Harassment, Intimidation & Bullying Semi-Annual Report

September - December 2018

Definition of HIB

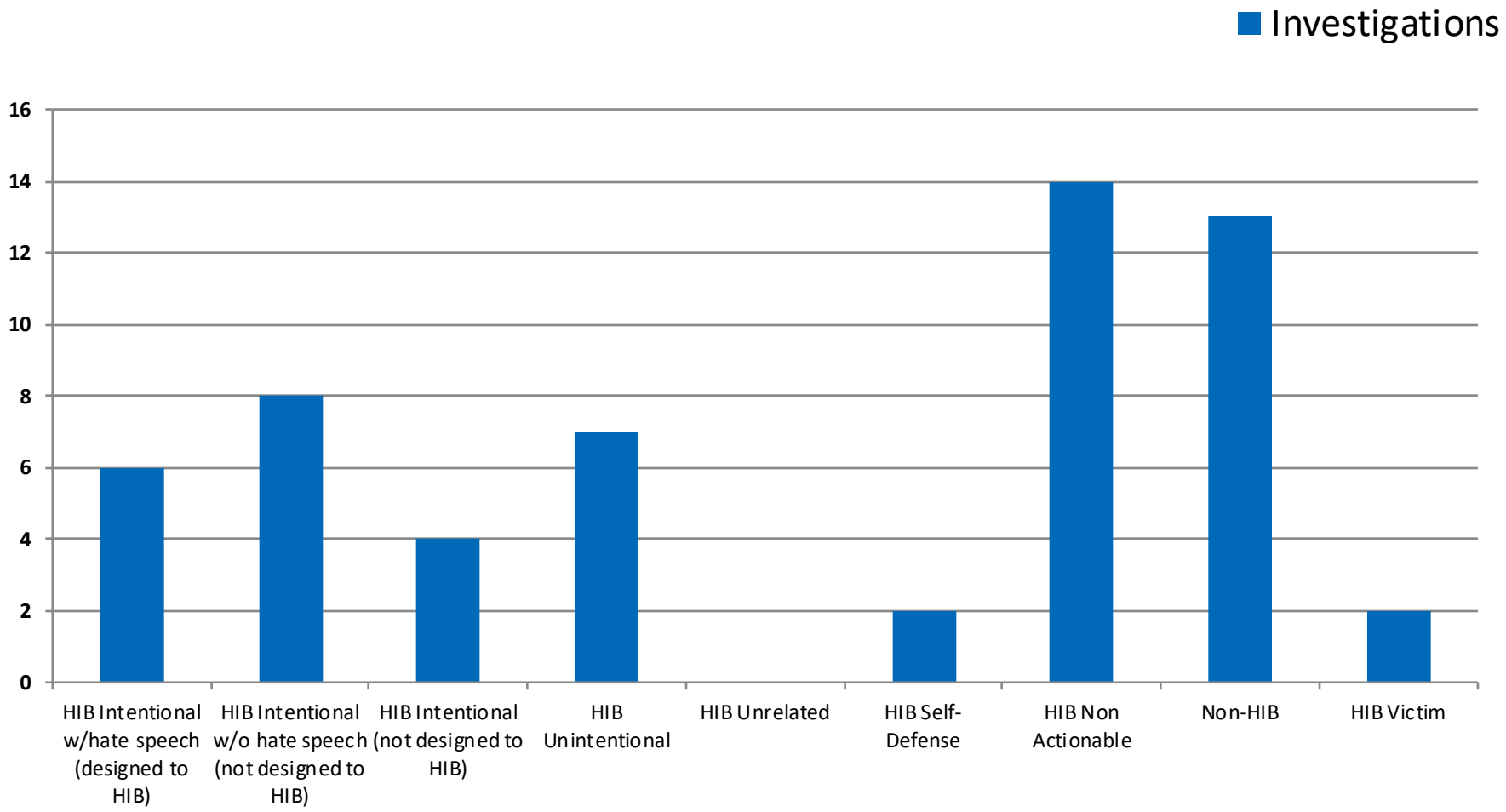
"Any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents, that is reasonably perceived as being *motivated either by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory* ***[****handicap****]*** *disability, or by any other distinguishing characteristic,* that takes place on school property, at any school-sponsored function **[**or**]**,on a school bus, or off school grounds as provided for in section 16 of P.L.2010, CHAPTER 122, *that substantially disrupts or interferes with the orderly operation of the school or the rights of other students*"

