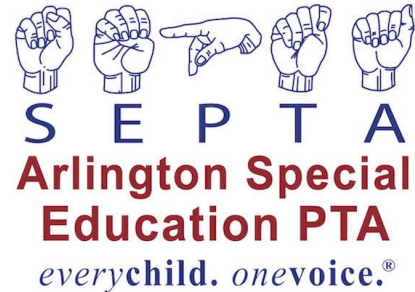


APS Students with Disabilities Anti-Bullying Workshop

In Partnership with the
Arlington Special Education PTA
February 19, 2025



Arlington
Public
Schools



6:30-6:35	SEPTA & APS Introductions
6:35-6:40	Review Workshop Goals & Format
6:40-6:50	APS share current SWD Bullying data
6:50-6:53	Review current Bullying Reporting process
6:53-7:15	Discuss → Barriers to Reporting Bullying
7:15-7:30	APS share Progress Update
7:30-7:55	Discuss → Ways to Improve the Reporting Process
7:55-8:00	Share Additional Resources & Next Steps



Dr. Julie A. Crawford,
Chief of DEI and Student Support



Ms. Kimberley Graves,
Chief of School Support



Dr. Darrell Sampson,
Executive Director of Student Services



Dr. Tyrone Byrd,
Executive Director of Diversity, Equity & Inclusion



Mr. Gradis White,
Director of School Climate & Culture



Dr. Kenneth Brown,
Director of Secondary Special Education



Dr. Kelly Krug,
Director of Elementary Special Education



Bullying of Students with Disabilities

- **Is happening** in APS

...and

- At **higher rates** than other student groups

...and

- Is **underreported**

WHAT IS BULLYING AND HARASSMENT?

Actions or words, done on purpose, that hurt another person physically or emotionally. It can happen in-person or online.



What is Bullying?

WHAT IS BULLYING AND HARASSMENT?

Actions or words, done on purpose, that hurt another person physically or emotionally. It can happen in-person or online.

In Virginia, bullying is defined by § 22.1-276.01 as:

“...any aggressive and unwanted behavior that is intended to harm, intimidate, or humiliate the victim; involves a real or perceived power imbalance between the aggressor or aggressors and victim; and is repeated over time or causes severe emotional trauma.”

"Bullying" includes cyber bullying.

"Bullying" does not include ordinary teasing, horseplay, argument, or peer conflict.



Our goals today:

1. APS Leadership provide an **update** on APS Anti-Bullying work
2. Workshop Brainstorming
 - Understand **barriers to SWD that prevent bullying reporting**
 - Identify **improvement opportunities** in APS's current bullying reporting process

Our **primary focus today** is on the **RESPONSE** portion of APS's bullying process, *NOT* the prevention and training portion.



