

# Harassment, Intimidation & Bullying Investigations, Trainings, & Programs (HIB ITP)

## September-December 2019

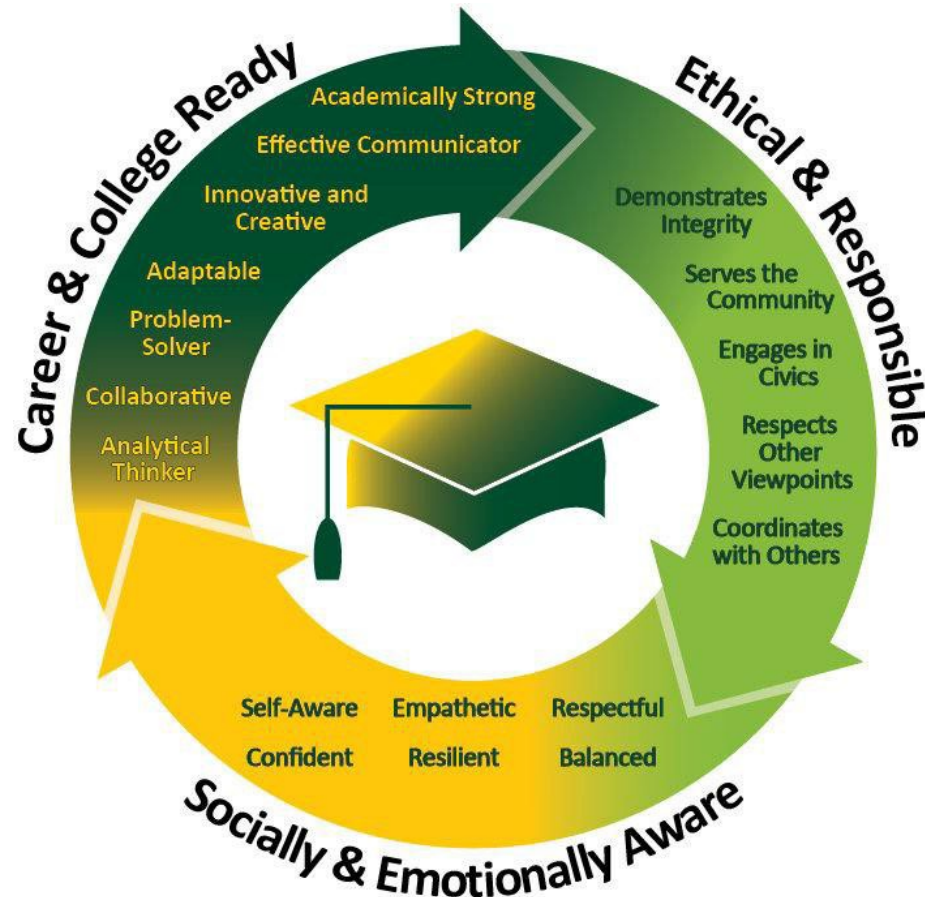


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**Kristen Taylor**  
**Director of Special Services**  
**Anti-Bullying Coordinator**

**March 24, 2020**

# Portrait of a Graduate



## Montgomery Township School District

# Anti-Bullying Specialists

Anti-Bullying Specialists (ABS)

Investigate a Report of HIB

OHES-	Wendy Sinatra and Tracey Vail
VES-	Lauren Fornal and Jolene Schantz
LMS-	Kevin Armstrong and Leslie Haas
UMS-	Allison Doyle-Smith and Jeanne Fedun
MHS-	Keith Glock and Maureen Conway
District-	Kristen Taylor Anti-Bullying Coordinator



## Montgomery Township School District

# HIB: Statutory Definition

Harassment, intimidation or bullying means any gesture, any written, verbal, or physical act, or any electronic communication, whether it be a single incident or a series of incidents, that is reasonably perceived as being motivated either by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic,



## Montgomery Township School District

# HIB: Statutory Definition

that takes place on school property, at any school sponsored function, on a school bus, or off school grounds as provided for in N.J.S.A. 18A:37-15.3, that substantially disrupts or interferes with the orderly operation of the school or the rights of other students and that:

- a reasonable person should know, under the circumstances, will have the effect of a physically or emotionally harming a student or damaging the student's property, or placing a student in a reasonable fear of physical or emotional harm to his person or damage to his property:



## Montgomery Township School District

# HIB: Statutory Definition

- OR has the effect of insulting or demeaning any student or group of students;
- OR creates a hostile educational environment for the student by interfering with a student's education or severely or pervasively causing physical or emotional harm to the student.