Factual Findings:	Evidence of HIB
Intentional (with hate speech) and designed to harass, intimidate, or bully	The student knowingly engaged in racist, homophobic, or other stereotyping behavior with the specific objective of hurting, intimidating or harassing another student
Intentional (without hate speech) and designed to Harass, intimidate or bully	The student knowingly engaged in behavior with the specific objective of hurting, intimidating, or harassing another student
Intentional, but not designed to harass, intimidate or bully	The student knowingly engaged in harassing, intimidating, or bullying behavior but was not aware of the potential negative impact on the victim
Unintentional	The student unknowingly engaged in harassing, intimidating, or bullying behavior and had no awareness of the potential negative impact on the victim
Unrelated	The student was "showing off" with friends or reacting to a personal (emotional) situation, and the victim was arbitrarily and impulsively targeted
Self-Defense / Retaliation	The student engaged in harassing, intimidating, or bullying behavior in direct response to a real or imagined threat initiated by the other student
Non-Actionable HIB	The student engaged in behavior that may be considered inappropriate, rude, disrespectful, or unkind, but the behavior does not violate school HIB guidelines
Non-HIB	The student did not engage in any behavior which meets the definition of HIB. Student has been cleared of any actionable offense.
HIB-Victim	The student was a victim of an HIB incident. OR The student was not a victim of an HIB incident.

WWPRSD HIB Data

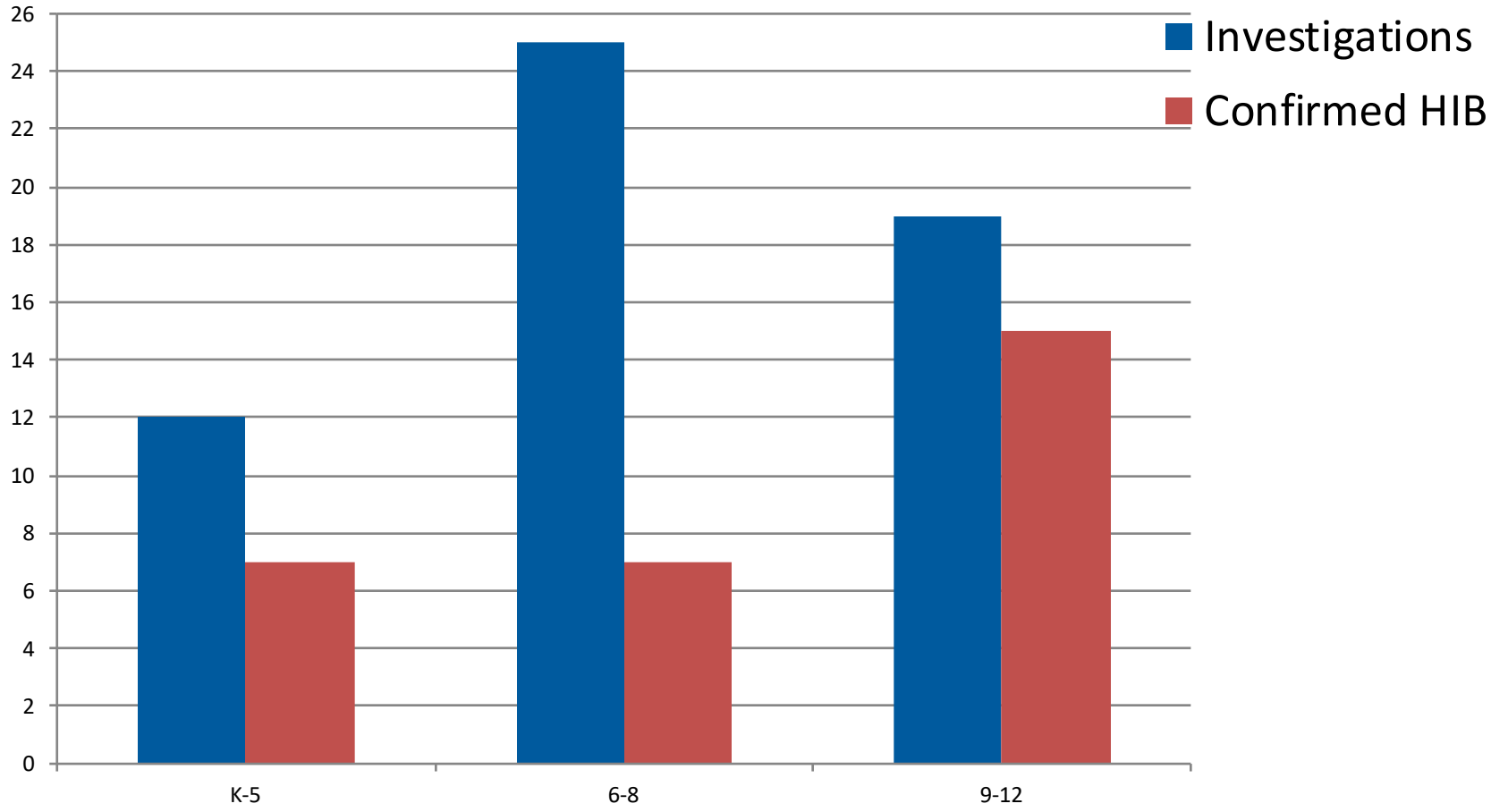
WWPRSD HIB Findings By Category September - December 2018

