

Shepherd of the Valley Lutheran School's Bullying Policy

Shepherd of the Valley Lutheran School's (SVLS) Bullying Policy is in accordance to God's word. He tells us in I Peter 3:8 "Finally, all of you, live in harmony with one another; be sympathetic, love as brothers, be compassionate and humble."

Definition of Bullying:

Bullying is considered to be intentional actions that are one-sided and mean. It happens when someone continues to hurt, tease, frighten, threaten, or leave someone out on purpose.

Examples of bullying are:

- Hurting someone physically by hitting, kicking tripping, spitting or pushing
- Stealing or damaging another person's things
- Ganging up on someone
- Teasing someone in a harmful way, or name calling
- Using put-downs, such as insulting someone's race or making fun of someone for being a girl or a boy
- Touching or showing private body parts
- Spreading rumors or untruths about someone
- Leaving someone out of an activity on purpose, or trying to get other children not to play with someone

This list should not be viewed as complete. There may be other ways to bully not mentioned.

Prevention of Bullying:

Students-

- Will treat each other respectfully
- Will refuse to bully others
- Will refuse to let others be bullied
- Will refuse to watch, laugh, or join in when someone is being bullied
- Will try to include everyone in play

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Faculty-

- The faculty will review the Bullying policy at a faculty meeting before the start of each school year.
- The principal or his designee will present the Bullying policy to all the students with a follow-up done by the teachers with their class. This will be done the first week of school.
- Teachers will closely supervise students in all areas of the playground and school.
- Teachers will include the spirit of this policy in their classes.
- Teachers will watch for signs of bullying and stop it when it happens.
- Teachers will praise and encourage positive behavior.

Parents-

- Will become familiar with the Bullying policy and discuss it with their child(ren).
- Will praise and encourage positive behavior.
- Will inform teachers of changes in their child(ren)'s behavior or circumstances at home that may change his or her behavior at school.
- Will alert their child(ren)'s teacher if any bullying has occurred.

Reporting of Bullying:

- Any member of the faculty or staff that witnesses a suspected bullying incident shall address the matter immediately. The faculty member shall assess the situation to determine if the behavior meets the criteria for bullying or if the behavior is an isolated incident that can be resolved immediately. (Not all conflicts are bullying.)
- If the behavior is determined to be bullying, the faculty member must report this to the principal immediately in order to protect the alleged victim. The faculty/staff member is to immediately forward a *Bullying Incident Report* to the principal for investigation.

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Actions to be taken when there is bullying:

- First Incident
 - Redirection using the Law and Gospel
 - Incident report sent home and a follow up phone call by the teacher to the parents
 - Notify the family's pastor
- Second Incident
 - Redirection using the Law and Gospel
 - Principal and teacher will meet with the parents of the offender
 - **Parents and child(ren) will sign page 4, a pledge to prevent bullying.**
(Page 4 is signed and returned when the second incident occurs.)
 - Teachers will closely observe the child(ren) involved with bullying
 - Student will serve a one day out of school suspension. All missed work during the suspension will be made up before any recesses are granted.
 - Notify the family's pastor
- Third Incident
 - Redirection using Law and Gospel
 - Child(ren) will be separated from the rest of the students to prevent further harm
 - This separation will continue until it is deemed safe to permit this child to return to the classroom. This decision will be made by the principal or his designee
 - The principal will bring this behavioral concern to the school board for further action
 - Notify the family's pastor
- Violent Incident
 - If the incident is of a very violent nature the student may have to be immediately removed from the classroom until recommendation for correcting such behavior can be made. This may mean loss of school time for the student.
 - This type of incident will be brought to the school board
 - Notify the family's pastor

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This page is signed and returned to school upon the second incident of bullying.

Parent/Guardian Pledge

As parents and Christians, we agree to join together with our children and school community to uphold the belief that every child is a lamb of God and will be treated with dignity and respect. NO EXCEPTIONS!

By signing this pledge, we agree to:

- Keep ourselves and our children informed and aware of school bullying policies and behaviors that are considered bullying and harassment.
- Work in partnership with teachers and staff to encourage and report positive behavior, valuing differences and promoting sensitivity to others.
- Discuss regularly with our children their feelings about schoolwork, friendships and relationships
- Inform teachers of changes in our child(ren)'s behavior or circumstances at home that may change our child(ren)'s behavior at school
- Alert school staff if any bullying has occurred

Parent/Guardian's Signature _____

Date _____

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Bullying Incident Report

Fill out this form for any suspected bullying incident.

Reported by or Anonymous: _____

Date Reported: _____

Date of Incident: _____

Describe the incident: Include person(s) involved, time, place, frequency, the target of suspected bullying, and the names of any possible witnesses. Be sure to talk to both suspected victim and offender.

Hand the completed form to the principal.

Date of interview of victim(s): _____

Date of interview of offenders: _____