

# PACIFIC VIEW CHARTER SCHOOL

## COMPREHENSIVE SCHOOL SAFETY PLAN

Board Approved Revision  
February 12, 2019

## **Definition of a Safe School**

“Safe schools are orderly and purposeful places where students and staff are free to learn and teach without the threat of physical violence or psychological harm. They are characterized by sensitivity and respect for all individuals, an environment of nonviolence, clear behavioral expectations, disciplinary policies that are consistently and fairly administered, students’ affiliation and bonding to the school, support and recognition for positive behavior, and a sense of community on the school campus. Safe schools also are characterized by proactive security procedures, established emergency response plans, timely maintenance, cleanliness, and a nice appearance of the campus and classrooms.”

*From Safe Schools: A Planning Guide for Action, California State Department of Education.*

## **Rights**

“All students and staff of primary, elementary, junior high, and high schools have an inalienable right to attend campuses which are safe, secure, and peaceful.”

*California Constitution, Article 1, and Section 28(c): Right to Safe Schools*

## **Legislative Intent**

“It is the intent of the Legislature that all California public schools, in kindergarten, and grades 1 to 12, inclusive, operated by school districts, in cooperation with local law enforcement agencies, community leaders, parents, pupils, teachers, administrators, and other persons who may be interested in the prevention of campus crime and violence, develop a comprehensive school safety plan that addresses the safety concerns identified through a systematic planning process. For the purposes of this section, a ‘safety plan’ means a plan to develop strategies aimed at the prevention of, and education about, potential incidents involving crime and violence on the school campus.” (Ed. Code 35294)

**Approval and Annual Review** of the PVCS Comprehensive School Safety Plan will be reviewed, evaluated, and amended as needed each school year by the Board of Directors. If there are any significant changes, the revised plan will be placed on the October regular meeting of the Board of Directors for public hearing to allow public input before it is readopted. All safety-related plans and materials

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are available for public inspection at the Humboldt County Office of Education and at the PVCS administrative office.

### **Our Goals**

This Comprehensive School Safety plan has several overarching goals. They are as follows:

- To help our community create a school atmosphere that is safe, respectful, fair, and conducive to learning.
- To prepare ourselves to respond calmly and competently to any possible disaster, keeping foremost always the safety and well-being of students and staff.
- To comply fully with all requirements of the California Education Code as well as all California Health and Safety regulations.

To further these goals, this plan has been prepared in conformance with the provisions of California Education Code #32282 and all relevant PVCS School Board and Administrative Policies. These documents are available at the District Office; additionally, the Education Code is available online.

Approved by the PVCS Board of Directors in public session on February 12, 2019.

### **James Malloy**

Director  
PVCS

### **Silas Radcliffe**

Principal  
Moore Avenue Learning Center  
Center

### **Bobby Mullins**

Principal  
Henderson Street Learning

### **Dale Stockly**

President, Board of Directors  
PVCS

## **ASSESSMENT OF THE CURRENT STATUS OF SCHOOL CRIME**

There is a long tradition of school pride and care at PVCS. The facilities and grounds are well maintained and cared for. The expectation is that each adult and student will do their part to help maintain the school in its exceptional condition.

PVCS has a very low incidence of school crime. There have been occasional cases of graffiti on bathroom walls through the years, but this does not occur on a regular basis. Infrequent incidences of the marking of desks and chairs have also been detected. The bathroom stalls were replaced this year as result of vandalism.

Students are held accountable for such actions. When a student is discovered to have been involved in graffiti or damage to school property, natural consequences are applied. The student is required to return the item to an acceptable condition, which may involve scrubbing walls or furniture.

### **CHILD ABUSE REPORTING PROCEDURES**

#### **Reporting**

All school staff members actively monitor the safety and welfare of all students. Staff members understand their responsibility as child care custodians and immediately report all cases of known and suspected child abuse and neglect to Child Protective Services and to the school principal.

When a case of child abuse or neglect becomes apparent or is suspected, the employee having knowledge of the abuse or neglect will immediately report the abuse to Child Protective Services and/or the local law enforcement agency. The employee will submit a written report within 36 hours. The employee and the school administrator will develop a plan to assure ongoing monitoring of the student. School staff members will work closely with police and/or Child Protective Services to follow up as needed.

Cases of reported child abuse will be kept in close confidence. Copies of written reports are maintained in the administration office.