56 Investigations / 29 Confirmed HIB

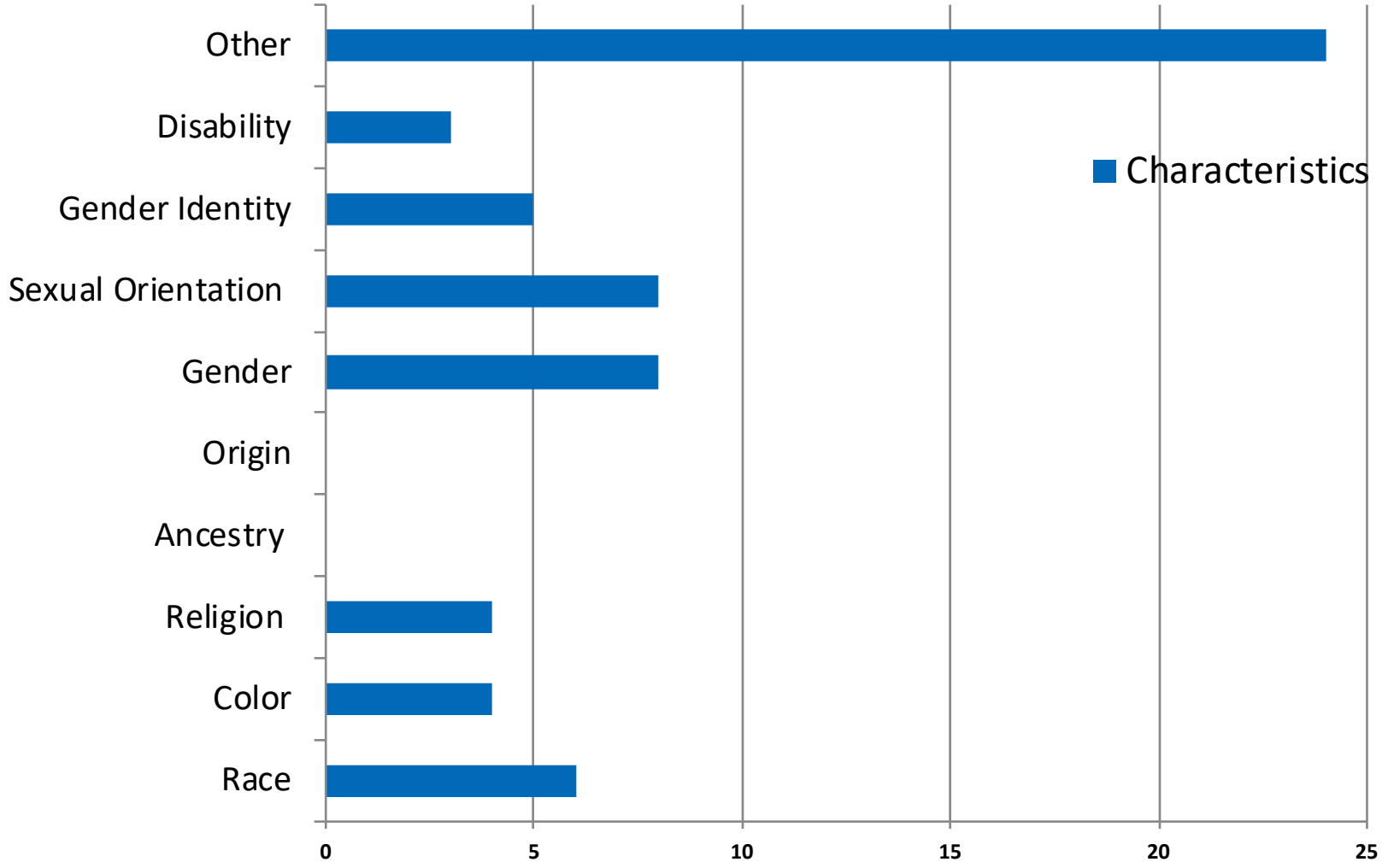


WWPRSD Grade Level Investigations