



Anti-Bullying and Anti-Violence Plan



END OF YEAR EVALUATION

2021-2022

School: Principal / Centre Director:	<u>Mount Bruno</u> <u>Véronique Frenette</u>	Shared with Governing Board Shared with Teacher Council Shared with Parents Submitted to Director of Complementary Services and Director General	<u>May 16th, 2022</u> <u>May 24th, 2022</u> <u>June 2022</u> <u>May 2022</u>
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Priorities for the Upcoming School Year

Once again this year, we have noticed in school and in OurSchool Survey results that our students are still experiencing anxiety. We are seeing similar levels as the Canadian norm at 22%. We surveyed then about feeling safe at school, we are still below the Canadian average which is 65%, but have increased to 60% compared to 53% last year. There is still room for improvement to make our students feel safe coming, being and leaving school. We, as a school, have still put in place different activities, strategies, workshops to help our students feel safe at as well as going to and from school. We have also put in different measures to prevent conflicts and promote peaceful resolutions. Presently, we are also working on teaching them new games to play at recess as well as training our older students to teach and animate some games.

When we look at the sense of belonging, we are seeing a nice increase of 6% and we are now closer to the Canadian norm (79%) at 75%. We weren't able to keep all of our activities running all year, but with some clubs, sports teams and house league, students are starting to feel like they belong once again. We are confident that next year, being able to offer them all, we will notice another increase.

Looking at our data, next year, we would like to prioritize our sense of belonging, feeling safe and less anxious, advocacy and continue our ongoing work against bullying and exclusion.

Actions / Initiatives to Let Go or Maintain

- Initiatives put in place for the year and assessment of effectiveness of the actions.

The Riverside Code of Conduct is distributed to all school members and parents. The Code is discussed and referenced in communications with the school community. The Code states that all students must behave in a respectful manner towards everyone in the school community. – We will continue to share and use this information with our community and students as we feel it is important to all be on the same page using the same language.

Survey students determine where the 'hot spots' are for bullying and violence are located, resulting in increased adult supervision in these areas (*OURSCHOOL* survey). Ongoing discussions during staff meetings, school council and ABAV committee meetings. – We were able to cover the hot spots this year and we do think it had an impact on incidents. We also kept some zones to alleviate conflicts between students. We will continue to be proactive next year.

From the results obtained (*OURSCHOOL* survey) discuss the findings with the students. – We were unable to do so last year, but it is on our calendar for this year.

Build and use a school library of powerful “anti-bullying” books. – This is an ongoing initiative that we feel needs to be done every year to present diversity, inclusion and anti-bullying stories.

Supervision Plan is adjusted yearly to our playground and more leadership roles will be given to students (responsibility of the equipment, animating games), respecting *Ma cour, un monde de plaisir's* philosophy. A document was built to better inform staff and substitute teachers of our plan. – Ongoing initiative that we feel needs to be kept year after year to ensure success.

PINK SHIRT DAY against bullying – This year, we did not dedicate a specific day, but we will do it again.

Technician outside during recess and lunchtime to deal and monitor any forms of violence and bullying interventions, different activities, social groups organized in the Hive to support our students' needs. – This initiative was mostly a success. If possible, I would add another technician to allow them to rotate when they are dealing with conflicts or specific situations inside or outside. But, our attendants being outside as well during recess was helpful to support our technician and be more visible. After looking at *OurSchool* results, we need to work as a staff and with our students on advocacy for our students. We are there, visible, but they feel we are not supporting them.

Regular school assemblies to review rules, address current issues, present and celebrate the different pillars. Student involvement in the launching of the different pillars. – These assemblies are useful and we feel they should be kept every year.

Actions / Initiatives to Develop

- *Our School Survey* results.
- Review and analysis of GPI/ ISM (digital reporting platform) entries related to bullying and / or violence to assess decrease or increase in incidents of bullying and/or violence.

Our results for the OurSchool Survey this year show a better picture of our day-to-day reality. We have noticed an increased of 6% from 69% to 75% for our students' having a high sense of belonging. We also notice a 2% increase to 84% for positive relationships, a 9% decrease in our anxiety levels to 22%, a 7% decrease of our bullying and exclusion to 21% as well as a 7% increase in feeling safe attending this school to 60%. It is great to see that some of our initiatives are working including our many activities/sports/clubs, our different workshops, our Moozoom program on social-emotional growth, our new supervision plan, our diverse library on different themes and many others listed above.

We have had a very few bullying incidents once again this year, and all of them were not towards once student specifically, but a few. The ones we were made aware of were undertaken by the principal, the homeroom teacher as well as the behavior technician. These behaviors did not continue; therefore, we did not need to enter them on GPI/ISM. The follow up are continuing with these students and their parents and we have flagged them for the upcoming year as well.

We did see some violent acts this year. Once again, interventions were done by the principal, their homeroom teachers, the behavior technician and the parents were made aware of those situations as well. Most of them were done by the same few students. We will continue working with them for the rest of the year as well as next year.

To allow us to keep track, follow up and use an appropriate gradation of consequences, we have created binders that are kept in the office. In these binders, we will find the reflections sheets, the lunch time infraction sheets and any other important notes about an intervention with a student. They are separated by cycles and classes to facilitate the process.

Finally, we feel like we need to continue working on empowering our staff, parents and students. For our staff, we need to continue with our support staff meetings to allow for information to flow and for support. For our teaching staff, we need to continue working on learning morabout the different type of students and how to best support them. Our daycare staff had the opportunity this year to get some training on students' disabilities which we feel was very important for them. Altogether, we need to continue communicating and being proactive. For parents, we need to continue offering different workshops about topics that can relate to their children. We also need to continue communicating on the different workshops that our students are receiving to allow them to have those conversation at home as well. It is important to us that parents feel like we are on the same team, therefore communication is always the key! Finally, our students. We need to work on empowering them to express themselves in a clear way when they are having a conflict. We need to make sure they understand and know that we are there for them, ready to help them in and out of class.