## **Staff Training**

All PVCS certificated and classified staff members are trained on child abuse reporting requirements and procedures at a yearly professional development in-service during staff duty time before school starts each year and as employees are hired during the school year. They are required to read the copy of the *Handbook for Child Abuse Reporters*. Our annual back-to-school in-service includes an assessment of all employees' understanding of mandated reporting requirements.

New employees will be required to read the *Handbook for Child Abuse Reporters* and sign that they have read and understand it. Newly-certificated staff members receive in-depth training as part of their Beginning Teacher Support and Assessment (BTSA) programs. As part of the district's *New Hire Checklist*, all employees are required to sign off that they understand their responsibilities as a mandated child abuse reporter.

## **Summary of Child Abuse Reporting Requirements**

**Child Abuse and Neglect:** Penal Codes 11165-11174.3

### **Who Must Report?**

Penal Code 11165.7 specifies 35 job categories as mandated child abuse reporters, including:

- Teacher
- Instructional Aide
- Teacher's aide or teacher's assistant
- Classified employee of any public school
- An employee of a child care institution

The responsibility for making an official report rests on the individual employee. Reporting suspected abuse or neglect to a supervisor does not fulfill it.

### **What Gets Reported?**

Suspected child abuse or neglect, which includes physical, sexual, and emotional abuse.

### **To Who Is the Report Sent?**

County welfare agency, probation, or a police or sheriff's department

**What Is the Timeframe for Reporting?**

1. Report by telephone immediately, or as soon as possible
2. Submit a written report within 36 hours

## **DISASTER PROCEDURES**

Please refer to the Emergency Operations Plan (EOP), which is maintained as a separate document in the school office and each classroom.

The EOP provides the instructions on the following:

**Earthquake Emergency Procedures:** Each person should assume the "duck, cover and hold" position with face covered by hands and hands under the desk, with backs to the window. Hold this position until shaking stops, Students should remain quiet, calm and ready to listen to directions. Students and staff will evacuate in an orderly fashion to designated areas.

**Use of Building by Public Agencies:** The two school sites are leased facilities and the lessors shall make arrangements for use of the buildings during/after an emergency.

## **SUSPENSION POLICY**

The four major offenses leading to suspension are:

- Fighting
- Harassing
- Disrupting classroom learning
- Possession of a weapon or other dangerous object

Also, a student may be suspended for committing any of the acts enumerated in California Education Code 48900, displayed below, if the act is related to a school activity, is committed anytime while on school grounds, going to or coming from school, during the lunch period, during or while going to or coming from a school-sponsored activity.

Education Code 48900, grounds for suspension:

- a) Caused, attempted to cause, or threatened to cause physical injury to another person or willfully used force or violence upon the person of another, except in self-defense.
- b) Possessed, sold, or otherwise furnished any firearm, knife, explosive, or other dangerous object.
- c) Unlawfully possessed, used, sold, or otherwise furnished, or been under the influence of, any controlled substance including an alcoholic beverage, or an intoxicant of any kind.

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- d) Unlawfully offered or arranged or negotiated to sell any controlled substance including an alcoholic beverage or an intoxicant of any kind; and then either sold, delivered, or otherwise furnished to any person another liquid, substance, or material and represented the liquid, substance, or material as a controlled substance, alcoholic beverage, or intoxicant.
- e) Committed or attempted to commit robbery or extortion.
- f) Caused or attempted to cause damage to school property or private property. "School property" includes, but is not limited to, electronic files and databases.
- g) Stole or attempted to steal school property or private property. "School property" includes, but is not limited to, electronic files and databases.
- h) Possessed or used tobacco, or any products containing tobacco or nicotine products; including, but not limited to, cigarettes, cigars, miniature cigars, clove cigarettes, smokeless tobacco, snuff, chew packets and betel.
- i) Committed an obscene act or engaged in habitual profanity or vulgarity.
- j) Unlawfully possessed or unlawfully offered, arranged, or negotiated to sell any drug paraphernalia, as defined in Health and Safety Code 11014.5.
- k) Disrupted school activities or otherwise willfully defied the valid authority of supervisors, teachers, administrators, school officials, or other school personnel engaged in the performance of their duties.
- l) Knowingly received stolen school property or private property. "School property" includes, but is not limited to, electronic files and databases.
- m) Possessed an imitation firearm. As used in this section, "imitation firearm" means a replica of a firearm that is as substantially similar in physical properties to an existing firearm as to lead a reasonable person to conclude that the replica is a firearm.
- n) Committed or attempted to commit a sexual assault as defined in Penal Code 261, 266c, 286, 288, 288a, or 289; or committed a sexual battery as defined in Penal Code 243.4.
- o) Harassed, threatened or intimidated a student who is a complaining witness or witness in a school disciplinary proceeding for the purpose of either preventing that student from being a witness; or retaliating against that student for being a witness, or both.
- p) Unlawfully offered, arranged to sell, or sold prescription drugs.
- q) Engaged in, or attempted to engage in, hazing, as defined in Education Code sections 32050 and 48900(s).

