

Superintendent's Internal Task Force On

BULLYING

Recommendations

SUPERINTENDENT'S INTERNAL TASK FORCE ON BULLYING

- ▣ Billie Rayford, Chair
- ▣ Patricia Abeyta
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- ▣ Carrie Bourdeau
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- ▣ Stefanie Machin
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- ▣ Phoebe Redmond
- ▣ Rosanne Richards
- ▣ Nicole Rourke
- ▣ Megan Ryan
- ▣ Brock Taylor
- ▣ Edgar Thomas
- ▣ Robert Weires
- ▣ Karen West
- ▣ Brandon Yacub

SUPERINTENDENT SKORKOWSKY'S CHARGE

❑ The purpose of the Superintendent's Internal Task Force on Bullying was to examine and make recommendations to the superintendent on CCSD policies and practices regarding bullying. The charge of the Task Force was:

1. Review existing state law and corresponding CCSD policies.
2. Make recommendations for changes and/or updates to policies; and recommend potential legislative action, if appropriate.
3. Examine current implementation of CCSD policies across the District to determine if schools are in compliance and consistent in their practices.
4. Make recommendations of how schools can improve in consistent implementation of both the intent and spirit of the policies.

CALENDAR OF MEETINGS

- March 19, 2014: Reviewed existing state laws and corresponding CCSD policies
- March 28, 2014: Reviewed existing state laws and corresponding CCSD policies and regulations with suggested language
- April 4, 2014: Presentations from CCSD Equity and Diversity Education, Curriculum and Professional Development (Guidance and Counseling, Health, and ELA); Education Services; and Parent, Mr. Jason Lamberth
- April 22, 2014: Reviewed current CCSD reporting documents/personnel responsibilities, professional development; administrative responsibilities and accountability
- May 1, 2014: Finalized recommendations to Superintendent Skorkowsky
- May 7, 2014: Report to CCSD Board of School Trustees

REPORT OF FINDINGS

Clark County School District has:

- ❑ Policies and regulations in place that address bullying, cyber-bullying, safe and respectful learning environment, and discipline.
- ❑ Mechanisms for reporting incidents of bullying to district, school, and law enforcement personnel.
- ❑ Discipline protocols in place in policies, regulations, and documents including “Behaving Positively at School for Elementary Students” and “Secondary Behavioral Guidelines.”
- ❑ Professional development and resources that meet legislative requirements established or implemented by of the Equity and Diversity Education Department, Curriculum and Professional Development Division, and Education Services Division.

- ❑ Approved health curriculum in Grades K-5, 8, and 9 with standards related to Injury/Violence Prevention and Safety, Safety, and Self-esteem Strands which are embedded in Social Studies - Civics, Technology - Digital Citizenship, Guidance and Counseling, Psychological Services - Response to Instruction, and Signs of Suicide Instructional Program.
- ❑ CCSD Internal Bullying Prevention Committee was formed to develop topics and supports related to safe and respectful learning environment including bullying, and to develop a rubric for reviewing vendor and presenter requests.
- ❑ Bullying/cyber-bullying informational posters and pamphlets, *It Stops Here – Bullying and Cyber-bullying*, are available online and in hard copy.

RECOMMENDATIONS

STRENGTHEN NOTIFICATION AND REPORTING REQUIREMENTS

- ❑ Review schoolwide systems for reporting incidents of bullying, including school-based staff, Transportation Services, and CCSD Police. Provide paper template and online anonymous reporting systems for staff, parents, community members, and students.
- ❑ Evaluate the reporting process and systems to comply with state and federal guidelines. Establish consistent reporting procedures; i.e., SASI and Infinite Campus, logging contacts, progressive discipline, reporting flow chart.
- ❑ Seek a legislative opinion on the intent of NRS 388.135 regarding parent notification. The current notification complies with the legislative history and the law. The Task Force recommends additional language that identifies the perpetrator or victim of bullying in the notification.
- ❑ Add a disclaimer to CCSD and school-based websites regarding the monitoring schedule for reported incidents of bullying/cyber-bullying (i.e. not monitored after school hours and holidays).

DEFINE AND MEASURE ADMINISTRATIVE RESPONSIBILITY

- Develop and implement a guide for preventing bullying and cyber-bullying.
- Outline administrative responsibility and accountability.

ENHANCE CURRICULUM and INTERVENTIONS

- ❑ English Language Arts – Embed bullying-themed lessons schoolwide as well as within English Language Arts classrooms a minimum of four times per year. The recommendation is that the theme of bullying and/or cyber-bullying is developed with alignment to the Nevada Academic Content Standards (NACS).
- ❑ Health Curriculum – Introduce health classes at Grade 6 rather than Grade 8.
- ❑ Schoolwide Interventions – Include strategies that assist in establishing rules against bullying and/or cyber-bullying; hold school meetings to discuss bullying and/or cyber-bullying, including the means to build a comprehensive foundation for reporting bullying and/or cyber-bullying incidents.