Year-by-Year Incidents & Respondents



Total INCIDENTS of Bullying & Cyberbullying

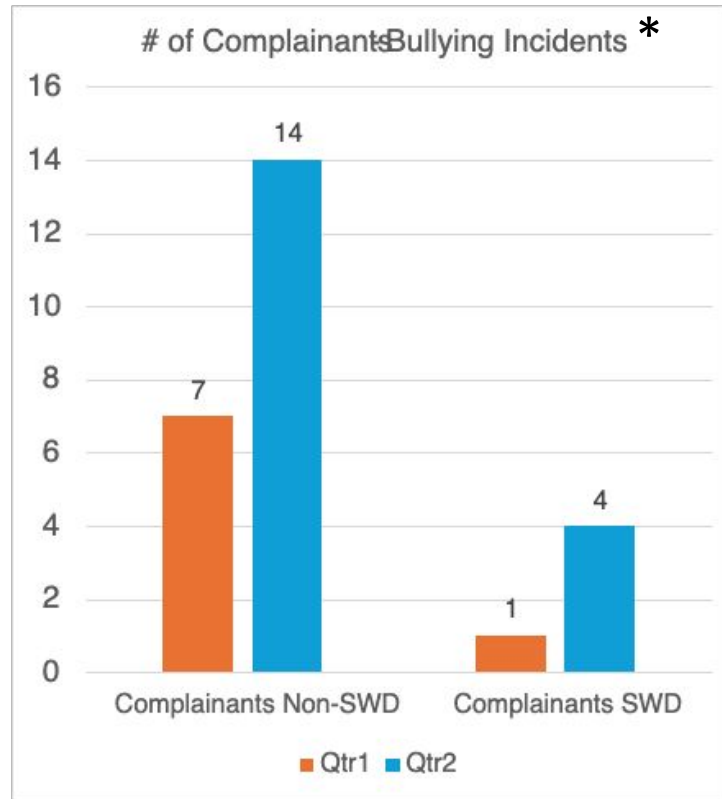
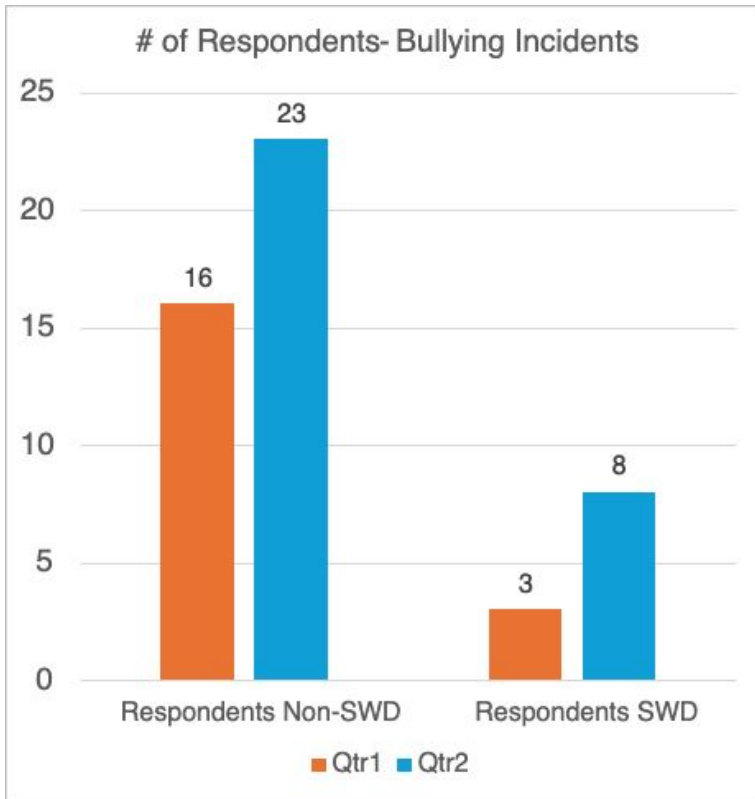
2021-2022	2022-2023	2023-2024	2024-2025*
21	25	108	32

School Year	Total Bullying & Cyberbullying RESPONDENTS	
	Non-SWD	SWD
2021-2022	17	7
2022-2023	18	11
2023-2024	79	48
2024-2025*	39	11
Totals	153	77

*Quarter 1 and Quarter 2 Only



Quarter 1 & Quarter 2 2024-25 Incidents



*Note that there were ~12 anonymous complainants in Qtr 1 and Qtr 2



What should I do if I think my child is being Bullied or Harassed?



Report
Bullying/Harassment

SAY SOMETHING!

Report the situation.
Contact your school or
go to the APS website
and complete the
Bullying and Harassment
Report form.

website:
apsva.us/bullying-prevention
email:
report@apsva.us
report form:
bit.ly/APS-report-bullying



What happens next?

The report will be sent
to your child's principal
or school-based
administrator. They will
let you know they have
received it within 24
hours.

The principal or school-based
administrator will investigate
the report and contact the
parents/guardians of the
student(s) within 2 school
days. They will either share the
results or provide an estimate
of how many more days the
school will need.

After the investigation...

Both parties will be
contacted in writing
with the result of the
investigation, any policy
violations, and how they
may appeal a decision.