- r) Aids or abets, as defined in Penal Code 31, the infliction or attempted infliction of physical injury to another person.
- s) Committed sexual harassment as defined in Education Code 212.5. This conduct must be considered by a reasonable person of the same gender as the victim to be sufficiently severe or pervasive to have a negative impact upon the individual's academic performance; or to create an intimidating, hostile, or offensive educational environment. This sub-section shall not apply to students enrolled in kindergarten and grades 1 to 3, inclusive. (Education Code 48900.2)
- t) Caused, attempted to cause, threatened to cause, or participated in an act of hate violence as defined in subdivision (e) of Education Code 233. This sub-section applies to students enrolled in any of grades 4 to 12, inclusive.
- u) Intentionally engaged in harassment, threats, or intimidation directed against school district personnel or students that is sufficiently severe or pervasive to have the actual and reasonably expected effect of materially disrupting class work, creating substantial disorder and invading the rights of either school personnel or students by creating an intimidating or hostile education environment. This sub-section applies to students enrolled in any of grades 4 to 12, inclusive. (Education Code 48900.4)
- v) Made terrorist threats, as defined, against school officials or school property, or both. (Education Code 48900.7)
- w) Engaged in an act of bullying, including but not limited to, bullying by means of an electronic act, directed toward a student or school personnel (Education Code 48900(r)).

The rate of suspensions is relatively low at PVCS.

### **EXPULSION POLICY**

PVCS is a school of choice therefore we do not expel students if the administration finds our school is not an appropriate placement for them. When a student has earned 5 suspensions the administration decides whether the student should be given the option of changing programs, Independent Study for example, or if that option is not appropriate, they could be referred back to their District of Residence for them to find them a placement more suited to them.

### **PROCEDURE TO NOTIFY TEACHERS OF DANGEROUS PUPILS**

California Ed Code requires that teachers be notified when one of their students has engaged in behavior that has resulted in suspension or expulsion. In the

event of a suspension, the Notice of Suspension is copied to the teacher and to the student's cumulative file. Each year, teachers review the cumulative file of their incoming students, thus assuring that they will be aware of suspensions within the last three years. Additionally, the Principal reviews all incoming cumulative files. Teachers are alerted if any incoming student has a past record of suspension or expulsion.

### **DISCRIMINATION AND HARASSMENT POLICY**

Discrimination against any student or employee and/or sexual harassment of any student or employee by another person is prohibited. The district updates annually and distributes to all employees and parents the policies prohibiting student-to-student sexual harassment and distributes to all employees policies prohibiting employee-to-employee sexual harassment. The Director and Principal attend the Sexual Harassment Prevention Workshop, satisfying the legal mandate to receive sexual harassment prevention training for two hours every two years.

Prohibited sexual harassment by adults includes, but is not limited to, unwelcome sexual advances, unwanted requests for sexual favors, or other unwanted verbal, visual, or physical contact of a sexual nature made against another person of the same or opposite sex in the work or educational setting. Prohibited sexual harassment may also include any act of retaliation against an individual who reports a violation of the district's sexual harassment policy or who participates in the investigation of a sexual harassment complaint.

The Education Code definition of sexual harassment by children is quoted on page 7 of this document, item S.

Staff members are instructed about the definition of sexual harassment and reporting procedures. Employees are trained by administration on a yearly basis about sexual harassment policy. Students are directed to immediately report incidents of harassment, sexual or otherwise, to an adult (parent, teacher, instructional assistant, or administrator). All reports are thoroughly investigated in a timely manner. A school administrator will determine an appropriate course of action for each complaint. Actions may include the following:

1. Conflict resolution and discussions among the parties involved, when appropriate.
2. Student counseling and education, when appropriate.

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3. A report to the police or Child Protective Services as appropriate or required by law.
4. Student disciplinary actions that may include the range of consequences in the discipline plan, including suspension, placing on a behavior contract, other appropriate means of corrections, or a recommendation for expulsion.
5. Employee disciplinary action as described in policy, State law, and Ed. Code.

