

May 21, 2019

Dear Task Force on Bullying Members:

The ACLU of Kansas reports that while our disabled children, (kids with IEPs) make up nine percent of state enrollment, they account for 30% of school arrests. This information was taken from the 2015-2016 data from the U.S. Department of Education's Civil Rights Office and I write to advocate for this vulnerable population as two of my children had IEPs and were bullied by their peers and teachers in USD 501 elementary schools.

My youngest was born with severe Apraxia of Speech. In his tender years, other than attacks from his peers, one teacher laughed at his reading in the classroom, then had the nerve to send him to the principal's office when my son refused to read one day. The teacher claimed that my son was being 'insubordinate.' It hurts too much to recount all of their experiences, but please know that when our children suffer, parents suffer too.

I humbly submit for your consideration a couple of ideas that might promote diversity in the classroom and keep these children from acting out later from a place of hurt and betrayal. I support tactics that use a team approach, foster peer relationships and help students develop empathy such as:

- Engaging students in developing high-interest activities in which everyone has a role to play in designing, executing or participating in the activity.
- Providing general up-front information to peers about the kinds of support children with special needs require, and have adults facilitate peer support.
- Create a buddy system for children with special needs. Involving students in adaptive strategies in the classroom so that they participate in assisting and understanding the needs of others.
- Conducting team-based learning activities and rotate student groupings.
- Implementing social-emotional learning activities.
- Rewarding positive, helpful, inclusive behavior.

As nearly half of our student population qualifies for free or reduced lunches, I appreciate that their parents might be struggling and have a great respect for the teachers and ancillary staff that are picking up on their needs. However, I also wanted to share that the abuse at the hands of peers and teachers at this young age requires years of psychological therapy to recover from. Please consider the above thoughts to help these kids and thank you.

Sincerely,
[redacted]

From:
To: [Amy D. Martin](#)
Subject: Bullying
Date: Friday, May 31, 2019 11:30:52 AM

Dear Ms. Martin,

After reading the letter to the editor from [redacted], I am compelled to list our experience in the 501 school district regarding bullying. I have 3 grandchildren and all have special needs. The oldest 2 boys have dyslexia, and the youngest has a speech disability.

When my oldest grandson started school, he had significant problems with bullying. He experience sexual abuse in kindergarten. Later, in first through third grades, there was verbal abuse and physical abuse. In one incident, there was even camera footage of kids stomping on his feet. The teacher admitted that it was difficult to watch what was happening to him and that she knew there was worse abuse going on, probably in the bathrooms. He was kicked and hit with fists. In some of these situations, the bullies were sent to the office and they would be suspended for a couple days. This was ineffective punishment which I witnessed when I walked out behind one of the kids with his mother and heard her tell him that he would get a 3-day vacation and could watch videos for that time. Obviously, suspension was not the answer to solving this problem.

The mental toll was even worse. His special education teacher told him (and my daughter) that he would never be able to do more than wipe down tables at McDonald's. She admitted to my daughter that she had no training in dyslexia. (Twenty percent of the population has dyslexia). He has continual anxiety and to this day, we can not even drive near the school.

My grandson felt worthless and at the age of 9, contemplated suicide and had a plan. He told us later that the only reason he didn't follow through is because of his friends in his Sunday school class.

We talked to the principal and the teachers, attended PTO meetings, and contacted the 501 office. I offered the idea that perhaps the kids who have been bullied could be transferred to a "safe" school with no tolerance for bullying. I also suggested that the bullies could be placed in a separate room and segregated from the rest of the school until they could behave appropriately. There seemed to be no solution to the problem.

Our daughter did the only thing she could to help the children and enrolled them in the K-12 program at Lawrence Virtual School. The first thing my oldest grandson said to his new teacher was, "I'm so sorry. I don't want you to waste your time. I'm too stupid to learn". This from a kid with a high IQ. While it is a difficult balance for the family with two working parents, it was the only option since they cannot afford a private school. I am happy to report that all three are making remarkable progress, even as they continue to suffer psychologically and have counseling through Lawrence Virtual.

