



Harassment, Intimidation & Bullying

Semi-Annual Report

January - June 2020

HIBster



- HIBster was developed in response to the New Jersey Anti-Bullying Bill of Rights Act
- School districts expressed concerns about keeping up with the strict rules and regulations of the law
- HIBster collects HIB incident data and conveniently manages them in one system
- Used by more than 250 New Jersey school districts

Revised HIB Categories

- Founded vs. Unfounded
- Streamline Data Collection
- Simplify Stakeholder Communication
- Align to NJDOE Student Safety Data System (SSDS)



Definition of HIB



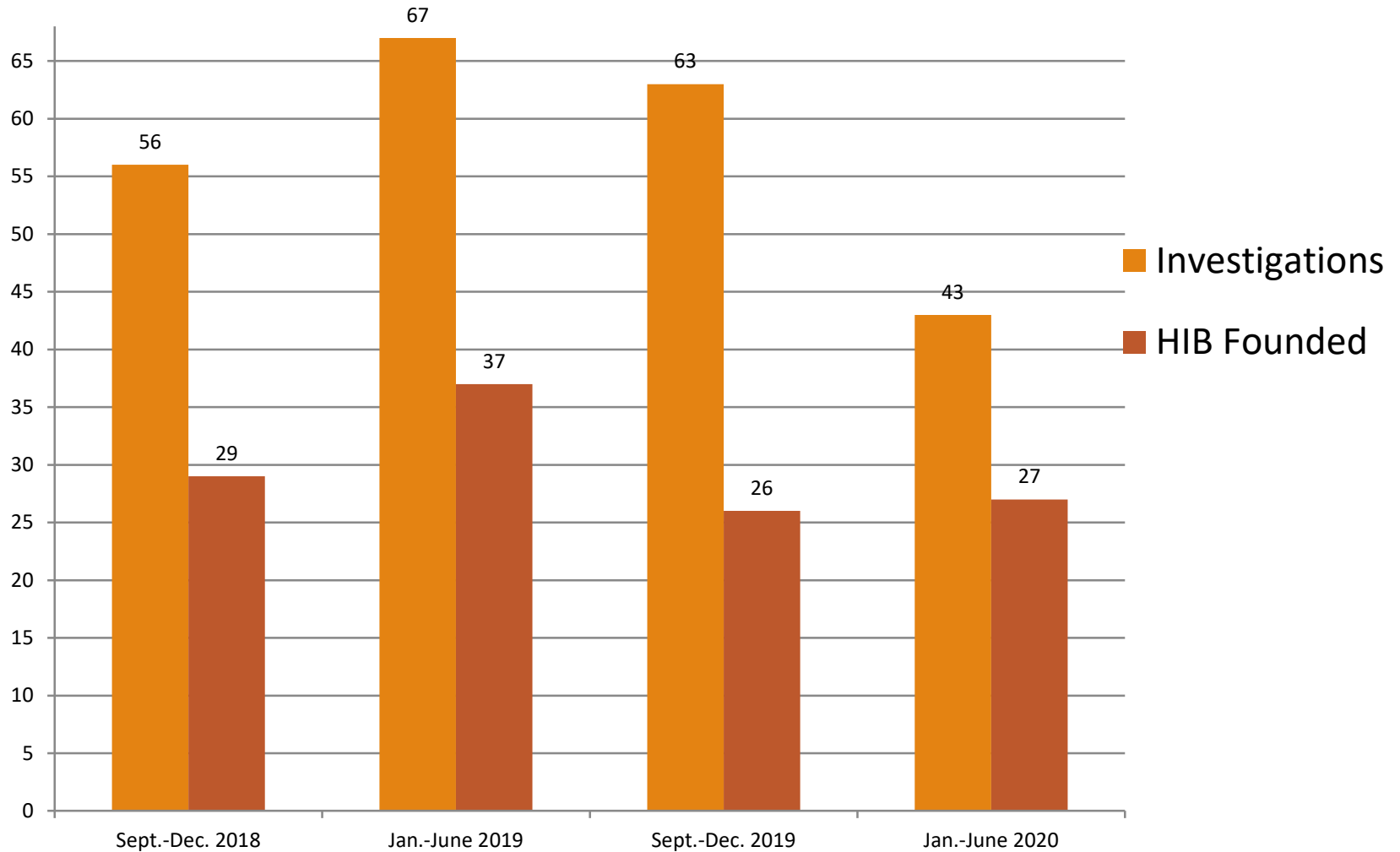
- Any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents
- Reasonably perceived as being motivated either by any actual or perceived characteristic
- That takes place on school property, at any school-sponsored function [or], on a school bus, or off school grounds
- Substantially disrupts or interferes with the orderly operation of the school or the rights of other students

