

Imagine... A School Without Bullying: A School Climate Approach to Bullying

School Climate Assessment Tool for _____

Definitions and Short forms:

1. "The School Community" includes at a minimum all staff, students, parents and volunteers—at a maximum it could include after-school program staff, members of the neighbourhood, local clergy and anyone who contributes to the students' lives.
2. BP = Bullying Prevention

Step	Topics or Questions to Consider	Currently...	Any Gaps?	What Additions or Changes are Needed?	Any Roadblocks?	Ideas for Improvement/Enhancement
Step 1 - Engage Commitment of School Staff	<p>Overall, what are Staff attitudes or beliefs re: bullying behaviour? E.g. Bullying issue is blown out of proportion Bullying needs more attention Bullying is the parents' responsibility, etc.</p>					
	<p>Overall, what knowledge level do staff members (administrators, teaching staff, secretaries, bus drivers, etc.) possess re: the nature of bullying and bullying prevention activities? E.g. About the 4 Critical conditions that distinguish bullying from other forms of aggressive behaviours, about the forms of bullying behaviours, that adults play a critical role in preventing bullying, etc.</p>					

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	<p>Level of commitment amongst school staff to change the status quo re: bullying, including:</p> <ul style="list-style-type: none"> • Efforts to welcome and support diversity • Efforts to reinforce social skills learning • Anti-prejudice efforts 	<p>Rate your school on the level of commitment: 1 = very low and 5 = very high</p> <p><u>Diversity:</u> 1 2 3 4 5</p> <p><u>Social Skills:</u> 1 2 3 4 5</p> <p><u>Anti-prejudice:</u> 1 2 3 4 5</p>				
	<p>Staff understanding regarding their potential roles and responsibilities in this initiative</p> <ul style="list-style-type: none"> • See Resource Sheets 2, 3 and 4 for list of roles and responsibilities 					
	<p>Who are the key staff and/or members of the school community that might lead and promote this initiative? Why do you think they might champion this cause?</p>					

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Step 2 - Establish School Climate Committee	<p>Who are the key people that should be the on the inaugural School Climate Committee?</p> <ul style="list-style-type: none"> The committee could include: administrators, teachers, support staff (e.g. behaviour team members, social workers, youth workers), parents, students, other interested community members – e.g. community centre staff, police, retired teachers and co-op students from high schools, colleges and universities who have long-term placements at your school 					
	<p>Any barriers to staff participation?</p>					
	<p>Any perks to those serving on the School Climate Committee?</p>					
	<p>How well prepared are staff to conduct a meeting on Bullying Prevention for parents?</p>					

Step 3 - Involve Parents

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	In general, how is parental involvement facilitated with regard to decision making in matters of school policy?					
	In general, how is inclusiveness promoted, especially with parents whose first language is not English?					
Step 4 - Involve Students	In general, how is student participation facilitated with regard to decision making in matters of school policy?					
	In general, how are students enabled to take action on matters that are important to them and what support do they receive to do so?					

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	In general, how are students enabled to participate in promoting school initiatives and how are they recognized for doing so?					
Step 5 - Create and /or Amend a School Statement for a Respectful School Environment	What is the school's statement/slogan/motto Re: A Respectful School Environment?					
	How are staff, students and parents enabled to give input to or give comments on the school's statement?					
Step 6 - Build a Supervision Plan	What method is used to gain a common understanding amongst staff about what behaviour will be monitored, tracked and intervened with? (i.e. how do you currently formulate and communicate your code of conduct?)					
	What is the supervision plan for before and after school, and during breaks?					

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	<p>What are the roles of:</p> <p>Teachers?</p> <p>Administrators?</p> <p>Support staff?</p> <p>Playground supervisors?</p> <p>Student Peers?</p>					
	<p>How are high risk areas identified in your school?</p>					
	<p>What are the high risk areas and how are they supervised?</p>					

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Step 7 - Construct a School Climate Enhancement Plan	<p>How are teachers enabled and supported to teach social skills and promote the values of inclusiveness, equity, compassion, justice and respect?</p>					
	<p>What activities are currently supporting supervision efforts? (Be Specific.) e.g.</p> <ul style="list-style-type: none"> • Social Skills Building Programs • Welcoming Diversity Activities / Programs • Facilitated break-time activities • Available Playground Games with Instruction • Supervised/Organized Activities for stormy days • Recreational and Hobby clubs • Staggering of class change times • Co-operative Learning • Playground buddy programs • Peer Mediator programs • Others 					
	<p>What administrative support is available for classroom meetings?</p>					

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	How much general support is there amongst teachers re: using classroom meetings?					
	What methods are used in your school to acknowledge pro-social behaviours?					
Step 8 - Develop a Response Plan	What are the current guidelines and procedures for responding to and tracking incidents and/or cases of bullying?					
	What strategies are currently used to support students who are bullied?					

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	What strategies are currently used to respond to students who bully?					
	What strategies are currently used to respond to students who witness bullying?					
	What interventions are currently used to heal rifts in relationships caused by bullying situations?					
Step 9 - Promote and Implement the School Plan	How do we inform staff about the new plan?					
	How do we inform students about the new plan?					

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	How do we inform parents about the new plan?					
	How do we inform the broader school community about the plan and create stronger partnerships?					
Keeping up the Motivation	What opportunities are provided to staff to discuss, evaluate and change initiatives?					
	How is staff and student motivation maintained?					

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	How are parents kept involved and up to date?					
Step 10 - Monitor and Reassess the School Plan	What methods are currently used to evaluate initiatives?					
	What opportunities are made available for discussion of school initiatives?					
	How do changes get made to school policy?					