Thank you for the opportunity to express my frustrations and for making me feel that someone might actually listen. I grieve for the kids who continue to be bullied. Thank you for giving us hope that someday there may be schools where children feel safe and encouraged to be all that they can be.

Sincerely,
[redacted]

220 E Bishop St
McPherson, KS 67460

May 15, 2019

Cheryl Johnson, Director of Child Nutrition & Wellness
Kansas State Department of Education
Landon State Office Building
900 SW Jackson Street, Suite #251
Topeka, KS 66612

Dear Ms. Johnson,

Hi, My name is (Redacted) I'm 13 years old I have 1 brother and 4 sisters. I live with my dad, uncle, siblings, and my best friend Mickey. I'm from Mcpherson ks. My subject is Bullying people with different sexuality. This is important to me because I had some friends that have tried to hurt themselves because of bullying. Bullying is an injustice because it can hurt people emotionally and physically.

According to James, S. E., Herman, J. L., Rankin, S., Keisling, M., Mottet, L., & Anafi, M., 'In a national study, 40% of LGBTQ adults reported having made a suicide attempt. 92% of these individuals reported having attempted suicide before the age of 25.'www.thetrevorproject.org). People feel the pressure of bullying more because people are made to care more about what other people think rather than what they think. They are put in a box that restricts them rather than letting their real self show. This is awful because I lose their friends and family which can have an effect on people like depression and then they commit suicide too.

LGBTQ people face discrimination with jobs. The Human Rights Campaign told this story: "Dana Rivers, a high school teacher in Sacramento, Calif., wrote a letter to colleagues in May 1999 explaining that she was undergoing a sex reassignment surgery from male-to-female." She said that later, "In June of that year, the school board sent a letter to all 1,500 families in the district disclosing Rivers' status. Four parents wrote back in protest. The school board fired Rivers in September based on those parents' complaints." (www.hrc.org) . This is important to me because I know and am related to people that are different and it makes me worried that they will be affected when they try to get a job.

There is not a solution to stop Bullying People With a Different Sexuality, but you could help educate people by having them imagine that they or their kid was getting bullied and hurting so bad that they wanted to hurt/kill them self.

Sincerely,
(Redacted)

May 15, 2019

Cheryl Johnson, Director, Child Nutrition & Wellness
Kansas State Department of Education
Landon State Office Building
900 SW Jackson Street, Suite #251
Topeka, KS 66612

Dear Ms. Johnson

My name is (Redacted) and I am 13 years old and I am from McPherson, Kansas and I go to McPherson Middle School. The topic I will be talking about today is bullying. People bully others because they might be insecure about themselves and don't know what to do other than bully people. People bully popular people because then they might feel like they will get popular from bullying others. Bullying is a serious problem because of cyberbullying, school bullying, and the impacts of bullying on the bullying itself.

For starters, one type of bullying is cyberbullying. Cyber bullying can kill people and one death is one to many just from getting cyberbullied. Just this year 4,400 people have died this year from cyber bullying. (dosomething.org) says 3.2 million get bullied each year and that is way too high for this whole entire world and it is sad to know that this many people are getting cyberbullied. People can kill themselves because they get cyberbullied. This is just some reasons we should take care of cyberbullying, and there are many more.

On the other hand, the next type of bullying is school bullying. (newsela.com) says that one in every 5 girls get bullied at school because girls can get into more drama and can have more feeling than guys do so it is easier to hurt girls feeling. At school popular kids bully others kids just to get popular and they think bullying people. Also people get bullied at school and they get depression because it gets so bad. People get insecure about themselves and start to bully people because of the insecurity they have of themselves. That is why we should stop bullying at school and teachers should care that students are getting bullied. (dosomething.org) says that 1 out of 4 teachers say nothing is wrong with bullying and only intervene it 4% of the time at school.