WWPRSD HIB Data



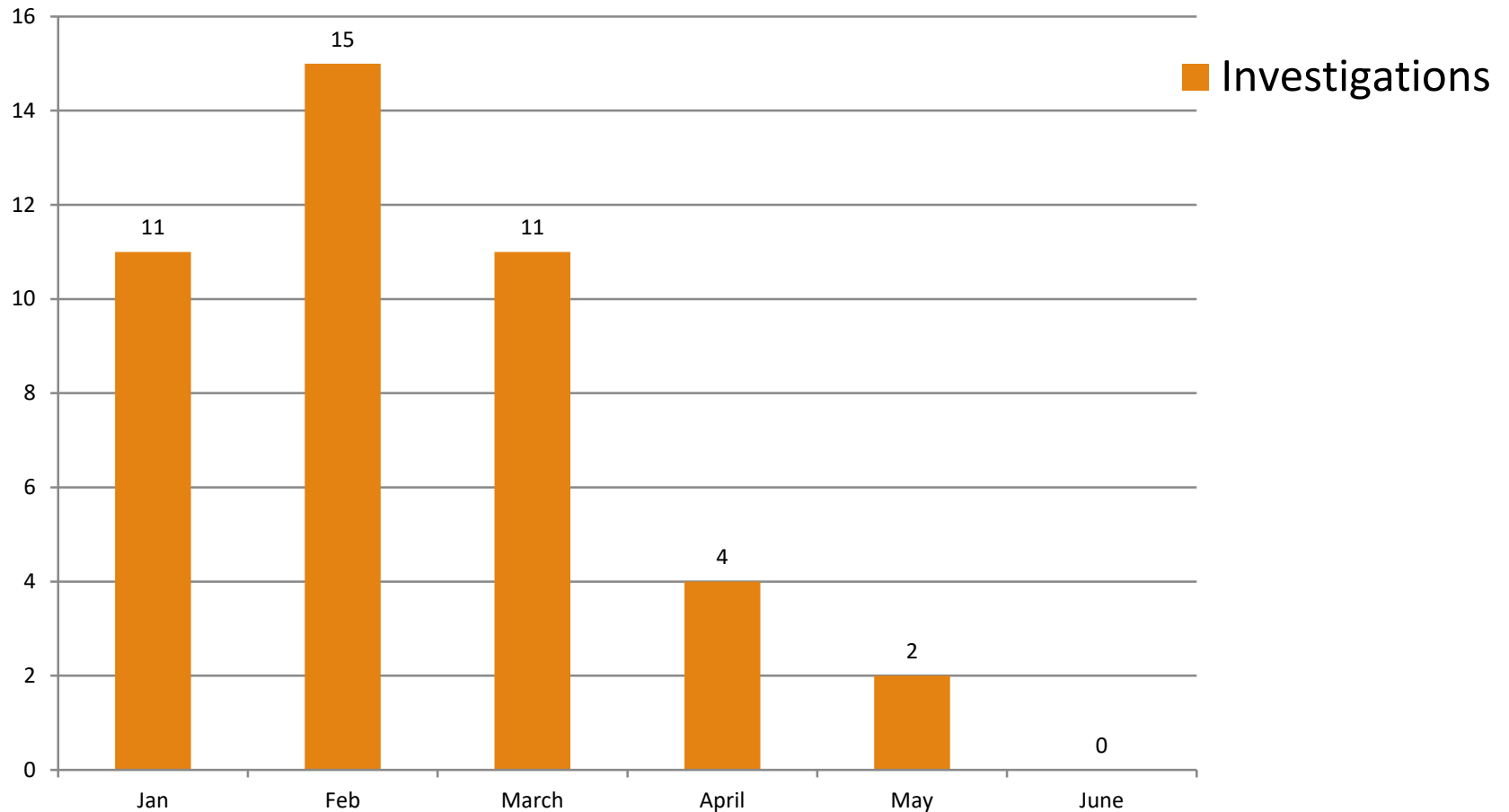
WWPRSD HIB Investigations / HIB Founded

2018-2019 vs. 2019-2020



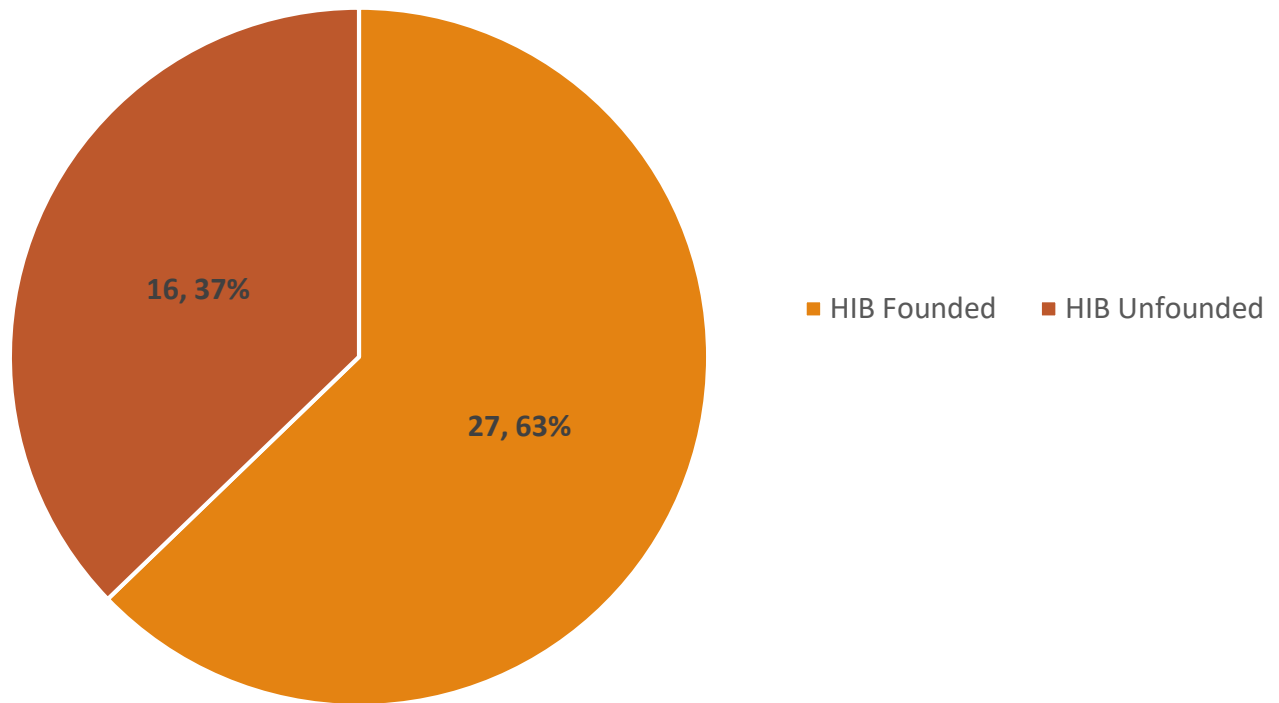
