

## Wade King Elementary

### ***Parent & Student Harassment/Intimidation/Bullying (HIB) Agreement***

This document, the *Parent & Student HIB Agreement*, is a reminder of everyone's responsibility to act in a caring, principled and safe way at school. 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> graders at Wade King Elementary have been reviewing the definition of bullying with our counselor, Mrs. Wakefield, to better understand the difference between conflict and bullying. These classroom guidance lessons with Mrs. Wakefield focus on developing students as **communicators** and **risk takers** who are **principled, open-minded and caring**, supporting our school's goal of developing children who will change the world.

Our Parent & Student HIB agreement is first and foremost a preventative measure, and is an opportunity for parents and school staff to partner together. It will also be used as a teaching tool if a student has been reported as displaying bullying behaviors. A review of behavior expectations is done before proceeding with further interventions. Possible interventions may include: peer mediation, restitution, safety plans, loss of privilege, and/or individual work with the school counselor.

Students are developing an understanding of what it means to follow our school-wide behavior expectations; to be safe, principled and caring in all locations in our school, on the bus and on field trips. We believe that when students make mistakes and are not safe, principled or caring, it's a learning opportunity. Not all misbehavior falls under the description of harassment, intimidation or bullying, but when it does, it can be especially harmful, so it is important for us to spend time as a learning community talking about preventing, recognizing, and responding appropriately.

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**As a student at Wade King Elementary I agree to behave in a safe, caring, & principled way.**

**If I see someone in a bullying situation I know to:**

- Report it to a trusted adult.
  - Invite the target to join my group. This separates the target from the student displaying bullying behaviors.
  - Support the target by telling them that I don't agree with the student displaying bullying behaviors
  - avoid joining in and remove myself from the situation/refuse to watch.
  - Separate the student displaying bullying behaviors from the target. The student who is bullying may be my friend.
  - Tell the student displaying bullying behaviors to STOP, distract him/her, or change the subject. I can ask other bystanders to join me if I do not have equal power.
  - Be an upstander!
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### **Tips to Help Parents Prevent Bullying**

Parents and guardians are among a school's best allies in bullying prevention. Here are some great things to do:

- **Talk With And Listen To Your Children Everyday** - Ask questions about their school day, including experiences on the way to and from school, lunch, and recess. Ask about their peers. Children who feel comfortable talking to their parents about these matters before they are involved in bullying are more likely to get them involved after.

- **Spend Time at School and Recess** - School staff supervise recess, but playground volunteers can support their work by coordinating games and activities that encourage children to interact with peers aside from their best friends.
  - **Set A Good Example** - When you get angry at waiters or other drivers, model effective communication techniques. As Education.com puts it, "Any time you speak to another person in a mean or abusive way, you're teaching your child that bullying is ok."
  - **Create Healthy Anti-Bullying Habits** - Starting as young as possible, coach your children on both what not to do (push, tease, and be mean to others), as well as what to do (be kind, empathize, and take turns). Also coach your child on what to do if someone is mean to him/her or to another child (tell the bully to stop, walk away and ignore the bully, get help from an adult).
  - **Make Sure Your Child Understands Bullying** - Explicitly explain what bullying is and that it's not normal or tolerable for him/her to bully, be bullied, or stand by and watch other kids be bullied.
  - **Communicate With Your Child's Teacher** - If you are concerned about student behaviors, please let your child's teacher and/or our office staff know so that we may gather more information.
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The rules and regulations related to Harassment, Intimidation and Bullying established by the Bellingham Public Schools can be found on the District's website under the *Administration* tab in *Policies & Procedures*. The documents, found under *Student Rights & Responsibilities*, outline the procedure we follow to investigate bullying behaviors.

The State of Washington RCW 28A.600.040 states that all pupils who attend public schools shall comply with the rules and regulations established. RCW 28A.300.285 mandates that schools have a policy that prohibits the harassment, intimidation, or bullying of any student.

"Harassment, intimidation, or bullying" means any intentional electronic, written, verbal, or physical act, including but not limited to one shown to be motivated by race, skin color, religion, ancestry, national origin, gender, sexual orientation, any kind of mental or physical disability, physical appearance, clothing or other apparel, socioeconomic status, gender identity and marital status, or other distinguishing characteristics, when the intentional electronic, written, verbal, or physical act:

- (a) Physically harms a student or damages the student's property; or
- (b) Has the effect of substantially interfering with a student's education; or
- (c) Is so severe, persistent, or pervasive that it creates an intimidating or threatening educational environment; or
- (d) Has the effect of substantially disrupting the orderly operation of the school.