Last but not least, the third paragraph is what will happen to kids that do bully when they grow older. (stopbullying.gov) says that kids that bully others and they could start getting into alcohol and get drunk later in life and could end up doing something to yourself or others. The kid who bullies could also get married and could have children and could end up abusing his or her children and could kill them or get them hurt. Same with his or her husband or wife. Kids that bully others and grow up to adults could vandalize things and get into fights easier than other adults could. Kids that grow up from bullying others could get criminal convictions and could spend most or all the rest of the time in jail. This is why you shouldn't bully or you could get yourself in some pretty big trouble down the road in your life time.

As you can see, bullying is a very serious problem and should get help as soon as possible from an adult. Students get bullied by cyberbullying, school bullying, and what happens to kids that do bully at a younger age. I think that bullying should matter to all teachers and should care about students getting bullied. It makes me want to cry when I see people getting bullied. I think it is sad that people get bullied and people should get someone if they do get bullied. That is why I think bullying should get stopped as soon as possible.

Thank you for your time,

(Redacted)

May 15, 2019

Mr. Kent Reed
School Counseling Program Consultant
900 SW Jackson St
Topeka, KS 66612

Dear Mr.Reed,

My name is (Redacted), I am 13 years old, and I am from Kansas and go to McPherson middle school. There is a problem with people making jokes about other people online that isn't seen as legitimate bullying. Almost 50% of kids have been threatened online repeatedly. I think there should be ads about cyberbullying and how people need to watch what they say if their just trying to joke around with someone. The ad could also help the victims realize that maybe they weren't trying to be mean. It should also acknowledge that bullying can cause mental health problems or diseases.

As a matter of fact most cyberbullying happens when people are just trying to joke around and be funny but it is actually hurtful. On the article Cyberbullying versus Traditional bullying states this from a survey they made "To top it off, 95% of youth said that what happened online was meant to be a joke and about 5% was actually meant to harm someone." This is important because if we prevent kids from saying something that might be mean then it will bring the overall number of kids being cyberbullied down. It could also stop kids from bullying in person because they could come to realization that what they are doing is hurtful.

Secondly empathy can switch the way the bully thinks of a person and what they're doing and saying to the person. If you have empathy you are able to feel what the other person is feeling, as stated on sciencedirect.com on the article Are children involved in cyberbullying low on empathy? A systematic review and meta-analysis of research on empathy versus different cyberbullying roles. You should have empathy for the victim so you can tell the bully off. If there is on ad on the side of a social media apps the "friend" that is making the joke might realize it is bullying and stop. If the bully doesn't realize this than bystanders can stop the bully. Once the bullying stops than there will be less people with mental health problems.

Last but not least, bullying can cause mental health problems such as depression or anxiety. The website National institutes of health states states that, "Unlike traditional forms of bullying, youth who are the targets of cyber bullying at school are at greater risk for depression than are the youth who bully them," With the majority of kids having a cellphone and social media it is one of the most common forms of bullying. Granted that cyberbullying is one of the most common forms of bullying we should be aware of that and should stop it or prevent it.

In short most cyberbullying starts as just a joke, we need to have empathy for those that the joke is aimed at to tell the bully to stop if it is hurtful. If people don't stop cyberbullying it can cause mental health problems for instance anxiety. I feel very bad for those that are bullied because it is so hurtful and can stop you from being you and living your life. I think there should be more ads about preventing bullying and even some sort of blocker that will have a pop up that can be set off by keywords like hate or ugly.

I hope this letter has influence you to use these possible solutions.