WWPRSD HIB Investigations By Month January - June 2020

43 Investigations



WWPRSD HIB Investigations January - June 2020

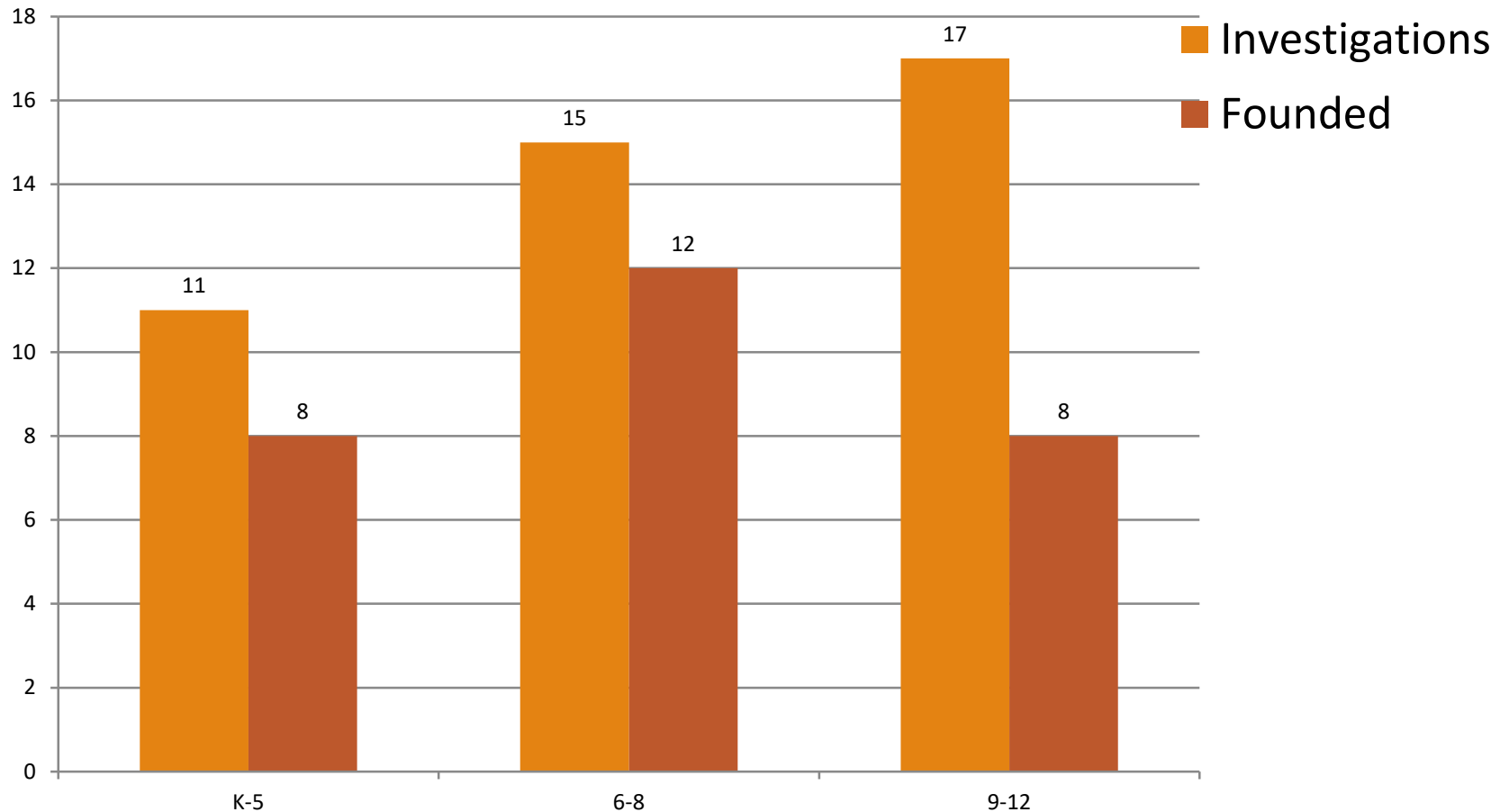
43 Investigations / 27 Founded / 16 Unfounded



