

# *Fond du Lac School District*

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To the Parents and Guardians of Fond du Lac School District students,

We are excited to welcome your child back for another year of learning in the Fond du Lac School District. Our staff has been working hard to prepare to meet your child's academic and social emotional needs. Please note some of the work we have been doing regarding positive behavior.

- The Fond du Lac School District has been implementing Positive Behavior Intervention and Supports (PBIS) since 2010.
  - PBIS is an evidence based systems approach establishing the social culture and behavioral supports needed for all children in a school to achieve both social and academic success.
  - Every school within the FDLSD was awarded for their work in PBIS in the 2018-2019 School Year.
  
- In May of 2018, the Wisconsin Department of Public Instruction (DPI) released a set of Social Emotional Learning Competencies (SEL) that are designed to guide staff in understanding, teaching and supporting students as they acquire and effectively apply knowledge, attitudes, and skills necessary to understand and manage emotions, set and achieve goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions.
  - The FDLSD has created an advisory team compiled of teachers, parents, administration, and community partners to guide our SEL work.
  - We have attended trainings, set goals regarding implementation, and received guidance from the state.
  
- The Fond du Lac School District has adopted the use of Restorative Practices (RP). Restorative Practices are used to build relationships, solve problems, and welcome back when there is harm. It is used to help individuals accept personal responsibility by understanding the impact of their actions.
  - All schools have a team trained in RP.
  - All schools have created an implementation plan and will receive on-going professional development on RP.
  
- The Fond du Lac School District does not tolerate Bullying. The implementation of the above practices work to prevent bullying. Please note our Bullying Policy 5517.01.
  - We have recently revised our Bullying forms to meet our new learning and the feedback from stakeholders. The new forms are attached to this email as well as are available on our school website and at any school office.
  - October is Bullying Awareness Month where specific lessons will be taught based on what bullying is, how to get help if you are being bullied, and how to support someone who is being bullied.

## 5517.01 - BULLYING

The Board of Education is committed to providing a safe, positive, productive, and nurturing educational environment for all of its students. The Board encourages the promotion of positive interpersonal relations between members of the school community. Bullying toward a student, whether by other students, staff, or third parties is strictly prohibited and will not be tolerated. This prohibition includes physical, verbal, and psychological abuse. The District will not tolerate any gestures, comments, threats, or actions which cause or threaten to cause bodily harm or personal degradation. This policy applies to all activities in the District, including activities on school property, including at any of the school buildings or other property used exclusively or in part, whether leased or owned by the District, for the purpose of school-related functions or events; or while traveling to or from school or to and from school-sponsored functions or events; in transporting vehicles arranged for by School District officials. The policy applies as well during activities that occur off school property if the student or employee is at any school-sponsored, school-approved or school-related activity or function, such as field trips or athletic events where students are under the supervision of school authorities, or where an employee is engaged in school business, or where there is otherwise a connection to the school such that the conduct at issue affects or is intended to affect the student's educational environment.

### Definitions

#### "Bullying"

Bullying is deliberate or intentional behavior using word or actions, intended to cause fear, intimidation, or harm. Bullying may be a repeated behavior and involves an imbalance of power. Furthermore, it may be serious enough to negatively impact a student's educational, physical, or emotional well being. The behavior may be motivated by an actual or perceived distinguishing characteristic, such as, but not limited to: age; national origin; race; ethnicity; religion; gender; gender identity; sexual orientation; physical attributes; physical or mental ability or disability; and social, economic, or family status; however this type of prohibited bullying behavior need not be based on any of those particular or other particular characteristics. It includes, but is not necessarily limited to such behaviors as stalking, cyberbullying, intimidating, menacing, coercing, name-calling, taunting, making threats, and hazing.

Some examples of bullying are:

- A. Physical – hitting, kicking, spitting, pushing, pulling, taking and/or damaging personal belongings or extorting money, blocking or impeding student movement, unwelcome physical contact.
- B. Verbal – taunting, malicious teasing, insulting, name calling, making threats.
- C. Indirect/Psychological – spreading rumors, manipulating social relationships, coercion, or engaging in social exclusion/shunning, extortion, or intimidation.
- D. "Cyberbullying" – the use of information and communication technologies such as e-mail, cell phone and pager text messages, instant messaging (IM), defamatory personal web sites, and defamatory online personal polling web sites, to support deliberate, repeated, and hostile behavior by an individual or group, that is intended to harm others."

The Board recognizes that cyberbullying can be particularly devastating to young people because:

1. cyberbullies more easily hide behind the anonymity that the Internet provides;
2. cyberbullies spread their hurtful messages to a very wide audience with remarkable speed;
3. cyberbullies do not have to own their own actions, as it is usually very difficult to identify cyberbullies because of screen names, so they do not fear being punished for their actions; and
4. the reflection time that once existed between the planning of a prank – or a serious stunt – and its commission has all but been erased when it comes to cyberbullying activity.

Cyberbullying includes, but is not limited to, the following:

1. posting slurs or rumors or other disparaging remarks about a student on a web site or on weblog;
2. sending e-mail or instant messages that are mean or threatening, or so numerous as to drive-up the victim's cell phone bill;
3. using a camera phone to take and send embarrassing photographs of students;
4. posting misleading or fake photographs of students on web sites;
5. hacking into or otherwise gaining access to another's electronic accounts (e-mails, social media, etc.) and posing as that individual with the intent to embarrass or harm the individual.