Sincerely,

(Redacted)

May 15th, 2019
Mr. Kent Reed
900 SW Jackson St
Topeka Kansas 66612

Dear Mr. Reed,

I'm (redacted). I'm a 13-year-old seventh grader at McPherson Middle School in Kansas. The topic that I'm addressing to you is bullying. I care about this topic because it is happening around the world every day to young children, teenagers, and even adults. This is important because many parents lose their kids that have been bullied or threatened. I have friends and siblings that I care about and would not want to go through what others have when their friends are bullied. Bullying is a huge problem because there are many ways to bully, suicide is being caused by it, and most bullies don't get a consequence they should.

Unfortunately, many ways to be bullied are being experienced by adults and children, while some ways are low-key or subtle, others are easy to spot. There are 4 or more ways to be bullied, examples are, physical, verbal, social, and cyberbullying. Bullying is becoming more and more frequent among today's youth in locations like school and online, according to recent bullying statistics. 282,000 students are physically attacked in secondary schools each month. About 42 percent of kids have been bullied while online with one in four being verbally attacked more than once. This shows that many kids and teenagers are being more and more affected by bullying because more forms are being reached by bullies. Bullying is unfair and is affecting kids all over the world today by using all the ways to harm them.

As a result of bullying, kids have suicidal thoughts and think of ways to hurt themselves. The National Center For Injury Prevention And Control says, « In the past decade, headlines reporting the tragic stories of a young person's suicide death linked in some way to bullying (physical, verbal, or online) have become regrettably common. Bullying has serious and lasting negative effects on the mental health and overall well-being of youth involved in bullying in any way including those who bully others, youth who are bullied, as well as those youth who both bully others and are bullied by others, sometimes referred to as bully-victims. This is important because it shows how families and friends lose their loved ones because of the effects of bullying.

At the moment, most bullies don't get bad enough consequences because most bullying still occurs after their punishment. Some states have anti-bullying laws, however, very few have addressed the problem. The Conversation.com says, "Indeed, the vast majority of these laws call for nothing more in response to bullying than the punishment of the bully. Often, this means the bully will face suspension or expulsion from school. While sending students home from school does communicate that bullying behavior is unacceptable, it does little to teach them how to improve their behavior. When students are suspended or expelled from school, they typically sit home with nothing to do. This is unlikely to stop bullying." This evidence proves that bullies are not being given punishments that show how intolerable bullying is!

To conclude, Bullying is a huge problem because there are many ways to bully, suicide is being caused by it, and most bullies don't get a consequence they should get. Bullying can be changed by making the laws stronger. Not every state has a law for it but they should. Every school needs policies and a bullying prevention program, and disciplinary procedures establishing consequences for violations of policy. Another way to prevent bullying is to have the kid/ adult go to juvenile detention or work an amount for community services because to some people, bullying is a criminal offense. Mr. Kent Reed, I would like for you to make people more aware of bullying and what it does to help assist in this injustice happening all around the world every day. This would be important for you to do because it would make a big change if teachers had meetings with students knowing if any bullying was going on, and teaching students and teachers about how to handle it and make it stop.

Thank you for taking this into consideration.

Sincerely,
(redacted)

May 15, 2019

Mr. Kent Reed
School Counseling Program Consultant
900 SW Jackson St.
Topeka, KS 66612

Dear Mr. Reed,

Hello, my name is (redacted). I'm 12 years old and I'm from McPherson, Ks. I am a 7th grader at McPherson Middle School. I realized that bullying is a serious thing. This issue is important to me because of all the damage bullying can cause, and I have seen my friends being bullied and I have also been bullied. When this happened it made me feel scared and upset to think that I couldn't really do anything. Bullying is an injustice because it is happening in families, and it is happening online.

Bullying is such a serious problem that it can happen between family members and friends. Bullying between family and friends is called relational bullying. And it can make you question if you should trust your family or friends, teen and tween tend to be involved with this type of bullying by spreading rumors and gossip around the school or social media. According to Very well family, "Relational aggression is an insidious type of bullying that often goes unnoticed by parents and educators. Consequently, teens and tweens that engage in relational aggression are often able to bully, control and manipulate others all under the radar of adults." to my opinion it's mostly girls that do the bullying. This is important to me because bullying is a serious situation and it can get worse over time. And if family and friends get involved, as in they bully you, you won't be able to trust them either. Everyone has a bully and family can be one of these bullies.