WWPRSD Grade Level Investigations

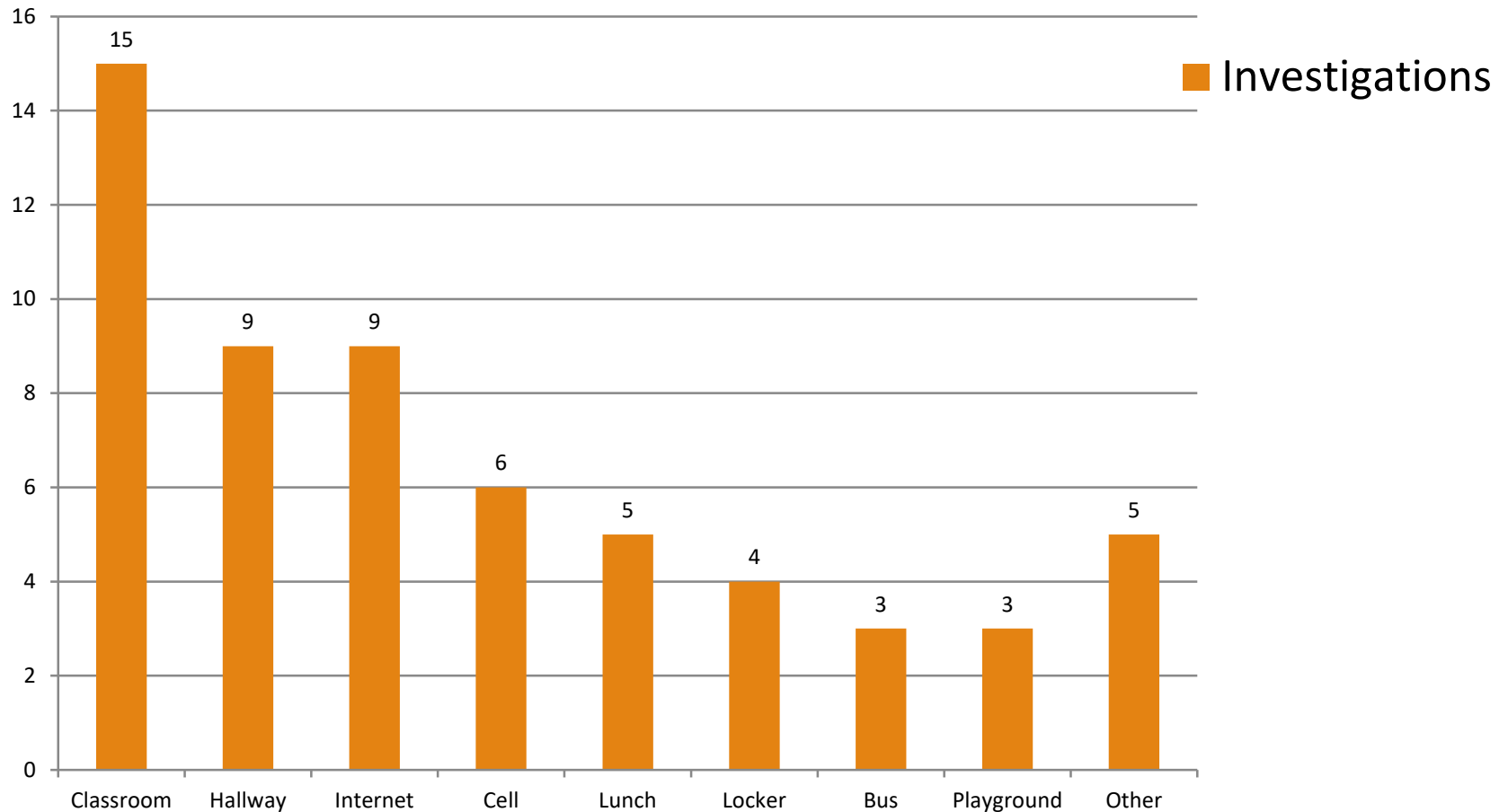
January - June 2020

43 Investigations / 27 Founded