District policy and State law related to sexual harassment of students or employees requires the following:

1. Posting the district's sexual harassment policy in a prominent location at the school.
2. Notifying the staff, students, and parents of the sexual harassment policy each school year or at the time of enrollment.
3. Including notification of the sexual harassment policy as part of any orientation materials or programs for new students or employees as they enroll or are hired.
4. Including the sexual harassment policy in school and district publications.
5. Taking appropriate PVCS Administrative actions to reinforce the district policy by providing staff in-service and student instruction and/or counseling.
6. Directing that teacher-led discussion be conducted on this policy with students in age-appropriate ways, and assuring students in that discussion that they need not endure any form of sexual harassment.

Students and/or parents and employees can use the Uniform Complaint Procedure to file a formal complaint of sexual harassment, or they can use the form specific to sexual harassment complaints.

### **DRESS CODE**

Appropriate dress and grooming contribute to a productive learning environment. Students are expected to give proper attention to personal cleanliness and to wear clothes that are suitable for the school activities in which they participate.

Students and their parents/guardians shall be informed about dress and grooming standards at the beginning of the school year and whenever these standards are

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revised. A student who violates these standards shall be subject to appropriated disciplinary action.

### **Rules:**

1. Students shall come to school clean and well-groomed.
2. Students' clothing must not present a health or safety hazard or a distraction that would interfere with the educational process.
3. Shoes suitable for rigorous physical activity and outdoor play must be worn at all times, unless a teacher or the Director or Principal makes an exception.
4. Clothing, jewelry, and personal items (backpacks, fanny packs, gym bags, water bottles, etc.) shall be free of writing, pictures, or any other insignia that are crude, vulgar, profane, or sexually suggestive, that bear drug, alcohol, or tobacco company advertising, promotions, and likenesses, or that advocate racial, ethnic, or religious prejudice.
5. Clothes shall be sufficient to conceal undergarments at all times. See-through or fish-net fabrics, halter tops, off-the-shoulder or low-cut tops, bare midriffs and skirts or shorts shorter than mid-thigh are prohibited.
6. Students may not wear clothing or accessories that demonstrate or suggest gang involvement, or gang-related symbols. These symbols change over time and we may issue future warnings about specific gang-related items.
7. Students may wear sun-protective clothing, including but not limited to hats for outdoor use during the school day. (Ed. Code 35183.5)

The Director or Principal and teachers may impose more or less stringent dress requirements to accommodate the special needs of certain sports, classes, or individuals.

### **MAINTAINING A SAFE AND ORDERLY ENVIRONMENT**

PVCS places a high priority on student safety-SAFETY FIRST is our motto. We continually assess our campus for potential risks, and mitigate the exposure as soon as possible. We hold all fire and earthquake drills as required, and assess the effectiveness of each drill. A designated staff member checks Megan's List at least monthly to keep appraised of registered sex offenders in proximity of the school.

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Regular inspections are done by the local Fire Department according to the Health and Safety Laws.

### **School Safety Committee**

PVCS has a safety committee comprised of the Director, Principal, a teacher representative and a classified representative. The committee meets regularly to address school safety and emergency preparedness.

The major goals of the School Safety Committee are to:

1. Reorient staff to their roles in the Incident Command System
2. Procure food and supplies to accommodate a 72-hour shelter-in-place situation.
3. Revise the plan for reuniting parents and students after an emergency, using the parking area
4. Hold a practice "Lock Down" drill.
5. Share our updated plan with the local law enforcement and fire department.

### **Visitors and Volunteers**

We monitor visitors on campus and require that they sign in at the office each and every time they are on campus. We make every effort to know our parents and extended family members. Due to the school's small size, monitoring of adults on campus is truly possible. All volunteers are required on an annual basis to participate in the Volunteer Orientation conducted by the school Principal. Fingerprint clearance is required of all overnight field trip chaperones.

### **Transportation for Field Trips**

Students will be transported either in a school bus, contracted from Humboldt County Office of Education or Eureka City School, or in private vehicles for field trips. Parents/guardians must submit signed permission slips for each field trip.

Parents wishing to volunteer to drive on field trips must first register with the office. Board Policy requires that the driver's California Driver's License and verification of insurance be on record. Vehicles are inspected for safety before each use, and drivers receive safety and emergency instructions.

### **Classroom Management**

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All staff members are trained in classroom management strategies, conflict resolution strategies and Conflict Prevention and Intervention. Teachers receive support from the Director and Principal in monitoring student behavior. Student behavior contracts and Behavior Support Plans are developed for students requiring extra support. Parent and Student Study Team (SST) meetings are scheduled for students who are unable to meet behavioral expectations at school. The Response to Intervention (RTI) model is also in place to give teachers modifications that can be implemented in the classroom.