On the other hand, physical bullying is a bigger problem. Physical bullying is where a bully is hurting their victim. According to Andrea Cohn and Andrea Canter, "over 3.2 million students are victims of bullying each year (www.nasponline.org)." The effects that physical bullying leaves are mostly anxiety and depression. Kids tend to skip classes to avoid their bully them. The National Education Association states that "Approximately 160,000 teens skip school every day because of bullying (www.nea.org)." Physical bullying is one of the biggest problems today.

The point I'm trying to get across is that schools are paying little or no attention to bullying and that it needs to be fixed. Many people are getting hurt because of bullying and the teacher aren't doing anything about it. Mr. Reed, I would like for you to help teachers and school counselors pay attention to the students more so they can be aware of what is going on with each student. Thank you for taking the time to read my letter.

Sincerely,

(redacted)



Cheney Unified School District 268

Cheney Middle School

Ron Orsak, Principal

100 West Sixth, Cheney, KS 67025

(316)542-0060

----- Task Force on Bullying:

June 10, 2019

Thank you each for taking your time to serve on this committee. I attended the meeting in Clearwater on May 28th, but left at the lunch break. This was the first time attending a task force meeting, and it was not really what I expected. I was disappointed in the portion I attended. However, following things on social media, I saw items which needed to be talked about come up in the public comment session. This is an important issue, and it needs to be addressed. Every individual student needs to feel safe and welcome in the school they attend.

Having students want to be in school is the main reason I became an educator. It is important for everyone to have an opportunity to learn. Sometimes fellow students will make their peers feel unwelcome or bad about themselves. This is unacceptable, but it does not necessarily mean bullying. This word is over used and constantly misused. It has become the go to word anytime someone's feelings get hurt. KSDE has defined the word bullying, but I think we have not done a good job of educating everyone or in sharing the meaning.

This should be the number one item on the task force list. Educate everyone (students, parents, teachers, admin, etc.) on what bullying is and is not. We have a definition given by KSDE, and it should be how each instance of accused bullying is judged. The communities that care survey data is great. However, I think the results are flawed in the area of bullying. Students are responding to questions and giving ratings, when they don't even truly understand the word being used. We must educate all stakeholders in what bullying truly is.

Secondly, we need to teach students resiliency, self-confidence, proper responses, and how & who to report their experiences. Mandated state testing has too many schools and people in education worried about getting through all the set curriculum. Someone who leaves school well educated in curriculum, but unable to properly interact with others or in social situations will not be successful. Data from employers show they want employees who know how to deal with other people, properly communicate, work in groups, and self-regulate. All of this goes right along with the Social-Emotional Learning and Characteristics. We need to teach students to understand, not everyone will say nice things to us and how we should deal with these situations. Students cannot constantly rely on an adult to solve every issue. At the same time, they need to know they can come to an adult when it is something which has crossed the line.

Lastly, when bullying is properly identified, it needs to be dealt with in a serious manner. Consequences need to be in place and consistently followed. In addition, counseling should be mandated for the bully and for the victim. Punishment for the action is not enough to solve this issue. We need to find out why the student chose this type of behavior and help them work through those feelings if we hope to make any change. We also must help the victim and give them strategies to not find themselves in a similar situation.

Once again, I want to thank you for your time and willingness to serve on this task force. I also appreciate you allowing me to share my thoughts on the topic. It is ironic; we must educate to solve a problem in our schools. Once people learn what bullying is and is not, students learn resiliency and other skills, and we provide counseling for those involved, we will be able to better deal with the topic of bullying.