Confirmed HIB Sept. – Dec. 2018

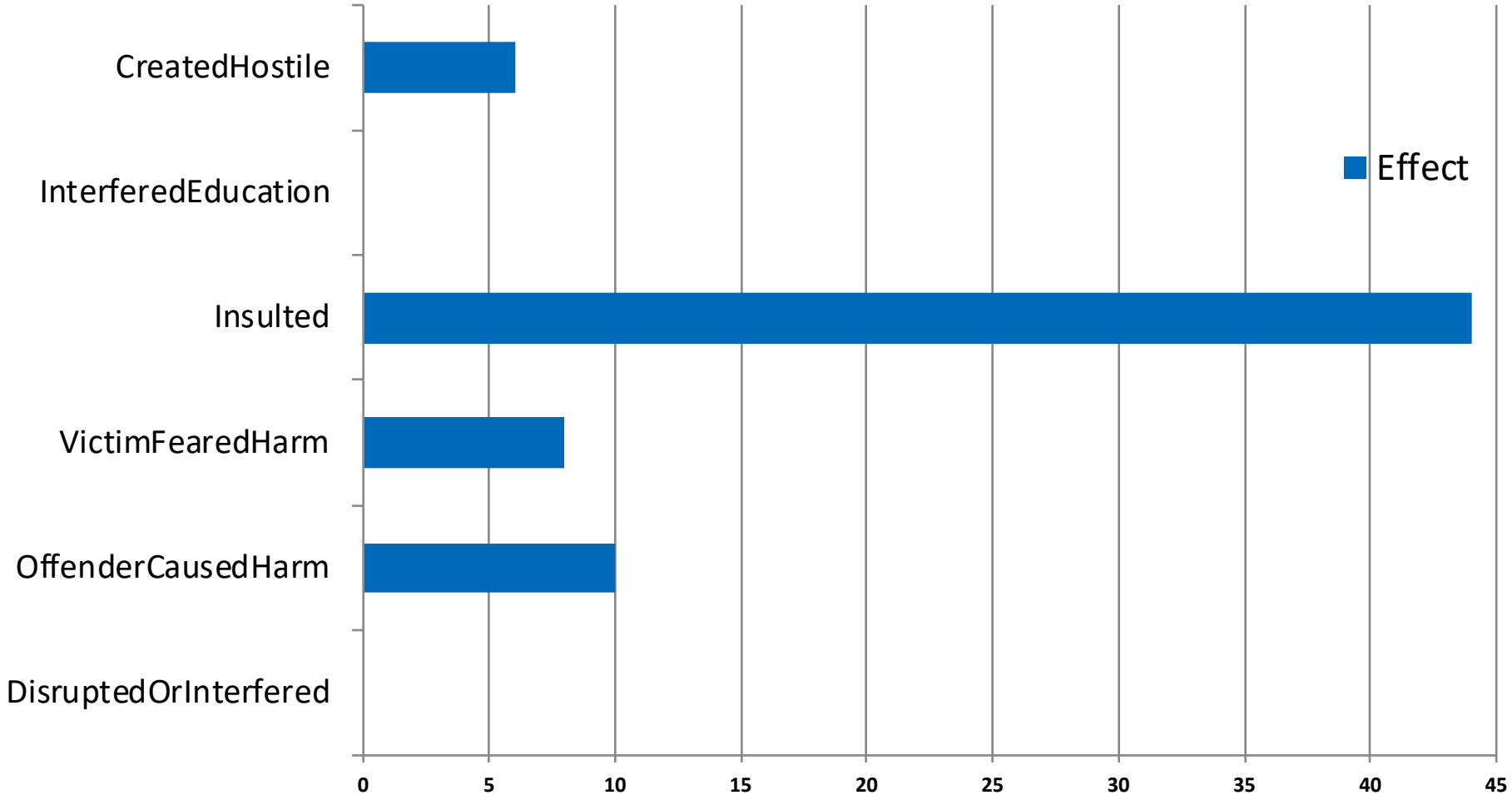
56 Investigations / 29 Confirmed HIB



