

# 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

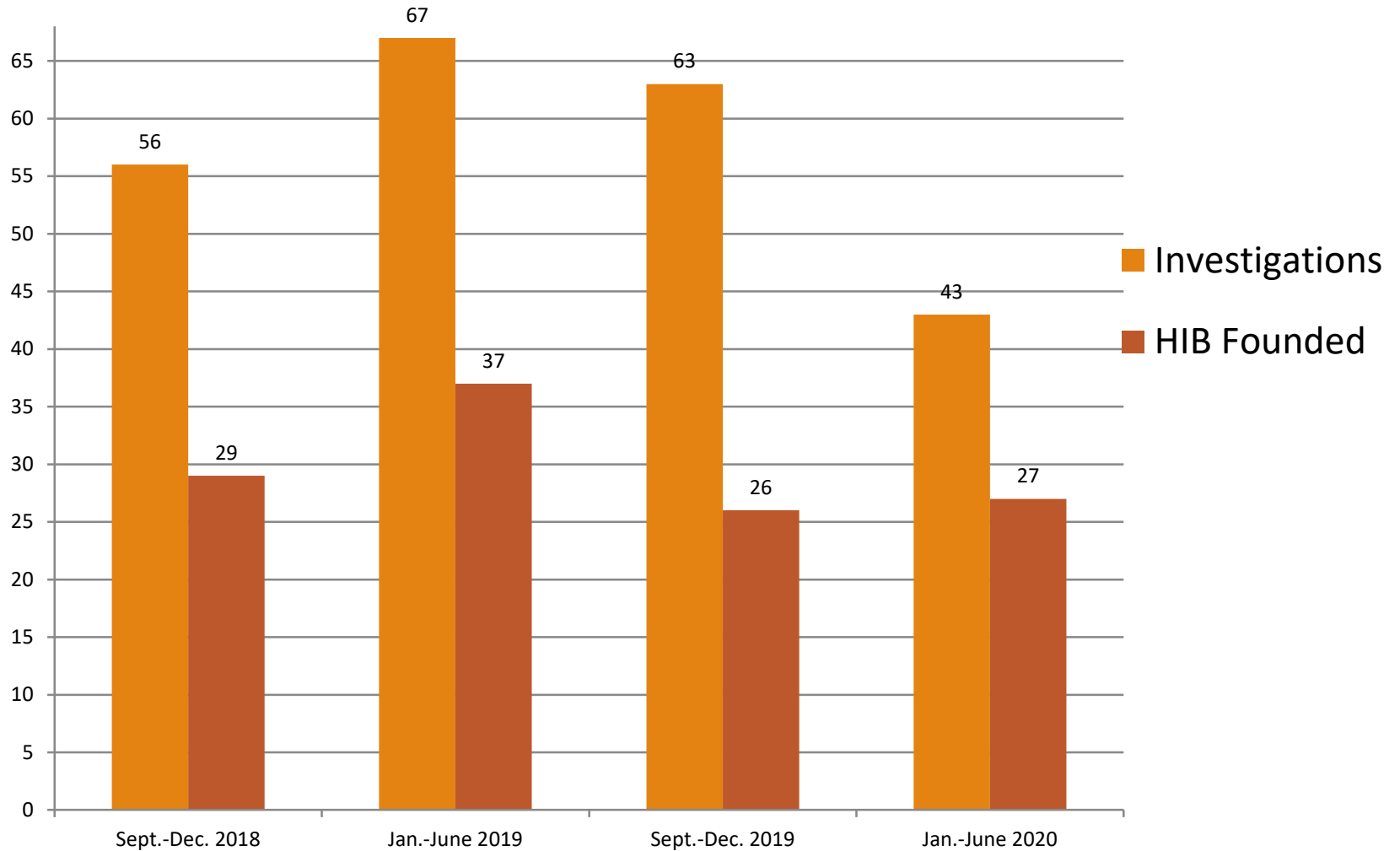


- Any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents
- Reasonably perceived as being motivated either by any actual or perceived characteristic
- That takes place on school property, at any school-sponsored function [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