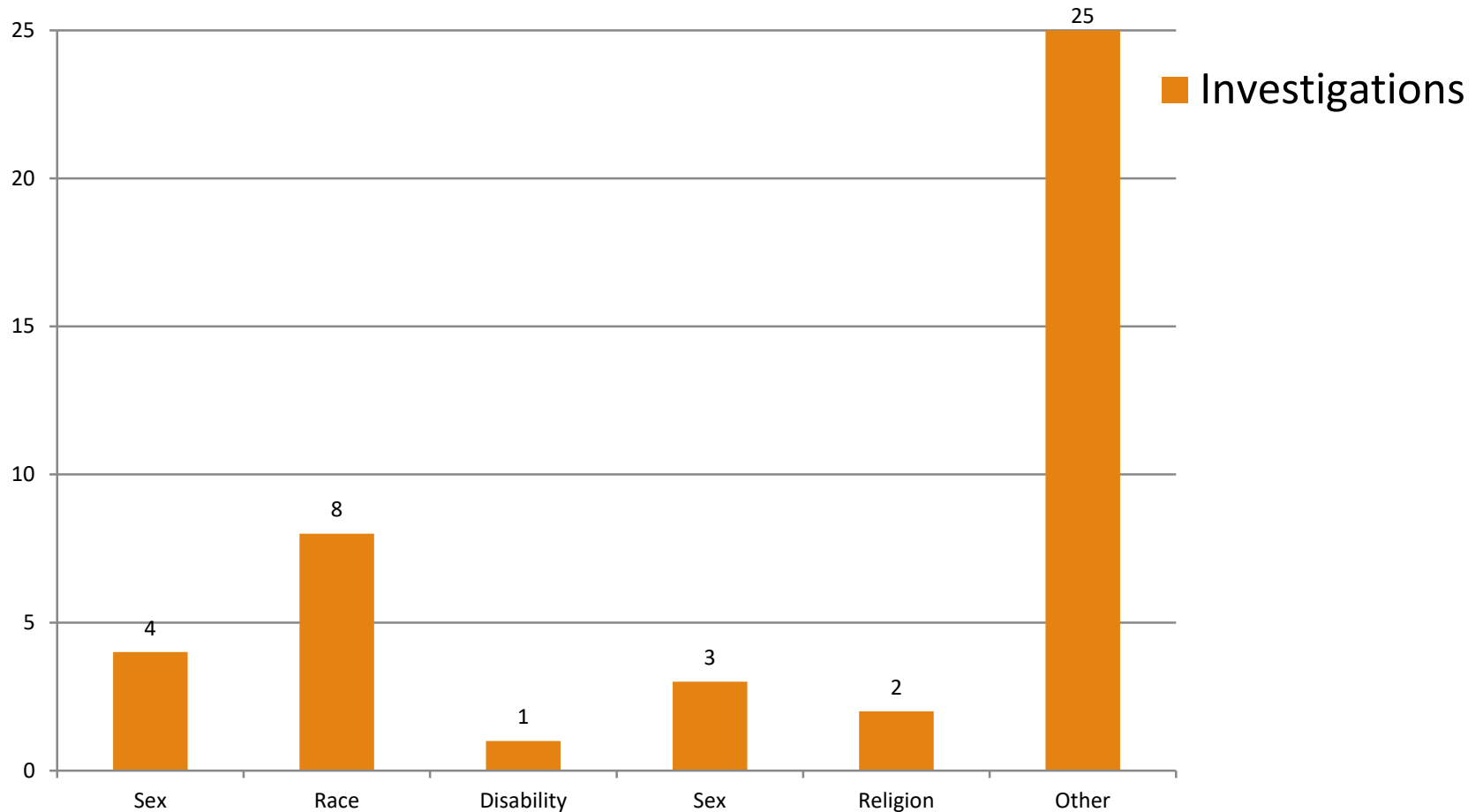
WWPRSD HIB Investigations By Location January - June 2020