IMPROVE PROFESSIONAL DEVELOPMENT

SUPPORT A DISTRICTWIDE PROFESSIONAL DEVELOPMENT INITIATIVE

Phase 1 – Recognizing, Preventing, and Reporting Bullying

Topic 1: Introduction to Bullying Prevention

Target Audience: Principals, Deans, Counselors, Teachers, Instructional Coaches, Support Staff, Bus Drivers

Delivery Model: TBD

Topic 2: Investigation and Interview Practices

Target Audience: Principals, Deans, Counselors

Delivery Model: TBD

IMPROVE PROFESSIONAL DEVELOPMENT (cont'd)

SUPPORT A DISTRICTWIDE PROFESSIONAL DEVELOPMENT INITIATIVE

Phase 2 – Prevention and Intervention

Topics: Introduction to Bullying Prevention, Implementation, Reporting, Bullying and Suicide Prevention

Target Audience: Equity and Diversity

Administration/Leadership Team, Education Support Services Administration/Leadership Team, Equity and Diversity Liaisons, School Safety Team Members, CCSD Police Department, Selected CCSD Personnel

Delivery Model: Trainer of Trainer Model

IMPROVE PROFESSIONAL DEVELOPMENT (cont'd)

SUPPORT A DISTRICTWIDE PROFESSIONAL DEVELOPMENT INITIATIVE

Phase 3 – Increase Awareness

Topics: Awareness, Procedures, Reporting, Responding

Target Audience: Parents, Parent Organizations,
Community Members, Business Community

Delivery Model: TBD

DEVELOP A PLAN FOR ACCOUNTABILITY TO ENSURE COMPLIANCE

- ▣ Develop a system of accountability on bullying and cyber-bullying procedures.
- ▣ Ensure each campus is compliant.

UPDATE POLICIES AND REGULATIONS TO REFLECT LANGUAGE IN THE CURRENT STATUTES

DELETE ITEMS REPEALED BY THE LEGISLATURE (I.E. THE DEFINITION OF BULLYING/CYBER-BULLYING SHOULD MIRROR THE LANGUAGE IN THE NRS).

▣ CCSD POLICY 5137 – SAFE AND RESPECTFUL LEARNING ENVIRONMENT

(Include NRS 388 language for definitions.)

NRS 388.122 “Bullying” means a willful act which is written, verbal or physical, or a course of conduct on the part of one or more persons which is not authorized by law and which exposes a person repeatedly and over time to one or more negative actions which is highly offensive to a reasonable person and:

1. Is intended to cause or actually causes the person to suffer harm or serious emotional distress;
2. Exploits an imbalance in power between the person engaging in the act or conduct and the person who is the subject of the act or conduct;
3. Poses a threat of immediate harm or actually inflicts harm to another person or to the property of another person;
4. Places the person in reasonable fear of harm or serious emotional distress; or
5. Creates an environment which is hostile to a pupil by interfering with the education of the pupil.

UPDATE POLICIES AND REGULATIONS TO REFLECT LANGUAGE IN THE CURRENT STATUTES (cont'd)

NRS 388.123 “Cyber-bullying” means bullying through the use of electronic communication. The term includes the use of electronic communication to transmit or distribute a sexual image of a minor. As used in this section, “sexual image” has the meaning ascribed to it in NRS 200.737.

UPDATE POLICIES AND REGULATIONS TO REFLECT LANGUAGE IN THE CURRENT STATUTES (cont'd)

▣ CCSD REGULATION 5141 PROPOSED LANGUAGE

Specifically addresses bullying and/or cyber-bullying.

NEW III. It is the principal's responsibility to take actions as necessary to protect students and school personnel from any and all bullying and/or cyber-bullying situations.

All personnel of the school district have the responsibility for reporting acts of bullying and/or cyber-bullying.

A. Any student who is considered to be bullying and/or cyber-bullying may be suspended or removed from school immediately, subject to the following conditions:

1. An investigation of the allegations of bullying and/or cyber-bullying should begin immediately.
2. Once the allegation has been determined to be a bullying and/or cyber-bullying incident, written notification must be sent to the parent/legal guardian of the target, the bully, and the witnesses to the incident within one (1) school day.

UPDATE POLICIES AND REGULATIONS TO REFLECT LANGUAGE IN THE CURRENT STATUTES (cont'd)

B. Any student who is considered to be the bully will be subject to disciplinary action and may be suspended and removed from school immediately, subject to the following conditions:

1. The student is given an explanation of the reasons for his suspension and removal,
2. The student is afforded an opportunity to explain his conduct,
3. A recommendation for suspension or expulsion of the student is initiated immediately, and
4. A hearing is conducted as soon as practicable thereafter, but in no case more than three (3) school days after the student has been suspended and removed, and a written decision, if the decision is to recommend expulsion, is issued within two (2) school days after the hearing is conducted.

NEXT STEPS

- ▣ Superintendent Skorkowsky

ACKNOWLEDGEMENTS

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Jason Lamberth

SUPERINTENDENT'S INTERNAL TASK FORCE ON BULLYING MEMBERS

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QUESTIONS?