

BALTIMORE COUNTY PUBLIC SCHOOLS

Darryl L. Williams, Ed.D. ♦ Superintendent ♦ 6901 North Charles Street ♦ Towson, MD ♦ 21204

December 23, 2020

The Honorable Larry Hogan
Governor
State House
Annapolis, Maryland 21401

The Honorable John Olszewski, Jr.
Baltimore County Executive
400 Washington Avenue
Towson, Maryland 21204

Darryl L. Williams, Ed.D., Superintendent
Baltimore County Public Schools
6901 N. Charles Street
Towson, Maryland 21204

Ms. Cindy Sexton, President
Teachers Association of Baltimore County
1220 E. Joppa Road, Bldg. C, Suite 514
Towson, Maryland 21204

Ms. Jayne Lee, President
PTA Council of Baltimore County
10401 Greenside Drive
Cockeysville, Maryland 21030

RE: Report required by Chapter 496 (House Bill 1600)

Dear Governor Hogan, County Executive Olszewski, Dr. Williams, Ms. Sexton, and Ms. Lee:

In accordance with Chapter 496 (House Bill 1600), please find herein the Baltimore County Anti-Bullying Task Force's system-level report for the 2019-2020 school year.

Due to the ransomware attack on November 24, 2020, Baltimore County Public Schools does not currently have access to individual school data. However, attached is the Maryland State Department of Education Bullying, Harassment, and Intimidation Report, which provides system-level data. This data was retrieved prior to the ransomware attack.

Please note that, due to the COVID-19 pandemic, the Task Force has been unable to meet since March 2020. Furthermore, Board Member Lily Rowe, has resigned as chair of the Task Force.

Sincerely,



Makeda Scott, Chair
Baltimore County Board of Education

Enclosure

cc: Baltimore County Delegation
Baltimore County Council Members
Baltimore County Board of Education

Baltimore County Public Schools
Department of School Safety
Bullying, Harassment, or Intimidation Incident Reporting Instrument
Reporting Period: 2019-2020 School Year

Through action enacted by the Maryland General Assembly during the 2019 regular session, Baltimore County Public Schools (BCPS) was required to convene an Anti-Bullying Task Force chaired by a member of the Board of Education. Ms. Lillie Rowe served as the chairperson and therefore submits the following report.

| |
|--------------------------|
| Data Requirements |
|--------------------------|

Requirement

For the 2018-2019 school year, to the extent consistent with State and federal law, compile data on the number of incidents of bullying, cyberbullying, harassment, and intimidation in each public school in Baltimore County and the disposition of each incident.

Response

BCPS staff submitted the required school year 2018-2019 bullying, harassment, and intimidation data in June 2019.

Requirement

For the 2019-2020 school year, to the extent consistent with State and federal law, compile data on the number of incidents of bullying, cyberbullying, harassment, and intimidation in each public school in Baltimore County and the disposition of each incident.

Response

Due to the ransomware attack on November 24, 2020, staff does not currently have access to individual school data. The required Maryland State Department of Education Bullying, Harassment, and Intimidation Report is attached which provides system level data. It was retrieved prior to the ransomware attack.

| |
|---------------------------|
| Other Requirements |
|---------------------------|

Study the range of possible disciplinary actions for students found responsible for violations of the Baltimore County Public Schools bullying policy at the middle school and high school levels. and make recommendations regarding:

Requirement

Whether Baltimore County Public Schools should prescribe a countywide disciplinary action for violations of the Baltimore County Public Schools bullying policy.

Response

Interventions, supports, and disciplinary consequences for acts of bullying and harassment are outlined in BCPS Board of Education Policy 5550 and Superintendent's Rule 5550: Student Behavior Code.

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Requirement

Whether community service should be prescribed as a possible disciplinary action for students found responsible for violations of the Baltimore County Public Schools bullying policy.

Response

Community service is one of the disciplinary options available to school as indicated on the MSDE Bullying, Harassment, or Intimidation Reporting Form.

Requirement

Antibullying strategies and antibullying programming, including the development of a countywide antibullying campaign.

Response

BCPS has implemented a countywide anti-bullying campaign for more than seven years. It went from a one-day observance to a one-week observance with related activities occurring throughout the year.

Requirement

Options for victims of bullying who feel that their safety is threatened if they continue to attend their current school.

Response

School staff have been provided a template for the development of a safety plan if students feel threatened by bullying. Parents can request a special transfer which is reviewed by staff.

Requirement

A procedure for providing immediate notification, consistent with State and federal law, to the parent of a victim of bullying or harassment and the parent of a perpetrator of an act of bullying or harassment in Baltimore County Public Schools.

Response

Superintendent's Rule 5580, Bullying, Harassment, or Intimidation requires notification to parents.

"The school administrator shall notify a parent/guardian of the alleged victim within 3 business days after the date the act is reported.

The school administrator shall notify a parent/guardian of the alleged perpetrator within 5 business days after the date the act is reported."

