

## Is It Bullying or a Conflict?

Students sometimes have a difficult time determining the difference between bullying and conflict. At KMES we help students identify behaviors and teach them strategies to deal with each situation.

### **Bullying**

A pattern of repeated behavior that is meant to hurt someone (physically, emotionally, or socially) and usually involves an imbalance of power.

A person is being bullied when he/she is exposed, repeatedly and over time, to negative actions on the part of one or more persons.

#### **On-the Spot Bullying Interventions:**

- Stop the bullying.
- Support the student who has been bullied.
- To the student(s) who bullied: name the bullying behavior and refer to the 4 anti-bullying rules (Bullying Promise).
- Empower the bystanders.
- Impose immediate and appropriate consequences for the student(s) who bullied.
- Take steps to make sure the student who has been bullied will be protected from future bullying.

### **Conflict**

A disagreement between two or more people.  
(not a bully situation)

#### **Problem-Solving Steps:**

1. What is the problem?
2. What can I do?
  - Encourage the student to brainstorm for solutions.
  - Ask permission to share your ideas.
  - Help the student evaluate the potential consequences of each choice.
3. Choose an idea and use it!
4. Is it working?

### **Bully Promise**

- Promise 1:** We will not bully other students.
- Promise 2:** We will help students who are bullied.
- Promise 3:** We will make it a point to include ALL children who are left out.
- Promise 4:** When we know someone is being bullied, we will tell an adult at school or an adult at home.

**Bully Definition:** A person is being bullied when he/she is exposed, repeatedly and over time, to negative actions on the part of one or more other persons.



Kasson-Mantorville  
Elementary School

604 16th Street NE

Kasson, MN 55944

Phone: 507-634-1234

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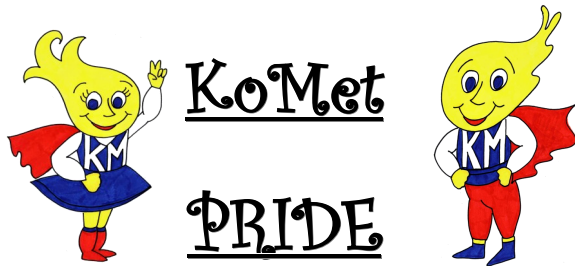
KoMet

PRIDE



Positive Behavior Systems  
And  
Bully Prevention Program

We, at Kasson-Mantorville Elementary, believe that children learn to practice responsible behavior just as they learn to read and write, do mathematics, create art, or participate in sports. All members of our staff will be involved in a behavior program that teaches children to be responsible. The goal is to create a safe, respectful, and responsible school environment conducive to learning for all. KMES's school-wide discipline program is called KoMet PRIDE.



**P**Practice Respect and Responsibility

**R**emain Safe

**I**nclude Others

**D**isplay a Positive Attitude

**E**ngage in Learning

## **ABOVE THE LINE**

Be an Active Learner	Be Accepting
Be Prepared	Be Responsible
Be Safe	Be Cooperative
Be Respectful	Be Honest

## **BELOW THE LINE**

Disrespectful Behavior	Dishonesty
Refusing to Cooperate	Inappropriate Language/Gestures
Poor Listening Skills	Name Calling/Teasing
Incomplete Work	Pushing/Tripping

**\*\* Excessive Below The Line behaviors become Bottom Line behaviors.**

## **BOTTOM LINE**

Bullying	Fighting
Harassment	Weapons Infraction
Harmful Threats	Stealing
Inappropriate Touch	Vandalism

## **Above the Line Behaviors**

The behaviors that we value at KMES are "Above the Line" behaviors. "Above the Line" behaviors are acceptable and expected behaviors at school. "Below the Line" behaviors are unacceptable behaviors and may result in communication home and working with students on fixing the problem. This will include a plan of action the child will take to insure the behavior will not continue. We try to incorporate logical consequences that follow the 3 R's: Related to the behavior, delivered Respectfully, and Reasonable. "Bottom Line" behaviors are behaviors that are considered completely inappropriate for school. "Bottom Line" behaviors may result in or may include, but not be limited to, a conference, detention, in-school or out-of-school suspension, referral to the School resource Officer, and/or expulsion.