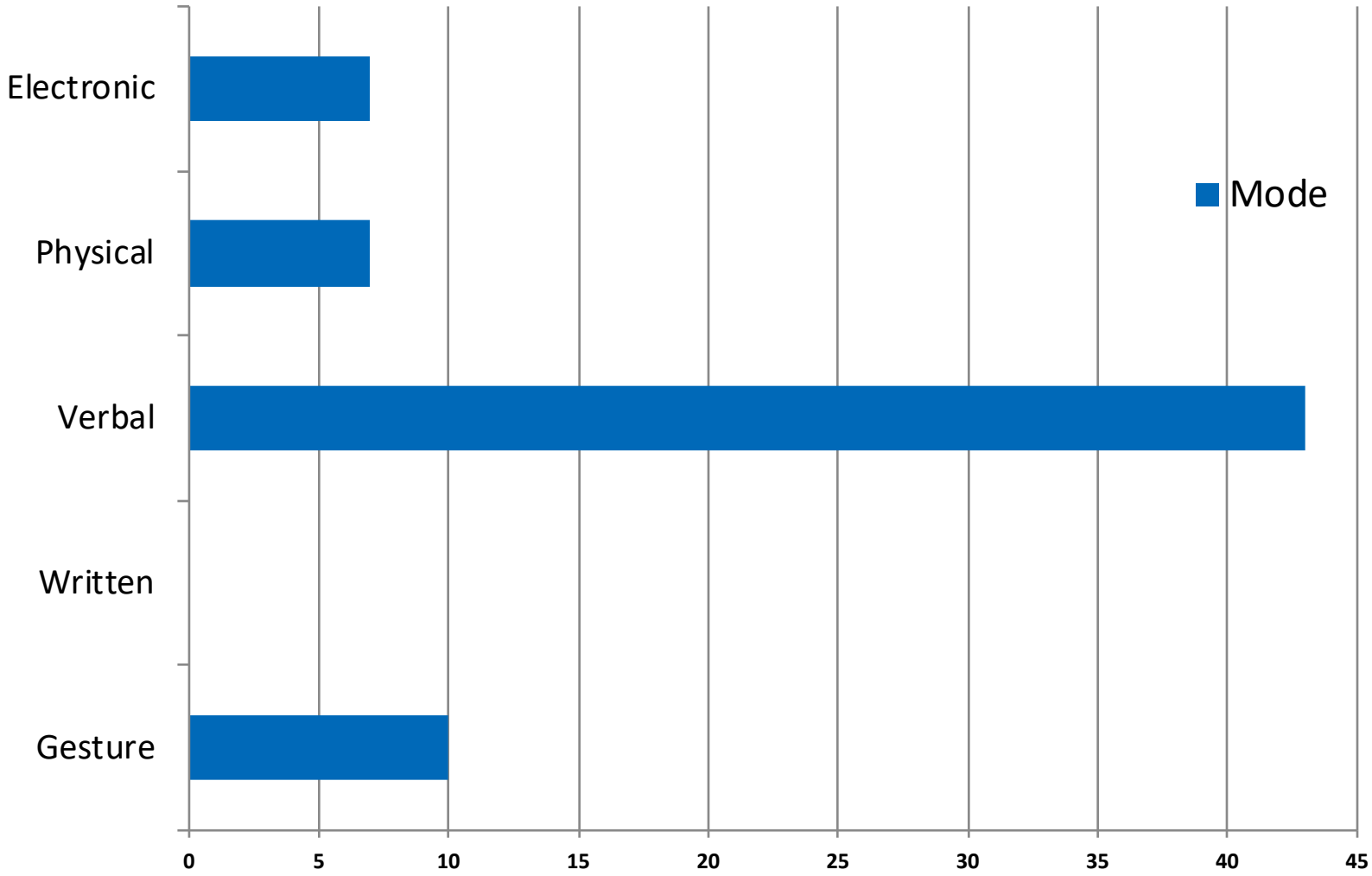
WWPRSD HIB Distinguishing Characteristics September - December 2018



