Sexuality and Gender Awareness) group meetings are regularly attended by an administrator or student services staff member.
  - Counselors and School Psychologist continually work with students and families to facilitate and develop Gender Support Plans for students.
- Between September 16-20, 2019, MMS students completed 5000+ documented acts of service and kindness in alignment with MMS Core Values as part of the Character Dares activity.
- On September 26, 2019, the MMS School Psychologist shared additional resources and ideas with the MMS SAGA Advisor to support efforts leading SAGA:
  - [LGBTQIAP+ inclusive curriculum](#)
  - [ThinkB4Speak](#) Guide for educators and student activity
  - Lessons, resources and tips for addressing anti-LGBTQIAP+ language in the classroom
  - Ideas for [student-led Gender and Sexuality Alliance \(GSA\) clubs](#)
- The Woodland Sky Native American Dance Company performed at MMS on October 2, 2019. Their performance highlighted Native American culture and a message of acceptance.
- On October 17, 2019, Anti-Bullying Pledge posters were updated and posted in the hallways, office and in each classroom
- On October 18, 2019 SAGA club advisors provided a presentation for staff at the MMS PD day. The advisor was able to share student concerns specifically on binary language. There were a lot of discussion for how the staff can support the LGBTQIAP+ community. Numerous staff members have chosen to show their

support and offer a Safe Space by wearing or displaying LGBTQIAP+ Ally pins or stickers.

- On October 21, 2019, the MMS Administration and School Psychologist met with MMS students who brought concerns to the October school board meeting.
- On October 23, 2019 MMS Principals and Counselors met with students in each pod to discuss [Bullying and Harassment policy](#), different kinds of bullying, how to report bullying and consequences of bullying and harassment.
- A number of Unity Week activities were promoted at MMS between October 21-25, 2019.
  - Classroom lessons on the difference between conflict, bullying and harassment.
  - Helping Hands Activity in CARES
    - Students watched a video explaining how to be an “Upstander”. Then students cut out/decorated paper hands and wrote how they will act as an upstander on the hands. Students signed their hands indicating they will follow the Anti-Bullying Pledge.
  - Encouraged students/staff to wear orange on Unity Day.
  - CARES Activity to help students determine what situations are mean moments, conflict, or true bullying.
- A Kindness Ambassadors Organization was initiated on October 25, 2019: The Kindness Ambassadors are visible members of our student body who actively seek to show kindness and compassion to others. The Kindness Ambassadors meet monthly to plan activities and brainstorm ways to increase kindness and inclusivity at MMS.
- On October 29, 2019, the MMS Principal met with the SAGA group to hear student concerns and work collaboratively toward solutions.
- World Kindness day was celebrated at MMS on November 13, 2019.
  - Kindness Bingo
  - Thank You Card Station
  - Kindness Ambassadors made posters and put up around cafeteria
  - Mix it up day at lunch hosted by Student Council
- On November 22, 2019, the first “Coffee with the Principal” meeting was held with members of the SAGA group. Coffee/lunch meetings with Mr. Boettcher are ongoing with multiple student leaders at MMS.
- In December, MMS staff participated in a DOTS (depending on teachers and staff) activity. Teachers placed dots next to students with whom they felt they had a meaningful connection with. Any student that had two or less dots were assigned to a staff member where the staff member implemented a 2x10 strategy. Staff met with students for ten days and had two minutes of purposeful conversation to help make a meaningful connection to the school and staff member.

- On Jan 15, 2020, MMS staff were reminded through the Building Leadership Team meeting and MMS Updates to be intentionally visible and present in the hallways and pod to help prevent student conflict and/or bullying.
- On January 22, 2020, MHS Counselors met with the MMS SAGA group to discuss transitioning to high school.

### **Elementary School Initiatives/Actions:**

- Elementary school participation and promotion of SDMA-wide celebrated days such as Kindness Day, [Unity Day](#), etc. (ie. various bullying prevention activities, painting kindness rocks).
- Kindness, Anti-bullying, Peaceful Problem Solving, and SEL themes promoted by student councils via announcements, posters and all-school meeting skits.
- Monthly all-school meetings held with themes that promote kindness, conflict resolution, anti-bullying, etc.
- Classroom meetings held that align with all-school meetings themes to address grade level and specific issues related to kindness, conflict resolution, anti-bullying, etc.
- Upper grade students trained in conflict resolution to assist with recess/lunchtime issues.
- Principals/school counselors prioritize their presence and/or availability over recess/lunchtime to address issues in a timely manner.
- The SDMA [Bullying and Harassment policy](#) and procedures reviewed at fall staff meetings and as needed per EduClimber behavior data, significant incidents and/or staff feedback.
- Classroom and special education teachers utilize the [Second Steps](#) SEL curriculum.
- SEL, anti-bullying and other related Second Steps lessons are taught in classroom developmental guidance lessons taught by school counselors. These lessons include:
  - Defining bullying behavior
  - Response to and reporting of bullying
  - Bystander response to bullying
- Elementary School counselors and social workers participate in ongoing [vertical alignment of SEL curriculum](#) along with district-level and 6-12 student services personnel.
- Community outreach was provided at the *Ready For School/United Way Community Carnival* including promotional materials and a booth about school safety, bullying prevention and conflict resolution is provided by SDMA elementary schools.
- Elementary principals, the SDMA Director of Student Services, and other student services personnel are researching Bully Prevention resources- such as [Second Step Bully Prevention](#) curriculum -and considering purchase for the 2020-2021 school year.
- Focus on Youth presentations for the February, March, and April school board meetings, will feature students from Downsville, Wakanda, and Oaklawn Elementary Schools sharing their promotion of kindness, anti-bullying, conflict/resolution, etc. Knapp and River Heights will feature related activities during the 2020-2021 school year.

- Elementary families reminded of important content in the [Elementary Handbook](#) during the back-to-school days. Elementary principals continue to revise the handbook annually prior to submission to the school board for approval for the following year.