



Central Office  
1550 Main Street, 2<sup>nd</sup> Floor  
P.O. Box 1410  
Springfield, MA  
01103-1410

## SPRINGFIELD PUBLIC SCHOOLS - SPRINGFIELD, MASSACHUSETTS

**Daniel J. Warwick**

**Superintendent of Schools**

[warwickd@springfieldpublicschools.com](mailto:warwickd@springfieldpublicschools.com)

Tel. 413.787.7100 ext. 55110

Fax 413.787.7171

### MEMORANDUM

TO: Principals  
Cabinet Members  
Colleen Beaudoin, SEZP Co-Executive Director  
Matthew Brunell, SEZP Co-Executive Director

FROM: Dr. Yolanda D. Johnson, Executive Officer for Student Services

THROUGH: Mr. Daniel J. Warwick, Superintendent of Schools

RE: Annual Bullying Prevention & Intervention School-based Training

DATE August 19, 2019

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Bullying threatens a student's physical and emotional safety at school and negatively impacts a student's ability to learn. The best way to address bullying is to stop it before it starts. School staff can make schools safer and help to prevent bullying by creating a positive school climate and culture. Best practices also require schools to have specific bullying prevention and intervention practices, strategies, and programs. Such best practices, along with a positive school climate and culture, will work to create a safe, equitable, and positive school for staff and students.

Pursuant to the Bullying Policy, all faculty and staff are required to be trained annually, by September 30th, and new staff must be trained within the first 30 days of their employment. Training school faculty and staff to prevent and address bullying can help sustain bullying prevention efforts over time. Documentation that your building staff received the Bullying Training must be submitted to my office via scan and email no later than September 30, 2019.

The Bullying Prevention and Intervention Plan (the Plan) has been updated. However, the Bullying Policy has been recently reviewed and remains unchanged from the 2014 revisions adopted by the School Committee. The Plan is Springfield Public Schools' "How To" guide to ensure that schools are implementing the Bullying Policy. All schools are required to follow the bullying reporting process and ensure that strategies are in place to foster a positive school climate and help students learn prosocial skills to improve interactions with others, while increasing school engagement. Such strategies also support the overall social emotional and well-being of our students to provide them with the skills needed to be well rounded individuals to successfully transition to college and career.

Please do not hesitate to contact my office should you have any questions. Thank you in advance for your cooperation in this matter.