43 Investigations



WWPRSD HIB Investigations By Distinguishing Characteristic January - June 2020

43 Investigations

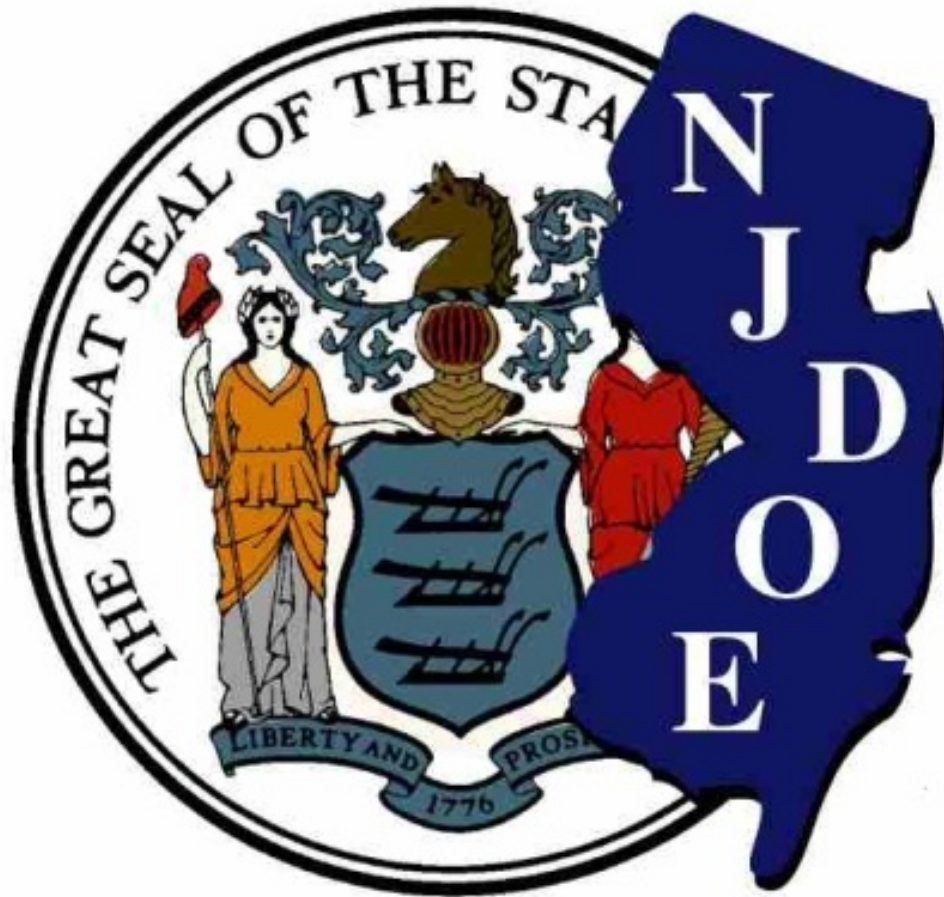


Patterns & Trends



- Investigations Down / Confirmed HIB Down
- High School Investigations
- Unstructured Activities
- Minimally Supervised Settings
- Other Distinguishing Characteristics

Anti-Bullying Rubric (ABR)



DOE Anti-Bullying Rubric (ABR)

- 8 Core Element Rubric to be used as a guide in assigning school / district grades
- A means to educate school staff on best practices for implementing ABR
- Developed by Anti-Bullying experts and representatives from K-16 institutions, community agencies, child advocacy groups
- Applies to July 2019 – June 2020

School – District Grade

- Each Indicator Assigned a Maximum 3 Points
- Does Not Meet Requirement – 0 Points
- Partially Meets Requirements – 1 Point
- Meets All Requirements – 2 Points
- Exceeds Requirements – 3 Points
- Maximum School Grade is 78 Points
- School Grades determined through self-assessment by School Safety Team (SST)

WWPRSD Average Scores by Element

Core Element #1: HIB Programs, Approaches or Other Initiatives Avg. School Grade 14.1/15

Core Element #2: Training on the BOE- approved HIB Policy Avg. School Grade 8.6/9

Core Element #3: Other Staff Instruction and Training Programs Avg. School Grade 14.2/15

Core Element #4: Curriculum and Instruction on HIB and Related Information and Skills Avg. School Grade 5.8/6

