



# **PBIS and Anti-Bullying at Milford Schools**

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## Milford Portrait of an Eagle

When a student graduates from Milford, what do they take with them? It is our district's goal to prepare students for success now and into the future.

The Portrait of an Eagle is the roadmap the Milford learning community uses to drive our work district-wide.

**Milford schools' students are empathetic lifelong learners who are:**

- Confident Learners
- Effective Communicators
- Purposeful Collaborators
- Critical Thinkers
- Persistent Creators and Innovators
- Information Evaluators



# What is PBIS?

## Definition

- Positive Behavioral Interventions and Supports
- PBIS is a research-based system that utilizes a positive approach to discipline, which leads to a reduction in office referrals, in-school suspensions and out-of-school suspensions that decrease instructional time for students.
- PBIS is a systems change process that requires ongoing commitment in order to create effective systems for teaching and addressing student needs.

*Source: Ohio Department of Education website*

## PBIS is Embedded in Milford Schools PK-12

- **Acknowledgement system that reinforces positive behaviors when they are seen**
  - Preschool- PBIS Rewards
  - Elementary – Class Dojo/PBIS Rewards
  - Jr. High – Regal Eagles and rewards such as walking Sabin/lunch with a principal
  - High School – Certificates and gift card drawings
- **Assemblies for reminders and reinforcements are conducted and capture all school settings (classrooms, hallways, recess, bus)**
- **All buildings have Tier I and Tier II PBIS Committees and supports**
- **District-level PBIS Committee meets quarterly**

# PBIS Focus Areas Chosen by Each School Community

<b>Academy</b>	Respectful	Responsible	Resilient	
<b>MHS</b>	Respectful	Responsible	Resilient	
<b>MJHS</b>	Respectful	Responsible	Ready	
<b>CLS</b>	<b>Safety</b>	<b>Ownership</b>	<b>Attitude</b>	<b>Respectful</b>
<b>Boyd</b>	Respectful	Responsible	Safe	
<b>McCormick</b>	Respectful	Responsible	Safe	
<b>Meadowview</b>	Respectful	Responsible	Problem Solver	
<b>Mulberry</b>	Respectful	Responsible	Ready	Safe
<b>Pattison</b>	Respectful	Responsible	Problem Solver	
<b>Preschool</b>	Respectful	Responsible	Safe	

# Additional Relationship Building Supports

- **ReSET Rooms**
- **Restorative Practices**
- **Other tools used in Elementary**
  - Mindful Music
  - Morning Class Meetings
  - Buddy Benches

## Professional Development for Staff

- All staff receive mandatory annual training
- Partner with our State Support Team 13 and HCESC
- Milford University - Intro for New Staff
- Tier I and Tier II PBIS committee members receive additional training and provide additional training in their buildings

# Milford Has Award-Winning Schools

*PBIS Recognition*

**Gold**  
McCormick Elementary  
Meadowview Elementary

**Silver**  
Charles L. Seipelt  
Mulberry Elementary  
Pattison Elementary

**Bronze**  
Boyd. E. Smith  
Milford Junior High School  
Milford Preschool



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# What is Bullying?

The definition of bullying includes three core elements: Unwanted aggressive behavior; Observed or perceived power imbalance; repetition or high likelihood of repetition. This definition helps determine whether an incident is bullying, another type of aggressive behavior, or both.

QUALIFIERS	CONFLICT	RUDE	MEAN	BULLYING
Frequency	Occasional	Occasional	Once or Twice	Frequent; repeated
Intent	Not planned; in the heat of the moment	Spontaneous; unintentional	Intentional	Planned; intentional
Who is hurt?	All parties are upset	Can cause hurt feelings; upset	Can hurt others deeply	The target of the bullying is upset
Cause	All parties want to work things out	Based in thoughtlessness, poor manners or narcissism	Based in anger; impulsive cruelty	The bully is trying to gain control over the target
Taking Responsibility	All parties will accept responsibility	Rude person accepts responsibility	Behavior is often regretted	The bully blames the target
Who wants resolution?	An effort is made by all parties to resolve the problem	--	--	The target wants to stop the bully's behavior, but the bully does not
Resolution	Can be resolved through mediation	Building social skills could be of benefit	Needs to be addressed; should NOT be ignored	Needs to be addressed; should NOT be ignored

Source: Jennifer Astles, DASA Newsletter, January 2014, TST BOCES

## National Bullying Data

- About 20% of students ages 12-18 experienced bullying nationwide
- Among students ages 12-18 who reported being bullied at school during the school year, 15% were bullied online or by text
- An estimated 14.9% of high school students were electronically bullied in the 12 months prior to the survey

*(Source: stopbullying.gov)*



# Bullying – Report it!

- **Tools We Use**

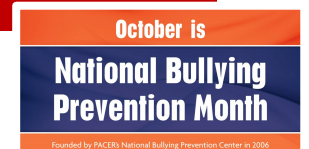
- Gaggle (102 reports of possible harassment/bullying in the '22-'23 school year - 14 deemed “critical” and required immediate action)
- Stay Safe, Speak Up (3 reports of possible harassment/bullying in the '22-'23 school year)
- 9 cases in 2022-2023 that meet the definition of “bullying”

- **How to Report?**

- Stay Safe, Speak Up
  - On website or <https://staysafespeakup.app/Welcome/district/TheM>
  - Posted in schools (school code: TheM)
  - Students, adults, community members can report bullying, harassment, threats, drugs/alcohol, self-harm, violence, vandalism, and more
  - Can be anonymous – the more details provided, the easier the issue is to resolve
- Talk to Teacher > Principal > Superintendent

**Please report through Stay Safe, Speak Up or to a teacher or principal.  
The first step to resolution of bullying, conflict, or meanness  
that happen at school is knowing about them.**

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## Bullying - Examples of What Else We're Doing

- Continued focus on PBIS
- Parent Education
  - Continued discussion of PBIS in schools and ways to reinforce at home (communication via principals)
  - **New** - Opportunities to discuss PBIS efforts and anti-bullying resources as transitions into Jr. High/High School occur (ex: 6th-7<sup>th</sup> grade)
  - **New** - Milford Schools 101 - December
- Awareness of the importance and impact of a student's digital footprint
  - Social media/texting/messaging can create conflict in the schools - we provide ongoing reminders to students about the negative impacts these can have
  - **New** - Cyber education and expectations for students and parents (ex: Junior High recently sent resources, meeting for parents to provide education)
- SROs in school – referrals to Miami Township Police Department when appropriate



**What questions have we  
generated?**