**Assistant Principal Message**

Bullying is a huge topic that we, at Lockmar, want to hit head on to avoid these behaviors. Bullying is unwanted, aggressive behavior among children that involves a real or perceived power imbalance. The behavior is repeated over time. There is a difference between a childhood conflict and bullying. I encourage you to speak with your child about the differences. The best way is to remember that bullying is RIP. Repeated, Imbalance of power and purposeful. Repeated: Bullying behaviors happen more than once or have the potential to happen more than once. Imbalance of Power: Kids who bully use their power – such as physical strength, access to embarrassing information, or popularity to control or harm others. Power imbalances can change over time and in different situation, even if they involve the same people. Purposeful: The child who is doing the bully type behavior is purposely seeking out a specific child. The child is targeted, sought out and the behaviors are directed.

**Lockmar’s Anti-Bully Procedures**
1. Parent or Student make an adult aware of the situation.
2. Reporting Forms are located in the Front Office, with Guidance or Assistant Principal.
3. Student Reporting Form is given to Parent or Student.
4. Procedures and District procedures are sent home.
5. Once the Student Reporting Form is returned to the school the process of investigation begins. This is a 15 school day window.
6. A final decision is made based on all input from the parties.
7. Parent and student are notified of the results. A formal letter is mailed home as well.
8. Follow up date is set to check back in with the student.

**Lockmar’s Prevention for Bully Behaviors**
1. Teacher Training during Pre-Planning week.
2. Student Training during the first month of school.
3. Review of training throughout the school year.
4. A Friendship Club with students will be established. This will help in brainstorming ideas and review practices on how things are going.
5. Various guest speakers are brought into Lockmar to share about bully behaviors.
6. Classroom teachers implement character education discussions in the classroom.

If you have any questions or concerns, please don’t hesitate to contact me. There is an attached resource to give tips, ideas and definitions: [https://www.stopbullying.gov/what-is-bullying/index.html](https://www.stopbullying.gov/what-is-bullying/index.html)