WWPRSD HIB Effect
September - December 2018



WWPRSD HIB Mode
September - December 2018



Patterns & Trends

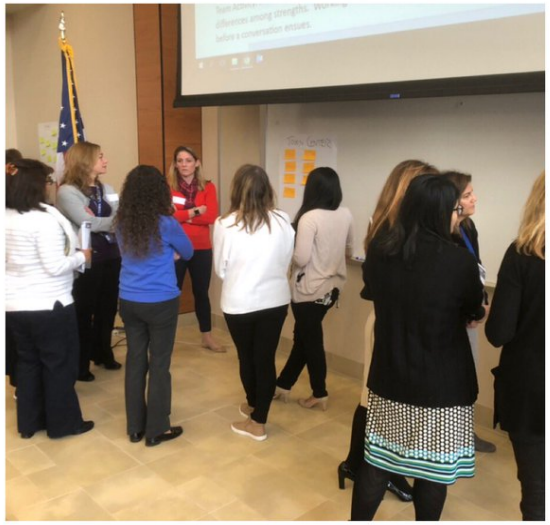
- Investigations Slightly Up
- Confirmed HIB Steady
- “Other” Distinguishing Characteristics
- Insulted Effect
- Verbal Mode
- Unstructured Activities
- Minimally Supervised Settings

School Climate

School climate refers to the current quality and character of school life. It is based on people's experiences of schools and reflects norms, goals, values, interpersonal relationships, teaching and learning practices, and organizational structures

Data Based Inquiry Cycle

K-12 School Climate Summit



Action Planning

What are we doing well?