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Requirement

A procedure for reporting to the parent of a victim of bullying the actions taken to protect the victim in Baltimore County Public Schools.

Response

Superintendent's Rule 5580, *Bullying, Harassment or Intimidation* requires this notification.

"The school administrator will notify the parent/guardian of the victim and the offender in writing the resolution of cases involving bullying, cyberbullying, harassment or intimidation, including, if applicable, that corrective action has been taken. In accordance with federal and state law and regulation, the specific disciplinary corrective measures taken against a student offender may not be disclosed.

Requirement

A process for anonymous reporting by students to protect students from retaliation.

Response

Students, parents, staff, and others can notify anonymously through an electronic reporting system per Superintendent's Rule 5580, *Bullying Harassment or Intimidation*

"The school administrator will designate a location in the school where students may anonymously complete and submit a Bullying, Harassment or Intimidation Reporting Form."

Requirement

Resources that Baltimore County Public Schools should make available to students who have been the target of bullying and to parents of those students.

Resources

BCPS provides a comprehensive continuum of social emotional support services to students and their families, including but not limited to, individual counseling, group counseling, restorative practices, conflict mediation and use of mentors. These supports are offered and delivered by instructional personnel, school counselors, school psychologist's, school social workers, school nurses and community mental health partners and organizations.

Requirement

Electronic learning as an option for students found responsible for violations of the Baltimore County Public Schools bullying policy and whose presence in school would be disruptive; and

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Response

Board of Education Policy 5560; Suspension and Expulsion allows suspension or expulsion from the regular academic program may be necessary in order to modify student behavior, when the student's presence in school causes a disruption to the normal educational functions of the school or when the student poses a threat to the safety of other students or to staff. The Superintendent/designee may place a student in an alternative education program (inclusive of e-learning) when such placement provides the student with comparable education services and appropriate behavioral support services.

Requirement

Any other findings of the Task Force.

Response

The Mind Over Matters Campaign was implemented as a year-round campaign to address concerns of students sometimes related to bullying such as suicide prevention, mental health, substance abuse prevention.

The Discipline Workgroup was created to focus concerted efforts on school climate, one of the district's top priorities. This important workgroup is charged with examining student discipline as outlined in the Student Handbook, Board of Education Policies and Superintendent's Rules. This intensive examination of student discipline has been made through the collective voice of school system professionals, with a visionary lens of how student discipline relates to school climate.

Bullying, Harassment, or Intimidation Incident Reporting Instrument

Reporting Period: 2019-2020 School Year

Due to MSDE by November 16, 2020

Instructions: Enter the total number of responses in each category. Because some items are "mark all that apply," totals may exceed the total number of reports filed. Enter responses in bordered, highlighted cells.

Local School System:

Baltimore County Public Schools

R, I Ages:

- Age birth to 4
- Age 5
- Age 6
- Age 7
- Age 8
- Age 9
- Age 10
- Age 11
- Age 12
- Age 13
- Age 14
- Age 15
- Age 16
- Age 17
- Age 18
- Age 19 and older

| Indicate the number of persons of each age | | | |
|--|--|--|--|
| Number of Alleged Student Victims | Number of Alleged Student Offenders in Student Victim's School | Number of Alleged Student Offenders Not in Student Victim's School | Alleged Offenders Who are Not Students |
| 1 | 0 | 0 | 0 |
| 13 | 4 | 0 | 0 |
| 27 | 22 | 0 | 0 |
| 44 | 23 | 0 | 0 |
| 72 | 66 | 5 | 0 |
| 81 | 54 | 4 | 0 |
| 80 | 72 | 4 | 0 |
| 94 | 73 | 1 | 0 |
| 75 | 53 | 7 | 1 |
| 87 | 112 | 8 | 0 |
| 48 | 68 | 4 | 0 |
| 51 | 46 | 8 | 0 |
| 30 | 35 | 8 | 0 |
| 24 | 20 | 1 | 0 |
| 5 | 5 | 0 | 0 |
| 2 | 1 | 0 | 1 |

R Location of the Incident:

- On school property
- At a school-sponsored activity or event off school property
- On a school bus
- On the way to/from school**
- Via Internet-sent on school property
- Via Internet-sent off school property

| Number of Incidents |
|---------------------|
| 610 |
| 18 |
| 102 |
| 75 |
| 22 |
| 65 |

**Will be collected unless specifically excluded by local board policy

R Description of the Incident:

- Any bullying, harassment, or intimidation that involves physical aggression
- Getting another person to hit or harm the student
- Teasing, name calling, making critical remarks, or threatening, in person or by other means
- Demeaning and making the victim of jokes
- Making rude and/or threatening gestures.
- Excluding or rejecting the student
- Intimidating (bullying), extorting, or exploiting
- Spreading harmful rumors or gossip
- Related to the student's disability
- Related to the student's perceived sexual orientation
- Cyber bullying (e.g. social media including Facebook, Instagram, etc.)
- etc.)
- Gang related
- Gang Recruitment
- Human trafficking/prostitution recruitment
- Racial harassment
- Sexual harassment
- Sexual in nature
- Other*

| Number of Incidents |
|---------------------|
| 443 |
| 95 |
| 462 |
| 252 |
| 218 |
| 70 |
| 190 |
| 171 |
| 41 |
| 34 |
| 82 |
| 50 |
| 15 |
| 3 |
| 0 |
| 26 |
| 60 |
| 50 |
| 77 |

*Other- Include bulleted comments in one cell

Key:

R = Information is on the Harassment or Intimidation (Bullying) Reporting Form.

