

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

September-December 2020

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Director of Special Services,
Anti-Bullying Coordinator

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Overview

- Portrait of a Graduate
- HIB Statutory Definition
- Investigations, Trainings, and Programs (ITP)
- Historical Data

Portrait of a Graduate

The shared values of our community and our district emphasize a balanced, shared-experience for students.

Programs and trainings provided through the lens of HIB will directly contribute to an inclusive culture and climate of our schools.



HIB Statute Review

“Harassment, intimidation or bullying”:

- Any gesture
- Any written, verbal or physical act, or 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
- That takes place on school property, at any school-sponsored function, on a school bus, or off school grounds

The HIB must *substantially disrupt or interfere* with the orderly operation of the school or the rights of other students and **at least one**:

- A reasonable person should know, under the circumstances, the act will have the effect of physically or emotionally harming a student or damaging a student's property, or placing a student in reasonable fear of physical or emotional harm to his person or damage to his property; **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** by severely or pervasively causing physical or emotional harm to the student.

Anti-Bullying Specialists

Anti-Bullying Specialists (ABS) complete mandated training in the areas of:

- HIB law
- Protocols
- Conducting interviews, and investigations
- State/district mandated trainings

Anti-Bullying Specialists chair the building school safety/climate teams and develop and implement trainings and programs that foster and maintain a positive school climate.

Anti-Bullying Specialists (ABS)

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, Maureen Conway, & Matthew Pogue
District	Kristen Taylor, Anti-Bullying Coordinator

2020-2021 Period 1: Investigations (Sept.-Dec.)

Building	Reported	Affirmed
Orchard Hill Elementary School	0	0
Village Elementary School	0	0
Lower Middle School	0	0
Upper Middle School	0	0
High School	2	0
District Totals Pd. 1:	2	0

2020-2021 Period 1: Trainings (Sept.-Dec.)

Building	Trainings
Orchard Hill Elementary School	4
Village Elementary School	3
Lower Middle School	1
Upper Middle School	1
High School	2
District-Wide	3
District Training Totals Pd. 1:	14

Trainings

Period I Trainings (including but not limited to)

- Culturally Responsive Practices- School Climate and Cultural Improvement with Dr. Daniels (All staff, administration, administrative assistants, transportation etc.)
- Anti-Bullying Bill of Rights training (All staff, administration, administrative assistants, transportation etc.)
- Cyberbullying (All staff, administration, administrative assistants, transportation etc.)
- Anti-discrimination training (All staff and administrators)
- Suicide Prevention training (All staff and administrators)
- Annual HIB policies and protocols training (ABSs & ABC)
- District HIB policy with bullying prevention training (MHS student orientation)
- Anti-Bullying Bill of Rights (OHES PTA-provided training to volunteers)
- Characteristics/Needs of Individuals or Groups (OHES Health & PE student safety tutorials)

2020-2021 Period 1: Programs (Sept.-Dec.)

Building	Programs
Orchard Hill Elementary School	7
Village Elementary School	23
Lower Middle School	13
Upper Middle School	8
High School	11
District-Wide	1
District Training Totals Pd. 1:	63

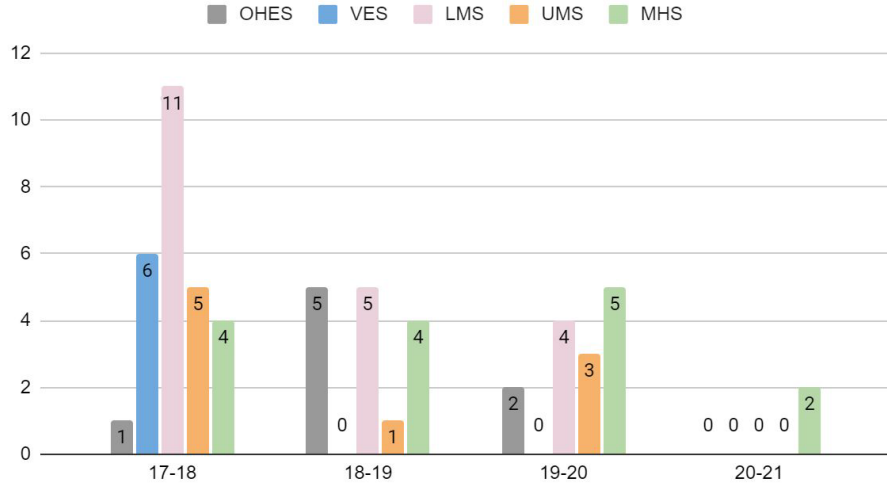
Programs

Period I Programs (including but not limited to)

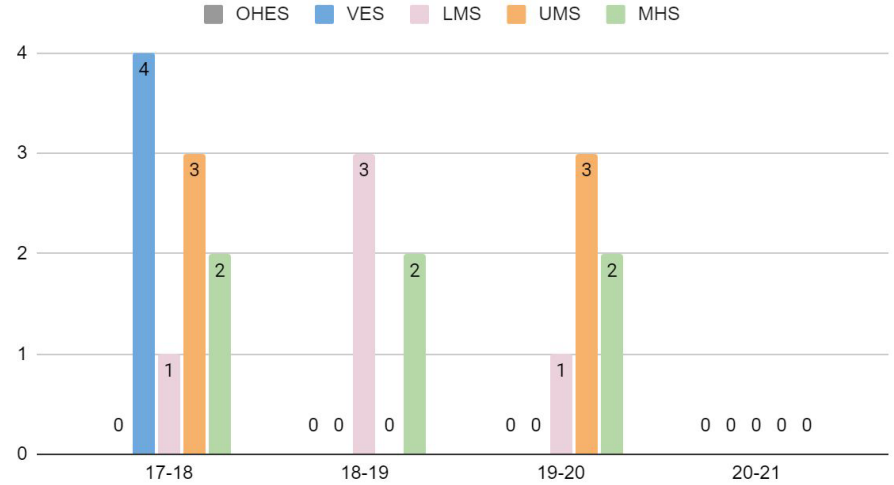
- Week of Respect (District-Wide)
- Culturally Responsive Practices (District-Wide)
- Disabilities Awareness Month
- Observation of Native American Heritage Month
- Rising Against Peer Pressure Club (LMS)
- Equity Committee (LMS)
- Paws for a Cause (UMS)
- Paws Moments-SEL & DEI lessons in morning announcements (UMS)
- Academic Counseling Supports (UMS)
- Cubs Culture Corner (OHES)
- Bucket-Filling (OHES)
- Pillars of Character Education (OHES)
- Monthly Inclusive Curriculum Lessons
- Digital Citizenship Week (VES)
- Custodian Appreciation Week (VES)
- HIB Classroom Lessons (VES)

Period 1 MTSD Historical Data

Period 1 Investigations: MTSD Historical Data



Period 1 Affirmed Cases: MTSD Historical Data



Who can report? How do I Report?

- Any student, parent, staff member or community member can report
- The report can be verbal or written and be reported to any staff member **or**
- [HIB District Website- Hibster](#)