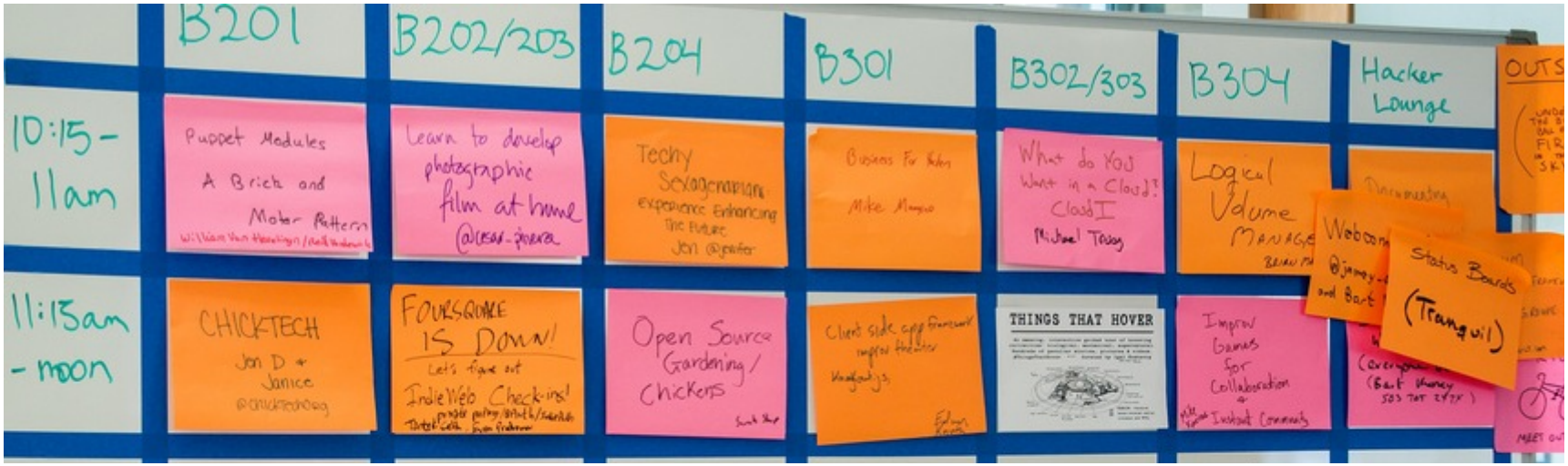
What are our challenges?

What actionable items can we recommend?

What is one thing could we all work on to have a greater impact?

What questions still remain?

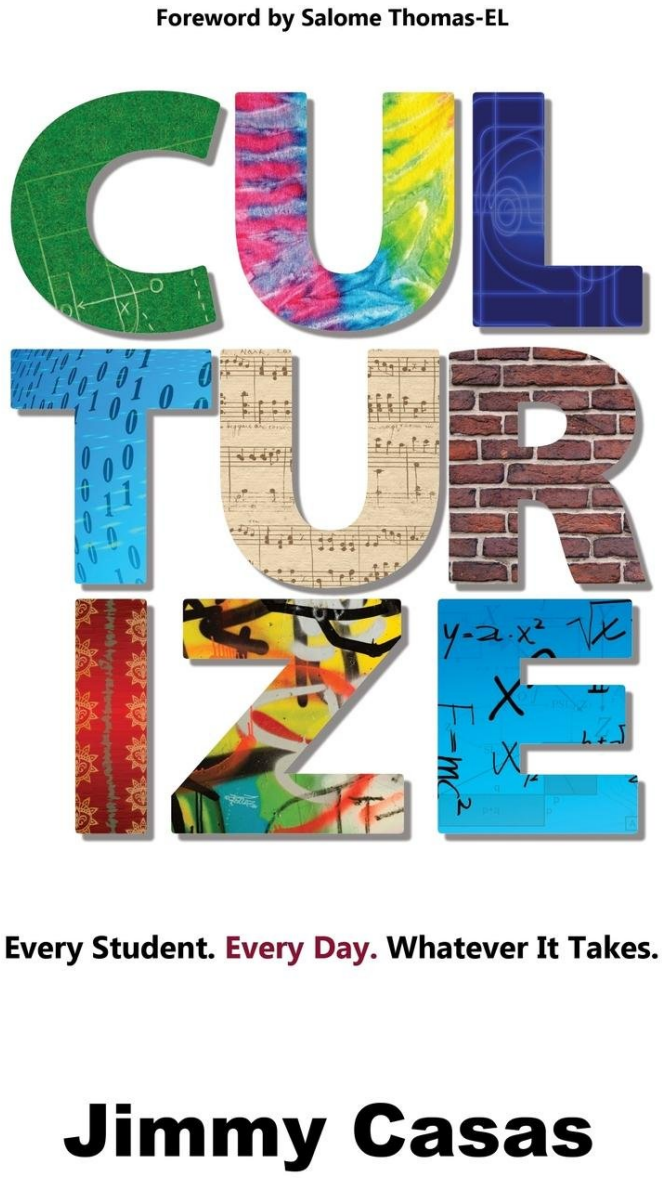
Un-Conference



- Provide students an opportunity to communicate with each other about topics and subjects they care deeply about, both here in our community, nationally and the world