I = Information is on the Harassment or Intimidation (Bullying) Incident School Investigation Form.

| I Alleged Motives: | Number of Incidents |
|--|---------------------|
| Race | 6 |
| National origin | 1 |
| Marital status | 0 |
| Sex | 8 |
| Sexual orientation | 7 |
| Gender identity | 1 |
| Religion | 2 |
| Disability | 6 |
| Physical appearance | 14 |
| To impress others | 54 |
| Just to be mean | 114 |
| Gang related | 3 |
| Gang recruitment | 0 |
| Human trafficking/Prostitution recruitment | 0 |
| Another reason* | 68 |
| Unknown | 143 |
| Determined not to be Bullying | 156 |
| Determined not to be Harassment | 82 |
| Determined not to be Intimidation | 67 |

*Another Reason-Comments (include bulleted comments in one cell)

| R,I Days Alleged Student Victim Was Absent As a Result of the Incident | Number of Incidents |
|---|---------------------|
| 0 days | 641 |
| 1 day | 53 |
| 2 days | 17 |
| 3 days | 8 |
| 4 days | 4 |
| 5 days | 1 |
| 6 days | 6 |
| 7 days | 2 |
| 8 days | 1 |
| 9 days | 0 |
| 10 days | 0 |
| More than 10 days | 2 |

| I Days Alleged Student Offender Was Absent As a Result of the Incident | Number of Incidents |
|---|---------------------|
| 0 days | 662 |
| 1 day | 20 |
| 2 days | 17 |
| 3 days | 12 |
| 4 days | 7 |
| 5 days | 2 |
| 6 days | 7 |
| 7 days | 1 |
| 8 days | 3 |
| 9 days | 0 |
| 10 days | 0 |
| More than 10 days | 4 |

Key:
R = Information is on the Harassment or Intimidation (Bullying) Reporting Form.
I = Information is on the Harassment or Intimidation (Bullying) Incident School Investigation Form.

| I Investigative Methods: | Number of Incidents |
|--|----------------------------|
| Interviewed alleged student victim(s) | 466 |
| Interviewed alleged offender(s) | 448 |
| Interviewed witnesses | 272 |
| Witness statements collected in writing | 183 |
| Interviewed school nurse | 21 |
| Reviewed any medical information available | 6 |
| Interviewed teachers and/or school staff | 225 |
| Interviewed alleged student victim's parent/guardian | 224 |
| Interviewed alleged offender's parent/guardian | 166 |
| Examined physical evidence | 20 |
| Obtained/Reviewed copy of police report | 7 |
| Conducted student record review | 28 |
| Examined video evidence | 69 |
| Conducted meeting with Resource Officer | 40 |
| Reviewed social media site | 22 |
| Other* | 55 |

*Other- Include bulleted comments in one cell

| I Corrective Actions: | Number of Incidents |
|---|----------------------------|
| None required; this was a false allegation | 11 |
| None, the incident did not warrant any corrective action | 16 |
| Determined as a conflict and not bullying, harassment or intimidation | 107 |
| None, no Bullying occurred | 32 |
| None, no Harassment occurred | 17 |
| None, no Intimidation occurred | 13 |
| Student conference | 271 |
| Student warning | 183 |
| Letter of apology | 20 |
| Mediation | 64 |
| Counseling | 43 |
| Parent letter | 56 |
| Parent phone call | 255 |
| Parent conference | 136 |
| Detention | 42 |
| In-school suspension | 23 |
| Out-of-school suspension/expulsion | 80 |
| Behavior Contract | 18 |
| Alternative placement/setting | 26 |
| Plan of Support to include a "go to" adult in the school | 50 |
| Community Service | 1 |
| Separation from other student to include transfer or change in schedule | 57 |
| Meeting with Resource Officer | 20 |
| Referral to counselor or therapist | 44 |
| Development of template for safety plan | 11 |
| Other | 135 |

*Other- Include bulleted comments in one cell

Total Local School System Number of Incident Reports Filed without multiple victims: 735

Total Local School System Number of Reports Filed with multiple victims: 0

Thank you for your assistance in submitting this data.

Key:
 R = Information is on the Harassment or Intimidation (Bullying) Reporting Form.
 I = Information is on the Harassment or Intimidation (Bullying) Incident School Investigation Form.