Sincerely,

Ron Orsak Principal,
Cheney MS

rorsak@usd268.org

I am Vicki Price, Education Director at CAPS (Child Advocacy and Parenting Services) in Salina, Ks. and have been presenting bullying prevention programs in the Saline County area for over 20 years. I go to several school districts and present about 160 classroom programs in grades 3 through 6 every school year.

In that time, I have seen some wonderful changes in our schools and how they address bullying. It is no longer considered a “rite of passage” and I have seen teachers, para’s, administrators, bus drivers and lunch ladies work hard to do all they can to combat this serious problem.

However, we can do more. In addition to all the things you have heard from across our state, there are 3 components I would like for you to consider, and they are: Policy, Parents and Power.

First, **policy**—Each school district has in place language that addresses bullying and its consequences, but I would offer that some places still use the wording “repeated” or “more than once” for it to be considered bullying. Some acts of bullying are so horrific that they need to occur only once to be considered bullying. Please advise districts to look at their policy language and adjust accordingly.

Second, **parents**—they need help on this issue, as do their children. Many parents do not know how to best help their child, whether their child is a victim, witness or a bully. I have attached a paper that we use at CAPS that we give to all 3rd grade parents. When you are looking at helping a child deal with bullying, you should look to helping their family as well. Schools and parents must work together. All adults must teach children this skill of empathy as we demonstrate it for them.

Here’s what we can say to help parents: (read from the attached paper)

“LISTEN carefully when your child reports bullying.

Your understanding and support gives them the strength to handle the situation.

Instead of dismissing the concern with “Stop tattling.” or “Work it out!” say: “What things have you tried?” or “Let’s figure out a plan.”

TEACH your child to be assertive, but not aggressive.

Your child’s body language and tone are as important as what they say—teach them to use a strong, calm voice. Confident posture, facial expression and speech are what they need.

If your child is the target, teach them to reply to the bully with things like: “That’s out of line. I treat you with respect and I expect the same from you” or “Back off. We’re not doing this.”

If your child is the witness, teach them to reply to the bully with things like: “We don’t bully in this school” or “Cool it.”

If your child is the witness, teach them to reply to the target with things like: “You don’t deserve to be treated like that. No one does.” or “Come and play with us.”

MODEL what you want your child to become.

Realize the impact of your words.”

Third, **power**—the strength of any bullying curriculum must have at its core the empowerment of the witnesses. That’s where the strength lies to successfully eliminate bullying. I give witnesses many options with which to respond to either the bully or the victim, and I use role plays—I have even made 2 movies that have real live Salina kids (in 3rd and 6th grades) instruct students on how to handle bullying. Kids teaching kids is always the best. But, whatever the form is, it must stress that kids have more power than their teachers to end bullying—and that if they stand together, it won’t be very hard at all.

Thank you very much for your time and attention to this most important issue. Bless you as you go forth.

From: [Armbrister, Elton](#)
To: [Amy D. Martin](#)
Cc: [Dana Matheny](#); [Molly Nespor](#); [Shari Rooks](#); [Shelley Jonas](#); [Traci Holder](#)
Subject: Written Public Comments - bullying
Date: Tuesday, September 24, 2019 11:23:53 AM

Kansas Blue Ribbon Task Force on Bullying,

The elementary principals at USD #385 Andover met to discuss this very important issue. A key focus for us is to be preventative. With that in mind, we have focused upon the following:

- **Capturing Kids' Hearts:** In summary it focuses on building relationships among everyone within a school. We empower students to manage and regulate their emotions and behaviors with support. The most powerful part is the relationship between student and teacher, which allows for early intervention.
- **Trauma Informed:** We provide staff professional developed on Trauma Informed Practices and partner with Butler County Special Education, KSDE and area service centers giving us access to behavioral specialists and other experts.
- **Counselors:** Each building has a full time counselor focusing on a variety of topics including managing emotions and how we treat each other.
- **Public and student understanding:** As administrators, we are committed to investigating all reports of bullying. We experience students and the public not understanding how bullying is defined. An obstacle that creates a lack of trust at times is a parent assuming no action has taken place when a principal contacts them to share their findings. Due to FERPA, we cannot disclose information about another child. This can cause a parent to think nothing has been done. Instead, we are not simply able to share details about the other child such as consequences.
- **Frequency of Bullying Incidents:** Situations are commonly reported as "bullying" while often it is not based on the definition and the investigation that takes place. Regardless of whether it is technically bullying or if it is teasing, etc..., we thoroughly investigate, communicate with those involved, set consequences if warranted and log referrals to identify a possible pattern of behavior.

Thank you for your efforts to support the child of Kansas!

Sincerely,

Elton Armbrister, Wheatland Elementary
Traci Holder, Robert Martin Elementary
Shari Rooks, Cottonwood Elementary
Dana Matheny, Meadowlark Elementary
Molly Nespor, Sunflower Elementary
Shelley Jonas, Prairie Creek Elementary

Elton W. Armbrister, Principal
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From: [Debra Regier](#)
To: [Amy D. Martin](#)
Subject: Bullying testimony
Date: Tuesday, September 24, 2019 11:26:57 AM

EXTERNAL: This email originated from outside of KSDE. Do not click any links or open any attachments unless you trust the sender and know the content is safe.

The middle schools in Andover, Kansas (Andover Central Middle School and Andover Middle School) respectfully submit the following testimony to the Bullying Task Force.

> Both of our middle schools use Capturing Kids Hearts (Flippen Group) as a basis for building and maintaining positive relationships and self-managing groups. This model provides students with strategies and tools for connecting with other students and adults, and if done correctly, empowers students to hold themselves and others accountable.

> Both of our middle schools use the WEB (Where Everybody Belongs) program to help 6th graders and new students become connected with others. Peer mentors are valuable resources for students new to the middle school environment and provide meaningful leadership experiences for our 8th graders as well. Student aides in our Functional Applied Academics (FAA) program and our Trojans Together (mentor for FAA) program help our students with special needs to partner with regular education peers, forming positive connections that focus on similarities rather than differences.

> Both schools incorporate social/emotional learning through either an advisory or middle school transition program. Curriculum focuses on resilience, tolerance, and self-regulation.

> Bullying does occur in our schools. We do, however, work with students and parents to distinguish between bullying and mean behavior. The definition of bullying (imbalance of power, happening over time, etc) is often misused. Both types of behavior are unacceptable and are addressed to the best of our ability at school.

> We continually work with students to advocate for themselves and to report bullying to an adult in our school. These reports are always addressed and always taken seriously.

> Some stakeholders in our schools have an expectation of "zero tolerance" which may be interpreted differently by all parties. We do NOT tolerate bullying in any form and we address all reports. This does not, however, mean that all students who bully will be suspended or expelled. We work with both the bully and the victim on appropriate responses to bullying behavior.

We continue to work to help all of our students to manage the social/emotional landscape of adolescence. Our primary focus is on giving our students the confidence and foundation to be successful young adults.

Middle School Administration from Andover USD #385

Tim Hayden, Andover Central Middle School Principal
Carlos Marquez, Andover Central Middle School Assistant Principal
Debra Regier, Andover Middle School Principal
Brent Jones, Andover Middle School Assistant Principal

From: [Aaron Jackson](#)
To: [Amy D. Martin](#)
Subject: Educator input on bullying
Date: Monday, September 9, 2019 11:20:40 AM

To whom it may concern,
I was asked by our superintendent to provide information about bullying from our building. We typically have less than an handful of cases that are considered bullying in a given year. There are more cases of harassment between students where there is no imbalance of power. And the majority of those cases the individual were friends that had a 'falling out' for one reason or another.

On the harassment/ bullying incidents they are mainly social media based.

Aaron Jackson
Assistant Principal
Rose Hill High School
776-3360