



CONFLICT VS. BULLYING

Do you know the difference? Please read to learn to accurately label conflict/misbehavior and how we can all support each other's efforts to reduce conflict and bullying and to promote healthy ways to address conflict for students of all ages in RSU 9.

Conflict, Bullying, and Harassment

It happens in our communities. It happens in our schools. It happens with adults and it happens with our children. Today and everyday every community and every school must continue to work together to reduce or prevent conflict, bullying, and harassment.

Please know that Mt. Blue Regional School District (RSU 9) is constantly working to better educate our staff, students and parents about conflict, bullying, and harassment so that all of our students feel safe each and every day.

How do we prepare?

Each year in RSU 9, we provide training for staff, and information to students and parents so we can all better identify and respond to conflict appropriately and to better ensure that no one is bullied or harassed.

RSU 9 administrators receive advanced training on bullying and in the conducting of investigations. All RSU 9 staff receive training each year. Bus drivers, educational technicians, custodians, and nutrition staff are taught how important they are in helping reduce conflict, bullying, and harassment since they are often present during unstructured times of the day when conflict can happen and victims can be targeted.

What is the difference between the three?

Please turn to the next page for explanations.

Our schools strive to create a safe learning environment for all students. We ask you to join us in this work. Please contact your principal to offer your time, resources and/or ideas.

What can parents do?



Read our [anti-bullying policy](#) and [bullying procedures](#) and share them with your child.



Help your children respond to conflict in appropriate ways.



Model civil discourse and tolerance with adults and children.



Model positive ways to use social media to celebrate and honor others.



If you see or hear bullying or harassment, stop it and contact the principal.



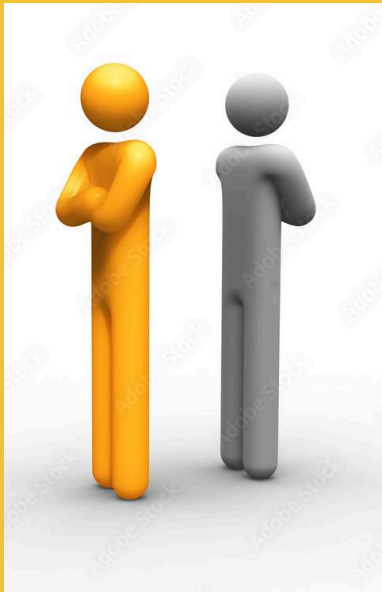
Talk to your children about bullying and to immediately report bullying to a trusted adult.

What is the difference?

CONFLICT VS. BULLYING

Conflict	Bullying
Between Friends/Equals/Peers	Not friends/Imbalance of Power
Spontaneous/ Occasional	Repeated Over Time
Accidental/Not Planned	Intentional
Little or No Serious/Lasting Harm	Physical/Emotional Harm
Equal Emotional Reaction to the Incident	Unequal Emotional Reaction to the Incident
Sense of Remorse	No Remorse, Blames the Target
Desire to Solve the Problems	No Effort to Solve the Problem

Source: Kent School District



CONFLICT CAN BE:

Rude	Mean
Rude = Inadvertently saying or doing something that hurts someone else.	Mean = Purposefully saying or doing something to hurt someone once (or maybe twice.)
<p>From kids, rudeness might look more like:</p> <ul style="list-style-type: none"> *Burping in someone's face *Jumping ahead in line *Bragging about achieving the highest grade *Throwing a crushed up pile of leaves in someone's face <p>On their own, any of these behaviors could appear as elements of bullying, but when looked at in context, incidents of rudeness are usually spontaneous, unplanned, inconsiderate, based on thoughtlessness, or poor manners, but not meant to actually hurt someone.</p>	<p>The main distinction between "rude" and "mean" behavior has to do with intention; while rudeness is often unintentional, mean behavior very much aims to hurt or depreciate someone.</p> <p>Kids are mean to each other when they criticize:</p> <ul style="list-style-type: none"> *Clothing *Appearance *Intelligence *Coolness, *Or anything else they can find to put down someone. <p>Meanness also sounds like words spoken in anger that are often regretted in short order.</p>

Conflict is different from bullying but it still requires a response from adults. Conflict often results in discipline or restorative activities.

What is the difference?

Our staff teams up with students to stop conflict, bullying, and harassment in many ways. On the next two pages you will see what our schools are doing to help our schools be as safe as we can make them for each and every student, visitor, and staff member.

