

# Harassment, Intimidation & Bullying Investigations, Trainings, & Programs

(January-June 2022 HIB ITP)

Stacy Young  
Director of Equity, Data, and Accountability  
District Anti-Bullying Coordinator

September 27, 2022

# Overview

- HIB Statutory Definition
- Investigations, Trainings, and Programs (ITP)
- Self-Assessment Grades
- How to Report

# HIB Statute Review

## What exactly constitutes HIB? (Part 1 of 2)

- Gesture
- Written, verbal, or physical act
- Electronic communication

Whether it be a single incident or a series of incidents, reasonably perceived as being motivated by an actual or perceived characteristic such as:

- Race
- Color
- Religion
- Ancestry
- National origin
- Gender
- Sexual orientation
- Gender identity
- Gender expression
- Mental, physical, or sensory disability
- Or *any other distinguishing characteristic*

# HIB Statute Review

## What exactly constitutes HIB? (Part 2 of 2)

- Takes place on school property, at a school-sponsored function, on a school bus, or off school grounds
- Substantially disrupts or interferes with the orderly operations of the school or rights of other students

AND

- A reasonable person should know under the circumstances that the act(s) will have the effect of *at least one* of the following:
  - Physically or emotionally harming a student or damaging the student's property, or
  - Placing a student in reasonable fear of physical or emotional harm, or
  - Has the effect of insulting or demeaning any student or group of students, or
  - Creates a hostile educational environment for the student

# Anti-Bullying Specialists:

## Anti-Bullying Specialists:

- conduct investigations
- chair the building school safety/climate teams
- implement trainings and programs

## Anti-Bullying Specialists receive mandated training in:

- HIB law and protocols
- Conducting interviews & investigations

## The Anti-Bullying Coordinator:

- collaborates with the school ABSs, the BOE, and the superintendent of schools to prevent, identify, and respond to HIB of students in the district
- provides HIB data to the NJDOE
- meets twice annually with the ABSs to discuss and strengthen procedures and policies to prevent, identify, and address HIB in the district.

## Anti-Bullying Specialists (ABS)

<b>OHES</b>	Wendy Gelinas and Melissa Patane
<b>VES</b>	Lauren Fornal and Jolene Schantz
<b>LMS</b>	Kevin Armstrong and Leslie Haas
<b>UMS</b>	Allison Doyle-Smith and Jeanne Fedun
<b>MHS</b>	Keith Glock, Maureen Conway, & Matthew Pogue
<b>District</b>	Stacy Young, Anti-Bullying Coordinator

# Period 2: Investigations (January – June 2022)

Building	Reported	Affirmed
Orchard Hill Elementary School	3	0
Village Elementary School	6	4
Lower Middle School	15	4
Upper Middle School	4	2
High School	8	5
District Totals Pd. 2:	36	15

# Period 2: Trainings (January – June 2022)

Building	Trainings
Orchard Hill Elementary School	1
Village Elementary School	4
Lower Middle School	5
Upper Middle School	6
High School	2
District-Wide	1
District Training Totals Pd. 2:	19

# Trainings

Period 2 Trainings (including but not limited to):

- Anti-Bullying Bill of Rights w/ Stephen Fogarty (district/school administrators)
- Anti-Bullying Bill of Rights w/ Somerset County Superintendents Association (district/school administrators)
- Peer Relationships & Conflict Resolution (school administrators and Anti-Bullying Specialists)
- School Climate and Culture Improvement (school administrators and Staff)
- Strategies for HIB prevention (school administrators and staff)

# Period 2: Programs (January - June 2022 )

Building	Programs
Orchard Hill Elementary School	4
Village Elementary School	6
Lower Middle School	9
Upper Middle School	2
High School	12
District-Wide	0
District Training Totals Pd. 2:	33

# Programs

Period 2 Programs (including but not limited to):

- Observation of various history, heritage, & awareness months (District-Wide)
- Cubs Culture Corner (OHES)
- Great Kindness Challenge (OHES)
- MHS Peer Leader Visits (VES)
- Respect & Safety Morning Meeting (VES)
- Picture Book Wednesday (LMS)
- Mental Health Day (LMS)
- Principal Run Seminars (UMS)
- Paws for a Cause (UMS)
- Peer Leader Wellness Fair (MHS)
- TikTok Education Series (MHS)

# HIB Self-Assessment Report

The Self Assessment is a report card filled out primarily by the school safety team that documents compliance with the ABBR that is then graded by the State. HIB Grade Reports are posted on the MTSD district website.

<b>H.I.B. - Anti Bullying Information</b>
Overview
How To Report (Hibster Form)
Resources for Parents/Caregivers
<u><a href="#">HIB Grade Report</a></u>
HIB Reports/Presentations
HIB Policy (#5512)
HIB Parent-Guardian Guidelines

# Elements of the Self-Assessment (Max Scores Possible per Element)

Category	Score
HIB programs, approaches or other initiatives	15
Training on the BOE approved HIB policy	9
Other staff instruction and training programs	15
Curriculum and instruction on HIB and related information and skills	6
HIB personnel	9
School level HIB incident reporting procedure	6
HIB investigation procedure	12
HIB reporting	6
<b>Total Max Score Possible</b>	<b>78</b>

# Self-Assessment Grades Historical Data By School

School	16-17	17-18	18-19	19-20
OHES	73	75	77	75
VES	76	76	76	74
LMS	74	74	74	75
UMS	75	74	75	75
MHS	74	75	77	77

# 20–21 Final & NJDOE Approved Self-Assessment Grades

School	Grade
OHES	74
VES	75
LMS	77
UMS	75
MHS	76
<b>District Grade</b>	<b>75</b>

# Who Can Report? How Do I Report?

- Any student, parent, staff member or community member can report
  - Students, parents, and community members can choose to report anonymously
  - Staff members *cannot* report anonymously
- The report can be verbal or written and be reported to any staff member
- [HIB District Website](#)- [Hibster](#) (uses NJDOE mandated reporting forms)