# HIB ITP Report

HIB ITP is a report that shows the amount of HIB investigations and outcomes for a year, types of trainings and programs provided and to whom



# Investigations

## September-December 2019

	OHES	VES	LMS	UMS	MHS	Totals
Reported	2	0	4	3	5	15
Affirmed	0	0	1	3	2	6
	OHES	VES	LMS	UMS	MHS	Totals
Trainings	6	6	1	3	3	19
Programs	4	22	14	11	4	55

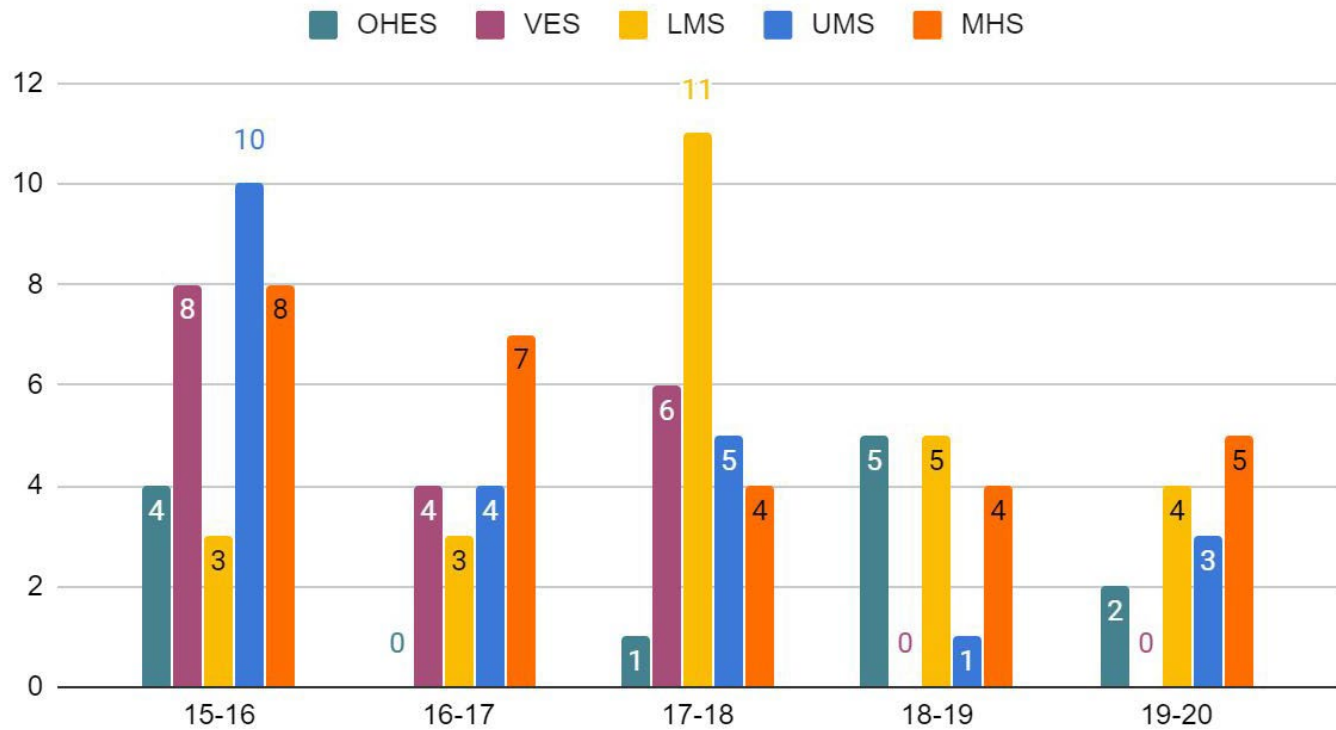




# HIB ITP-Investigations

2015-2019 District Data

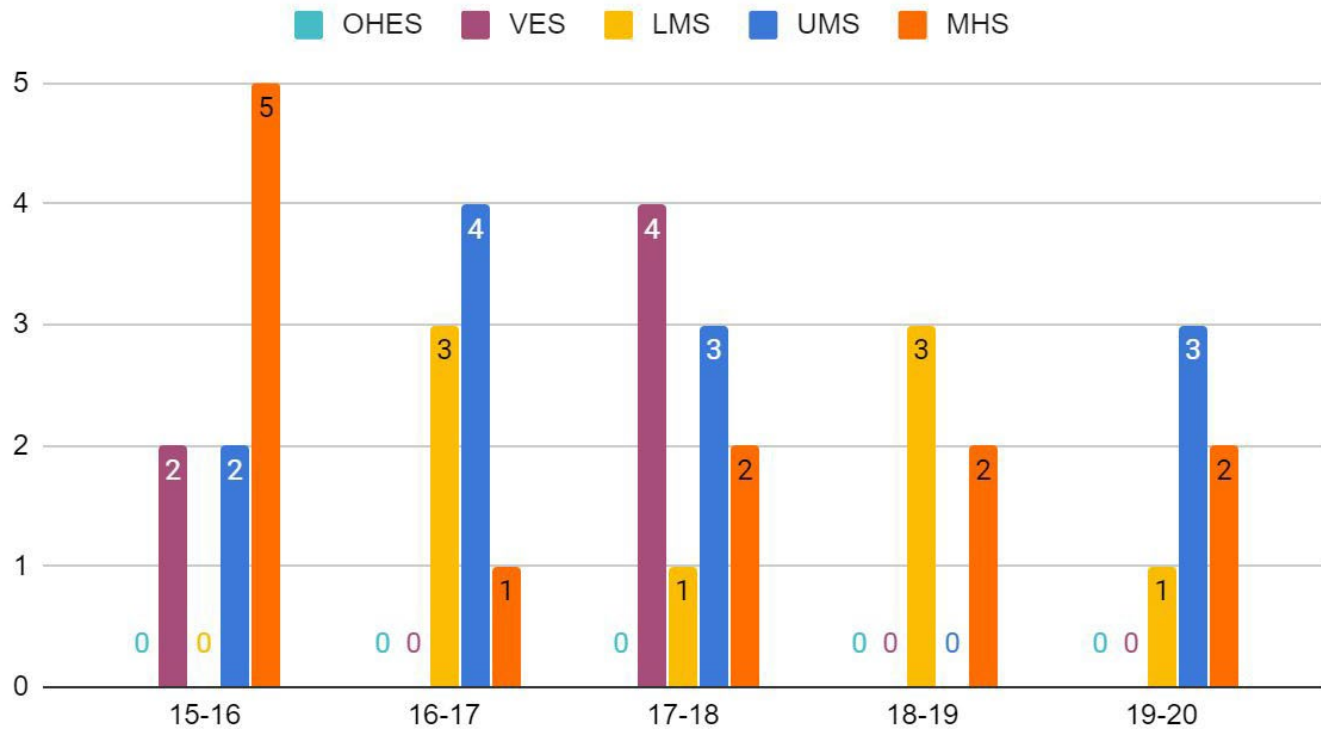
Investigated



# HIB ITP-Affirmed

2015-2019 District Data

Affirmed



# HIB ITP-Training Topics for All Stakeholders

- Anti-Bullying Bill of Rights
- HIB Consequences, Prevention, Intervention
- Smartphones- the unintended consequences
- Conflict Resolution
- Peer Social Norms
- Cyberbullying
- Peer Relationships and Social Norms
- School Climate and Culture Improvement
- Affirmative Action, Sexual Harassment
- Online Training (GCN)



# HIB ITP-Programs for All Stakeholders

- Being an Inclusive Community
- The Honor Project: Hold the Door
- The Compliments Project: Give One Take One
- Start with Hello Teacher & Student Program
- Anti-bullying spirit week
- Trauma-Informed training
- Restorative Justice practices
- SEL workshops
- MHS peer leaders anti-bullying lessons
- Picture Book Wednesdays
- New student pizza lunch
- Individual Guidance Sessions
- Self-Regulation practices
- Morning Announcements
- Young Scholars
- Bridges Mentoring Program
- Peer Partners
- Intervention & Referral Services
- Newcomer Guidance Groups



# HIB ITP-Programs for All Stakeholders

- Parents at lunch
- Week of Respect
- Upstander Awards
- Hunger Awareness Activities
- Mentoring Program
- Veterans Day Activities
- Red Ribbon/School Violence Awareness
- Paws Applause
- Peer Helper Program
- State of the School
- UNICEF
- Responsive Classroom
- Newcomers Club
- I&RS
- Counselor Lunch Groups
- NED Assemblies
- Monthly Character Ed Themes
- Bucket Filling Stickers
- Welcome Back Assemblies
- Digital Citizenship Week
- Custodians Appreciation Week