PREK-5TH

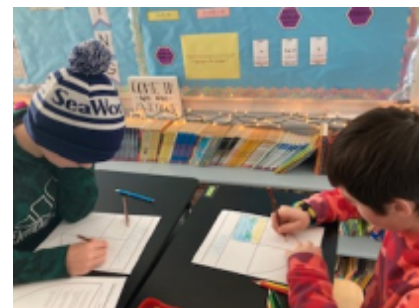
- ☐ Schools have morning greeters when students arrive at school
- ☐ Posters and skits promote acceptance of all
- ☐ Individual Recognition for students following school motto with rewards. Student names are announced daily.
- ☐ Teach/model Optimal behaviors
- ☐ Positive Behavioral Interventions & Supports (PBIS) Teams / Building Assets Reducing Risks (BARR) Teams
- ☐ PBIS
 - ☐ Monthly assemblies highlighting the pillars of respect, responsibility, safety and kindness
- ☐ BARR
 - ☐ Morning Meeting
 - ☐ U-Time lesson/meeting, weekly (at piloted spots)
- ☐ Daily Morning Meeting
- ☐ Excellent/improved attendance recognition
- ☐ Classroom Guidance Lessons
- ☐ Positive phone calls home
- ☐ Family Nights
- ☐ Earned classroom and school-wide recognition/reward (pajama day, fine dining, extra recess, game time, fun Fridays, spirit week, etc...)

INDIVIDUAL SCHOOL OPPORTUNITIES

- ☐ The Civil Rights Team/Student Council at Cascade Brook School works to create an inclusive environment for all students
- ☐ Friday celebrations/enrichment time for students who follow school motto at Cascade Brook School and Academy Hill School
- ☐ School Mascots, (Kelso & Twinkle) supporting positive behaviors at Mallet School
- ☐ Hallway safety monitors/positive reinforcement at Mallet School
- ☐ School Store at Academy Hill School
- ☐ Before Care and After Care programs that reinforce PBIS and BARR core standards and expectations at Cape Cod Hill School
- ☐ Glow Notes whole school challenge at Cape Cod Hill School
- ☐ Cougar Time at Cushing

6TH-8TH

- ☐ Restorative circles are used for conflict resolution
- ☐ Positive Behavioral Interventions & Supports (PBIS) Leadership Committees
- ☐ Building Assets Reducing Risks (BARR) Implementation in 6th grade
 - ☐ Builds relationships with students and staff
 - ☐ Improve student attendance
 - ☐ I-Time activities
 - ☐ Strive for Five attendance initiative schoolwide
- ☐ Digital citizenship course for all 6th grade students; teaches safe and healthy use of technology
- ☐ Golden Ticket awards for practicing the Cougar Code (Respect, Kindness, Responsibility, Safety) for both students and staff
- ☐ Student Clubs
 - ☐ Interact Club promotes community service projects
 - ☐ The Civil Rights Team promotes diversity, inclusion and equity
 - ☐ Student Council promotes school wide positivity and events



What is the difference?

9TH-12TH

- ☐ Groups or Organizations within Mt. Blue Campus (MBC) that are dedicated to positive behaviors promote a respectful and tolerant school environment
- ☐ Students Against Sexual Harassment (SASH)
- ☐ Civil Rights Team
- ☐ Gay Straight Trans Alliance (GSTA)
- ☐ Building Assets Reducing Risks (BARR)
- ☐ BARR Big Block
- ☐ BARR Small Block
- ☐ Community Connect
- ☐ I Time Curriculum
- ☐ MBC Leadership Team
- ☐ For the Future
- ☐ Career & Technical Education (CTE) Ambassadors
- ☐ Bridge Academy with Supports
- ☐ National Technical Honor Society (NTHS)
- ☐ MBC27
- ☐ Unified Sports

DISTRICT

- ☐ Digital Citizenship approach occurs at the school, grade level or classroom level (One example is Grade 6-Digital Citizenship on the topic of Cyberbullying, Digital Drama and Hate Speech)
- ☐ Policy work on bullying and harassment (to include [IJNDB](#)-student technology and internet use rules and regs)
- ☐ Target Solutions modules for all staff on bullying, to include cyberbullying (workplace and school).
- ☐ District level leadership team training and discussions on the topic of bullying, conflict and being unkind
- ☐ District level Social-Emotional Learning (SEL) focus-committee and Late Arrival Wednesday (LAW) discussions - This relates to both staff and students. Here are the [Collaborative for Academic, Social, and Emotional Learning \(CASEL\) competencies](#)
- ☐ Digital device procedures and rules signoff grades 6-12 related to acceptable use
- ☐ Building Assets Reducing Risks (BARR) focus district wide