Nothing in this section requires the affected student actually possess a characteristic that is a basis for the harassment, intimidation, or bullying. Harassment, intimidation or bullying can take many forms including: slurs, rumors, jokes, innuendos, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, threats or other written, verbal or physical actions.

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### ***Language Used at Wade King Elementary When Talking About Bullying and Conflict***

**Target:** The student who has bullying behaviors directed at them.

**Bystander:** A student who watches or is in the vicinity of a conflict of bullying situation.

**Upstander:** A student who chooses to do something about a conflict or bullying situation.

**Bully:** A student who displays bullying behaviors.

**Bullying:** *Intentional repeated* negative acts done by one person (or persons) toward another that involves an *imbalance of power*.

## ***Types of Bullying Discussed at Wade King Elementary***

**Social or Relational Bullying** involves hurting someone's reputation or relationships. Social bullying includes leaving someone out on purpose, telling other children not to be friends with someone, spreading rumors about someone, gossiping about someone, embarrassing someone in public, etc.

**Verbal Bullying** involves saying or writing mean things. It includes teasing, name-calling, taunting, threatening to cause harm, etc.

**Physical Bullying** involves hurting a person's body or possessions. It includes hitting, kicking, pinching, tripping, spitting, etc.

**Cyber Bullying** is bullying that takes place using electronic technology. It includes mean or intimidating text messages or e-mails, rumors posted to social media sites, embarrassing pictures or videos, etc.

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## **Common Questions About Harassment, Intimidation, and Bullying**

**Can someone be accused of harassment, intimidation, and bullying even though they didn't intend harm?** The answer is **YES!**

Even if your intention is harmless gossip, teasing, or just trying to be funny, it's how the other person feels about your words or actions. If the other person (the target) feels that your words or actions are harassing, then you may be found to have harassed, intimidated, or bullied.

**How can I know if my behavior is unwelcomed?** Ask yourself these questions:

- 1. Would I say or do this if my Dad, Mom or teacher were present?*
- 2. Are my words or actions disrespectful to the other person?*
- 3. Would I want someone to say or do this to me?*
- 4. Has the other student asked me to stop or indicated they don't like it, and yet I continue the behavior?*
- 5. Have I ever been told my words or actions are inappropriate by my parents or another caring adult?*

**What do I do if I believe your child is being harassed, intimidated, or bullied?**

Let your child's teacher, Mrs. Johnson, Mr. Holmgren, or Mrs. Wakefield know as we don't want this to be happening either! Our school staff will work together, with your child, to investigate the situation, plan and implement the most appropriate interventions, and communicate with you our plan to ensure your child's safety. If you feel it is not being properly addressed, you may read through the policies & procedures on the District website, and fill out the HIB report form.

**What can I expect if my child may be harassing, intimidating, or bullying another child?**

We will connect with you to let you know! We will meet with you and your child to review this document. It is likely we will implement a safety plan and other interventions to help your child learn to behave in more respectful ways and to ensure the physical, social, and emotional safety of everyone.

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## What's Next?

The first step in this agreement is for parents to have a discussion with your child about the information in this letter. Then sign this page of the agreement together, and return it to school!

**Please have your child return the attached slip to his/her classroom teacher by December 20<sup>th</sup>, 2019.**

This is to ensure proper communication with you, the parent, about our school district policy regarding bullying behaviors, as well as, our school wide behavior expectations. If you have concerns regarding this process, please contact Mrs. Wakefield, Wade King Elementary School Counselor at (360) 676-6840, or by e-mail ([Jaymie.Wakefield-Georgen@bellingshamschools.org](mailto:Jaymie.Wakefield-Georgen@bellingshamschools.org)), or connect with her in person.

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We understand that students can help to prevent harassment, intimidation and bullying by being **safe**, **principled** and **caring** in all locations in our school, on the bus and on field trips. Together, we can help stop bullying by reporting bullying behaviors to an adult, and by making the choice to be an upstander.

Our family has discussed these expectations, and we will do our part to contribute to a safe, principled and caring learning environment at Wade King.

\_\_\_\_\_  
Parent SIGNATURE

\_\_\_\_\_  
DATE

\_\_\_\_\_  
Student SIGNATURE

\_\_\_\_\_  
DATE

\_\_\_\_\_  
PRINT Student Name

\_\_\_\_\_  
Teacher

***If you have messages or questions for Mrs. Wakefield? Please write them below. Thank you!***

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