### **Health Precautions**

Every two years key staff members receive updated First Aid and CPR training. Annually, staff members receive in-service training on other health and safety issues, including:

- Blood-borne pathogens
- Schools Emergency Management System
- SB 198 Safety in the Workplace
- Anaphylactic shock and severe allergic reactions
- Updated EpiPen procedures

To accommodate students with peanut allergies, a school-wide program of public awareness has been implemented, with peanut-free zones designated in the classrooms and eating areas. As an additional safeguard, students are strongly discouraged from sharing food. To accommodate students with diabetes, the school nurse provides an overview of any individual student's medical plan.

### **Cyber Safety**

PVCS has established policies and procedures to assure the safety of student's Internet use at school. Annually, all students receive awareness training on cyber safety at school and at home. Parents receive pertinent information from school to ensure that all are aware of the vulnerability of our students as they navigate their way through cyberspace. Students are also advised about the law and the consequences of using computers as a tool for harassment or bullying. All students and their parents/guardians must sign a use agreement annually before they may access the Internet at school.

School Internet use is always supervised. Computers used by students are arranged to be visible by supervising adults at all times. In addition, filters are in place to prevent access to inappropriate websites.

## **SCHOOL DISCIPLINE POLICIES**

All students are held to high standards of behavior, and these expectations are made clear. School rules are distributed at the beginning of the year and reviewed in each classroom. Fair, consistent, and firm administration of discipline is the practice throughout the school.

Each teacher establishes classroom rules and works with the class to create a Student Bill of Rights. Students always have an opportunity to present their viewpoint when involved in disciplinary actions.

## **Pedestrian and Bicycle Safety**

PVCS is an Independent Charter School and has students coming to school and leaving school at different times during the day. The Henderson Street Learning Center, grade K to 6th, has designated drop off and pick up areas, teachers walk their students out the front entrance and dismiss only to parents or designate individuals. Students attended the After Care Program are checked in.

The Moore Avenue Learning Center, grades 7 through 12, has designated drop off and pick up areas. Students who are Free or Reduced Lunch eligible may receive a transit bus pass active from 7:00 AM to 5:00 PM on days school is in session.

### **Pedestrian Safety**

1. Walk on the sidewalk at all times.
2. Always cross at the crosswalk.
3. Never assume that cars see you.
4. Look both ways TWICE before crossing the street.
5. Make it a habit to look left, then right, then left again before entering the roadway or intersection.
6. Never stop in the middle of the street.

### **Bicycle and Skateboard Rules**

1. Helmets are to be worn at all times.

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2. Bicyclists should ride single file on the right side of the road, just like cars, and signal their intentions to other road users. We stress the need to ride defensively since many drivers do not see bicyclists.
3. Obey all traffic signals and signs.
4. Walk bikes across crosswalks.
5. Bikes are to be walked on and off the school grounds. Do not ride skateboards on the school grounds.
6. Never assume that cars see you. Always stop and look both ways before crossing the street. Make it a habit to look left, then right, then left again before entering the roadway or intersection.
7. Never stop in the middle of the street.
8. LOCK YOUR BIKE. Bring your own lock and do not lock bikes together. The bike rack area is off limits during the school day.
9. Do not leave your skate board unattended.

### **SCHOOL RULES**

PVCS believes all children know how to behave in an acceptable manner. The school has a Student Discipline Policy and Matrix of Behavior Consequences. The following rules are general guidelines for accepted student behavior and individual teachers post classroom rules.

- Students are allowed in the classrooms only with a staff member present.
- Students will maintain orderly and courteous behavior.
- Students are responsible for all lost or damaged school property.
- Food items may be eaten only during recess and lunch in designated areas.
- Students are expected to move throughout the school in a safe and orderly manner.
- Student behavior outside the classroom, including the playground, field trips, assemblies and extracurricular activities will be the same as within the classroom.
- Field trips are an extension of the classroom activities. Students are expected to behave in a manner appropriate for classroom activities. A student's behavior may restrict participation.