WWPRSD Average Scores by Element

Core Element #5: HIB Personnel

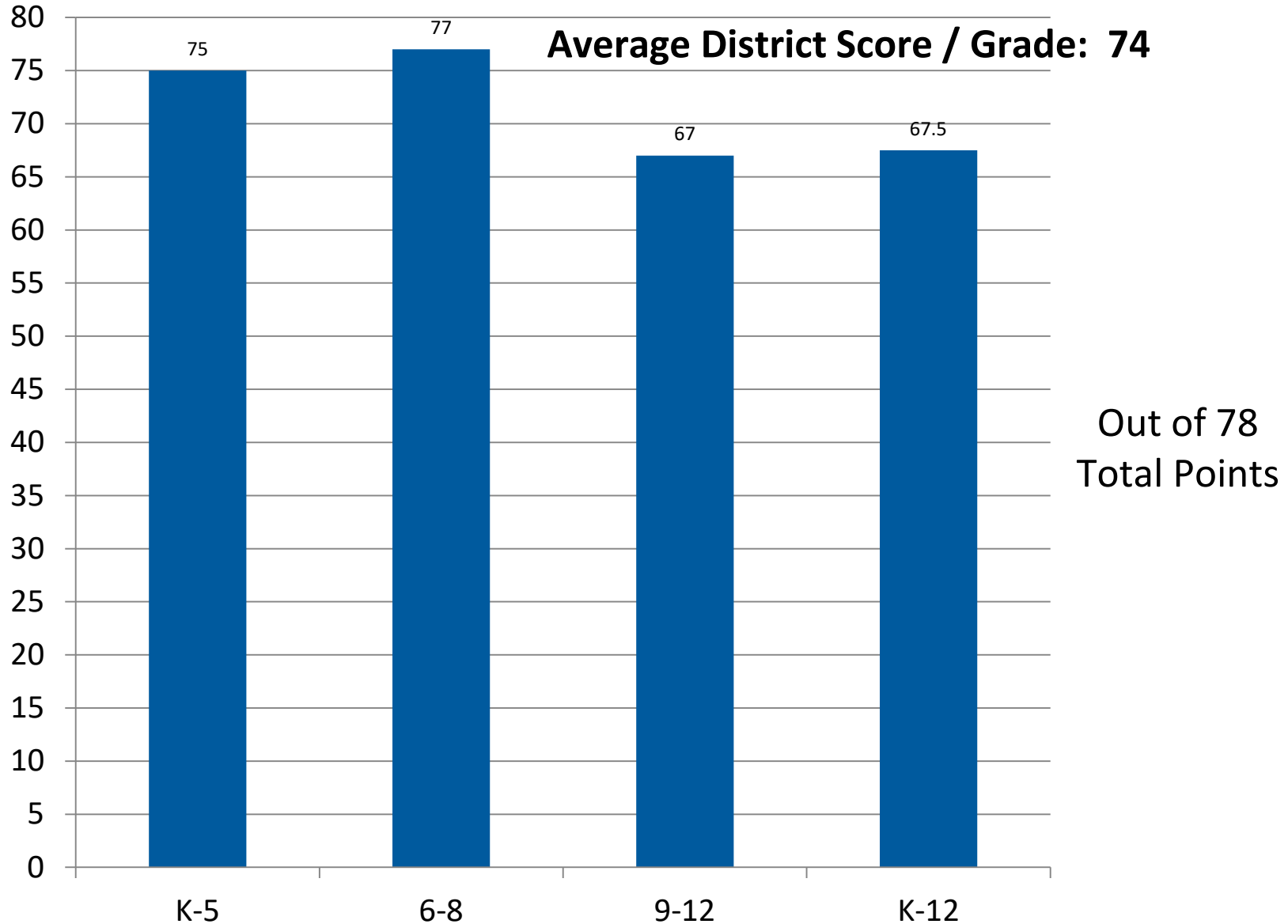
Avg. School Score 8.8/9

Core Element #6: School-Level HIB Incident
Reporting Procedure Avg. School Score 5.8/6