For more information,
contact your school or visit
apsva.us/bullying-prevention



Parent, Student & Teacher Perspectives





- In December of 2024, **all APS administrators were trained** in updated bullying & harassment investigation and response protocols
- In January of 2025, there were **54 reported investigations** into allegations of bullying and harassment:
 - < 10 were founded cases of bullying
 - < 10 were identified as discriminatory harassment
 - < 10 were referred to the Title IX Coordinator
 - 23% of administrators consulted with DEI & Student Support on an investigation
- Schools at all levels have been teaching the **bullying prevention lessons** developed in the summer of 2024



APS Bullying & Harassment Procedures/Timeline

A Bullying/Harassment Report is Received

Within 24 Hours

School administration must:

- ☐ confirm that you received the report
- ☐ begin a bullying investigation to gather complete picture of the situation, including conducting student/witness interviews and statements

Within 48 Hours

School administration must:

- ☐ provide parents/caregiver of both the complainant and respondent in writing, the following:
 - ☐ the results of their investigation and findings, and
 - ☐ list of supportive measures;
 - ☐ discipline (if applicable)or
- ☐ provide an update as to progress and expected timeline

The updated B&H response protocol includes:

- A B&H Response Checklist to ensure each step is completed and documented.

- An email template response

- A B/H Investigation and Decision-Making Tool to document fact finding and assist in decision making.

- **Findings Decision Letter** templates for all possible outcomes.

- List of Supportive Measures to use as a reference

Bullying & Harassment Response Checklist

(To be filled out by School-Based Administrator)

REPORT INFORMATION	
Name of School Administrator receiving report: <div></div>	Report was received via: <div><input type="checkbox"/> Email</div> <div><input type="checkbox"/> Voice Call / Voicemail</div> <div><input type="checkbox"/> In-person</div> <div><input type="checkbox"/> APS Bullying & Harassment Form</div> <div><input type="checkbox"/> Other: <div></div></div>
Date report was received: <div></div>	
Time report was received: <div></div>	
RESPONSE CHECKLIST	
Within 24 Hours of a Report	<div><input type="checkbox"/> Written acknowledgment that the report is received (Email template) Date sent: <div></div>; Time sent: <div></div></div> <div><input type="checkbox"/> Begin investigation using Bullying & Harassment Investigation & Decision-Making Tool</div>
	<div><input type="checkbox"/> Name of administrator serving as Lead investigator: <div></div></div>



Office of Diversity, Equity, Inclusion and Student Support

2110 Washington Blvd • Arlington, Virginia 22204



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<Insert name(s) of parent/guardian>

<Insert mailing address>

Sent via email ONLY to <insert parent/guardian email address(es)>

To the parent/guardian of <Student Name>,

Arlington Public Schools is committed to creating a safe, supportive, caring, and respectful learning environment for all students as defined in [Policy J-2 Student Equal Educational Opportunities & Nondiscrimination](#). As found in the [APS Handbook and Student Code of Conduct](#), bullying is made up of:

- Intentionally aggressive behavior designed to inflict harm
- Repetitive behavior and/or severe in nature
- Interpersonal relationship marked by an imbalance of power

Student Safety Plan

Date Created:			
Student Name:	D.O.B.	Grade:	Student ID:
Classroom Teacher:	Room#:	Case Carrier (if applicable):	

Parent/Guardian Contact Information

Name(s):		
Cell Phone:	Home Phone:	Work Phone:

- What's Working?
- What's *Not* Working?
- What should we stop doing?
- What should we continue doing?
- What should we start doing?





Complete the [2025 APS “YOUR VOICE MATTERS” survey](#) by March 14th!
This will help APS collect feedback on School Climate, Bullying & Overall Safety.

- [APS Bullying Prevention Report to School Board](#)
November 14, 2024
- [Arlington Special Education Advisory Committee \(ASEAC\)](#)
[Recommendations to the School Board](#)
Discipline Disparities & Bullying Recommendations - May 2024
- [List of Bully Prevention Coordinators by School](#)