Additionally, the following is not allowed:

- Possession or chewing of gum
- The riding of bicycles and skateboards on school grounds

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- Intrusive or improper physical contact
- Throwing any object or projectile
- Vulgar or obscene language
- Playing in non-designated areas
- Climbing on fences, trees, backstops and buildings
- Loitering and playing in restrooms
- Games or activities that may cause physical or emotional injury, including but not limited to: wrestling, crack the whip, camel fighting, piggy-back riding, tackle football, and hardball baseball.
- Bringing items that are illegal including but not limited to: guns, knives, toxic substances (including permanent markers such as Sharpies), and any other items that could be used to cause damage to person or property

The following rules apply during lunch:

- Students will be courteous to staff and volunteers
- Students will keep their hands, feet, and food to themselves
- Students will clean their area and place their garbage in the proper containers

### **DISCIPLINE OPTIONS**

All infractions of school or classroom rules will be dealt with through the school's discipline policy. Students who violate a school and/or classroom rule will be given a Behavioral Referral.

Referral action is based on the severity of the offense. Actions vary from parent contact to being asked to find an alternative placement in their school of residence.

### **HATE CRIME REPORTING PROCEDURES**

Hate crimes occur when a perpetrator targets a victim because of his or her membership in a certain social group, usually defined by racial group, religion, sexual orientation, disability, ethnicity, nationality, age, gender, gender identity, or political affiliation.

Hate crimes can take many forms. Incidents may involve physical assault, damage to property, bullying, harassment, verbal abuse or insults, or offensive graffiti or letters.

Hate-motivated behavior is not common in our small rural school environment. However, the potential exists that it may occur, so the following procedures are established:

1. Any student who believes that he/she is a victim of hate-motivated behavior shall immediately contact the Director/Principal or designee. If the student believes that the Director/Principal or designee has not remedied the situation, he/she may file a complaint against the appropriate school official in accordance with district complaint procedures.
2. Staff who are informed of hate-motivated behavior or personally observe such behavior shall notify the Principal/Director or designee, and law enforcement, as appropriate. Students who engage in hate-motivated behavior shall be subject to discipline in accordance with District policy.
3. The Director/Principal shall ensure that staff receives appropriate training to recognize hate-motivated behavior and methods of handling such behavior in appropriate ways.

### **BULLYING**

All Schools must adopt a Student Code of Conduct regarding bullying to be followed by every student in accordance with BP 5145.31 for Hate Motivated Behavior. All students would follow the code when traveling to and from school or at school-sponsored activities, during school lunch or recess, and whether on or off campus.

The Board has adopted an Anti-Bullying Policy that defines a student code of conduct, parent responsibilities and the response to bullying complaints.

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The staff of PVCS is committed to bringing innovative, long-term solutions to bullying, harassment and violence in our school. That is why we are trained to use the No Bully interventions that are used to stop student bullying. This school-wide program is used by all the staff and volunteers so that the students hear the same language and see the same techniques used by everyone consistently to address any and all bullying situations that may occur. There are 4 levels that the staff has been trained to use in these situations:

1. Prevent and interrupt
2. Refer to a Solutions Coach
3. Hold a Solutions Team and Support with Solutions Coaching
4. Implement an Empathy-Building Action Plan

For more information visit [www.nobully.com](http://www.nobully.com)

### **RESILIENCY**

Resiliency is the capacity to successfully adapt in the face of an adverse or traumatic life situation – the ability to keep going during hard times. Research shows that resilient children usually have a sense of worth, a sense of power, a sense of hope, a sense of virtue, and a sense of competence. Fostering resiliency is everyone’s job and can be accomplished through consistent, simple every-day acts of kindness and support.

Our staff members understand the importance of supporting our students in handling the stress and challenges of life. School can play an important role in developing resiliency in children. Our efforts to develop resiliency in our students include the following:

- Parents are encouraged to participate in all aspects of school life.
- We regularly send messages of positive feedback to our students and their families. We try to “catch our students doing good things.”
- All staff members serve as positive and accessible role models.
- We encourage our students to develop as school leaders. For example, the student council members are encouraged to be role models for the other students.
- Students are encouraged to participate in charitable causes. We sponsor an annual food drive and collect money for “Pennies for Patients”.

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- We encourage staff members to teach students the meaning of equality, human dignity, and mutual respect, and to employ teaching strategies that promote assertiveness, decision-making skills, positive peer relations, and self-esteem.
- We instill a sense of hope by encouraging and supporting students in pursuing their dreams.
- We consciously strive to create an environment of tolerance and inclusiveness.

The school promotes nonviolent conflict resolution techniques in order to encourage attitudes and behaviors that foster harmonious relations. As part of this effort, students are taught the skills necessary to reduce violence, including communication skills, anger management, bias reduction, and mediation skills. Staff members receive training in conflict resolution techniques, and such training is also made available to parents/guardians and volunteers.

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