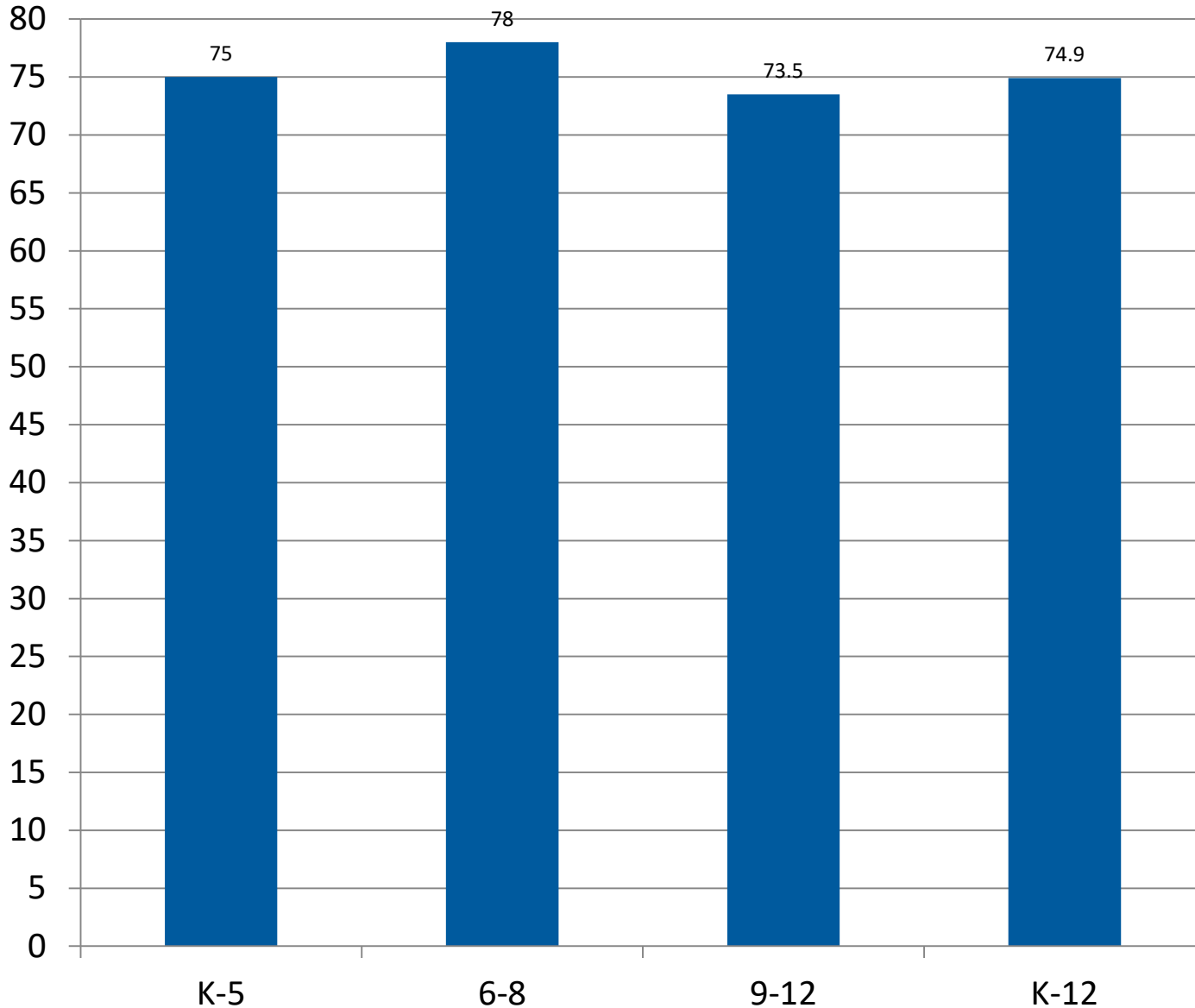
Core Element #7: HIB Investigation Procedure
Avg. School Score 12/12

Core Element #8: HIB Reporting Avg. School Score 5.6/6

2019 Average School Grades by Level



2020 Average School Grades by Level



**Average
District Score /
Grade: 74.9**

Out of 78
Total Points

Recommendations



- School Climate Team Action Planning
- Review of Anti-Bullying Programming
- Equity Team Planning & Implementation
- Student Social & Emotional Supports
- Strategic Plan Integration

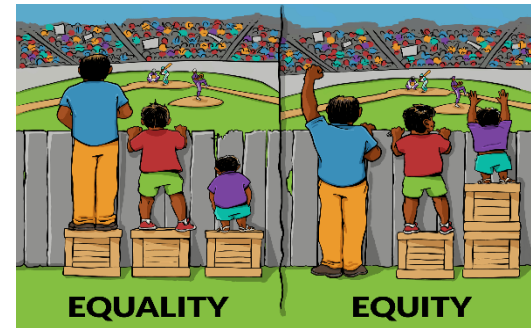
WWPRSD School Climate Summit



- Authentic Participation
- Partners in Learning
- Respectful Relationships
- Connecting Communities
- Change Makers



Equity Planning



Equity Goal	<u>Indicators:</u> Identify the benchmarks or guideposts that let us know throughout the year we are heading in the right direction.	<u>Activities:</u> Define the discrete activities occurring to achieve indicators and goals (quality, efficiency, equal resources)	<u>Progressing Monitoring Activities:</u> Tools and/or activities used to help us know action work is occurring	<u>Equity Principles:</u> Our fundamental truths that serve as a compass for policy and practice design
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Mission Statement

WWPRSD is committed to providing all students with a safe learning environment that is free from harassment, intimidation, and bullying (HIB). This commitment is an integral part of our comprehensive efforts to provide learning, and to prevent and eliminate all forms of HIB through the following practices:

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.