

Dear Parents,

Blessing to you all and thank you for trusting us with your children. I wanted to bring to your attention to an issue we are dealing with. I have had three parents address me with issues revolving around Bullying. First let me define the term.

Normal Conflict versus Bullying

- Conflict is normal. However, bullying is not normal conflict. While “normal” conflict occurs at any place or time, is accidental and often between friends, bullying behaviors generally occur where the person bullying feels safe engaging in power-seeking behavior which is intentionally harmful and directed at someone he or she would not identify as a friend. Because bullying differs from normal conflict, it requires different and specific prevention and intervention strategies.

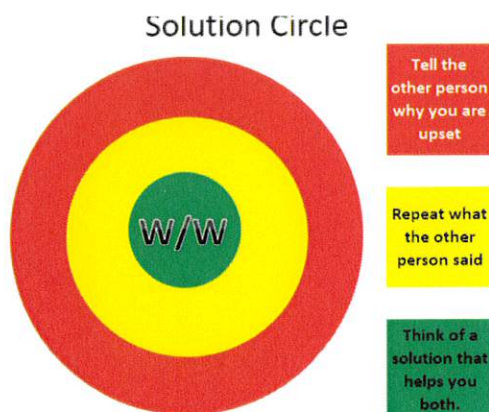
Bullying behaviors

- Physical: involves harm to another's body or property
Taunting - Assault - violent threats
- Psychological: involves harm to another's self-esteem
Dirty looks - Ostracizing
- Social: involves harm to another's group acceptance
Gossip/rumors - Public humiliation

Those involved in bullying

- Bully, perpetrator
- Target, victim
- Bystanders, witnesses

We have implemented a “Solution Circle” as a means of dealing with these issues.



How this works is when we have issues between students, they will be sent to the Solution Circle.

First step (RED) is to identify why they are upset.

The second step (Yellow) is for each student to repeat what the other person said. They don't have to agree with it but they do have to repeat what the other student said.

Third step (GREEN) the students come up with a win/win solution. They may need some help with this.

Then they return to the teacher, and beginning with step two, tell the teacher the issue and solution. If the solution is not a Win/Win, the teacher will provide a lose/lose solution at which time most often the students will come up with a better win/win solution.

Why do we use the Solution Circle? First and foremost is to help students address their own issues, with proper guidance.

Second, Bullying is always a sign of superiority. We are all God's Children, loved and cherished by Him. Thus, we should treat one another with respect and dignity.

We thank you for your support in this matter.

Mr. Mac
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