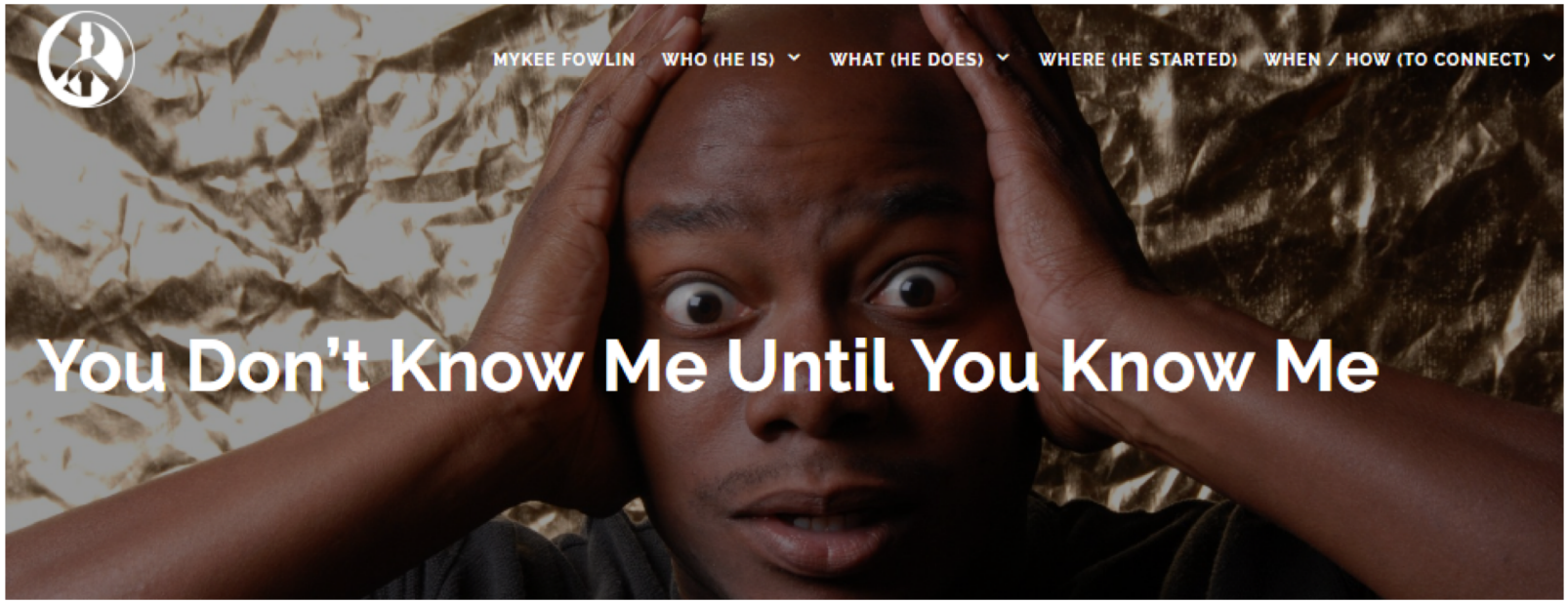
- Topics included Improving Eco-Friendliness, The Science of Gratitude, Mental Fitness, Love for Modern Art, Assisting ESL Students, Phone Addiction, Yoga Appreciation

Faculty Professional Development



Words of Encouragement

Assemblies



Dr. Mykee Fowlin takes the audience on an experiential journey with humor, performance art, poetry, storytelling, psychology, theatrical monologues, and his personal journey – to create a moving experience for all who are open to this evolution.

Mission

WW-P is committed to providing all students with a safe learning environment that is free from harassment, intimidation, and bullying (HIB).

Adhering to the 2011 New Jersey Anti-Bullying Bill of Rights legislation; training all staff to identify, report, and address HIB behaviors in a timely fashion; and proactively educating parents, students, Board of Education members, and the community to establish HIB expectations and the communication of our commitment to safety and respectful behavior for all.