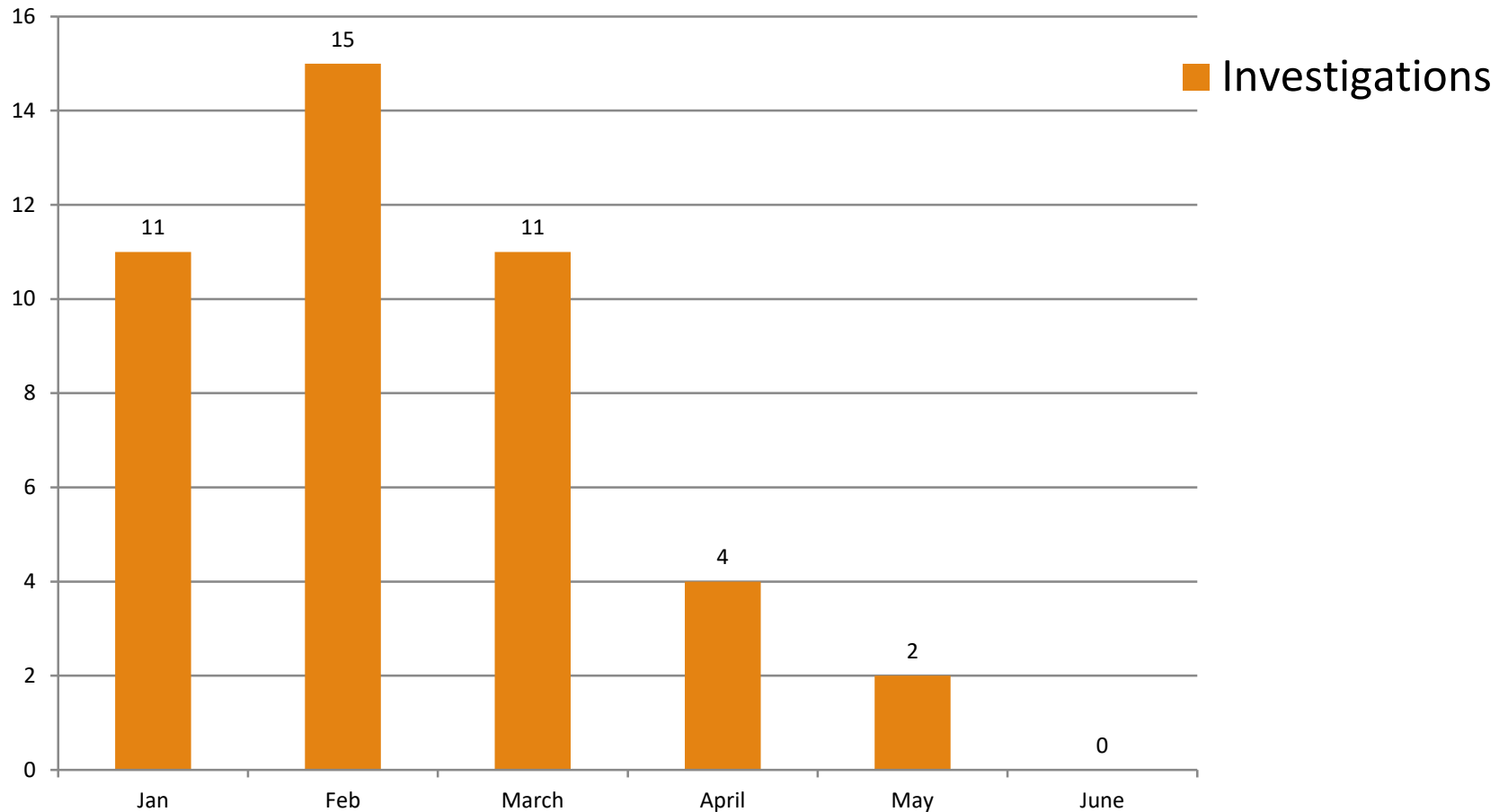


# WWPRSD HIB Investigations / HIB Founded 2018-2019 vs. 2019-2020



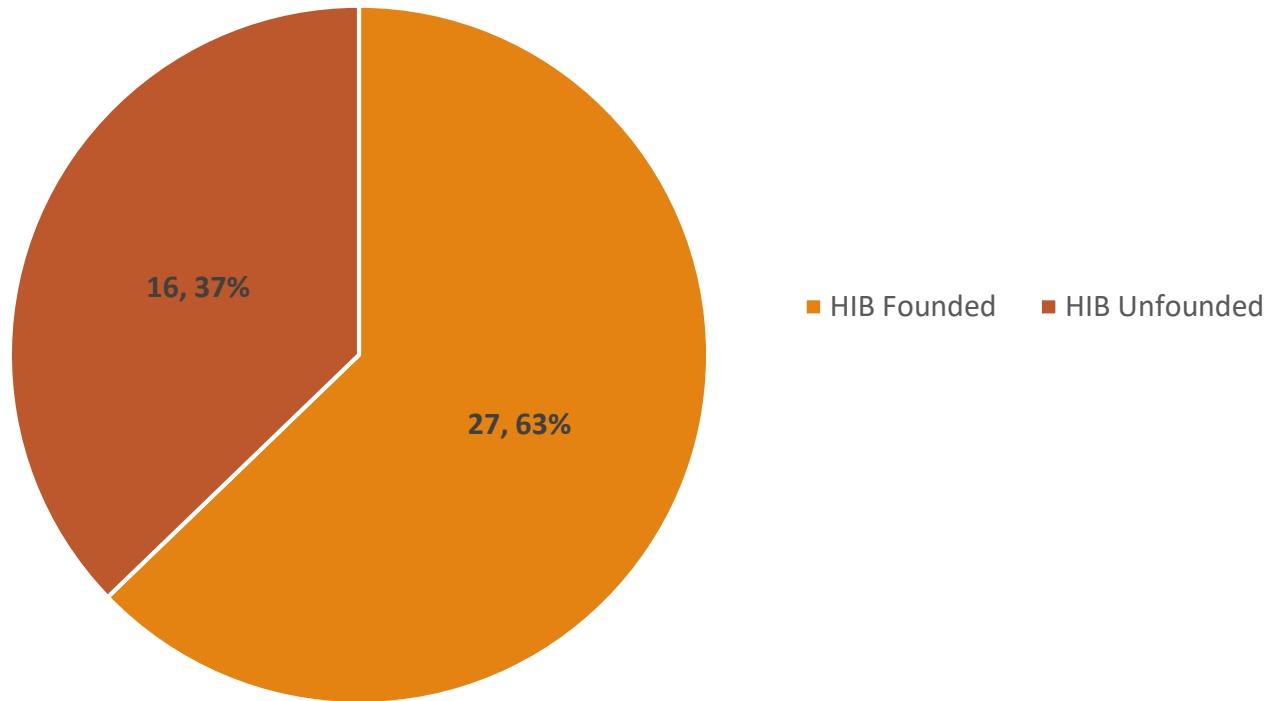
# WWPRSD HIB Investigations By Month January - June 2020

43 Investigations



# WWPRSD HIB Investigations January - June 2020

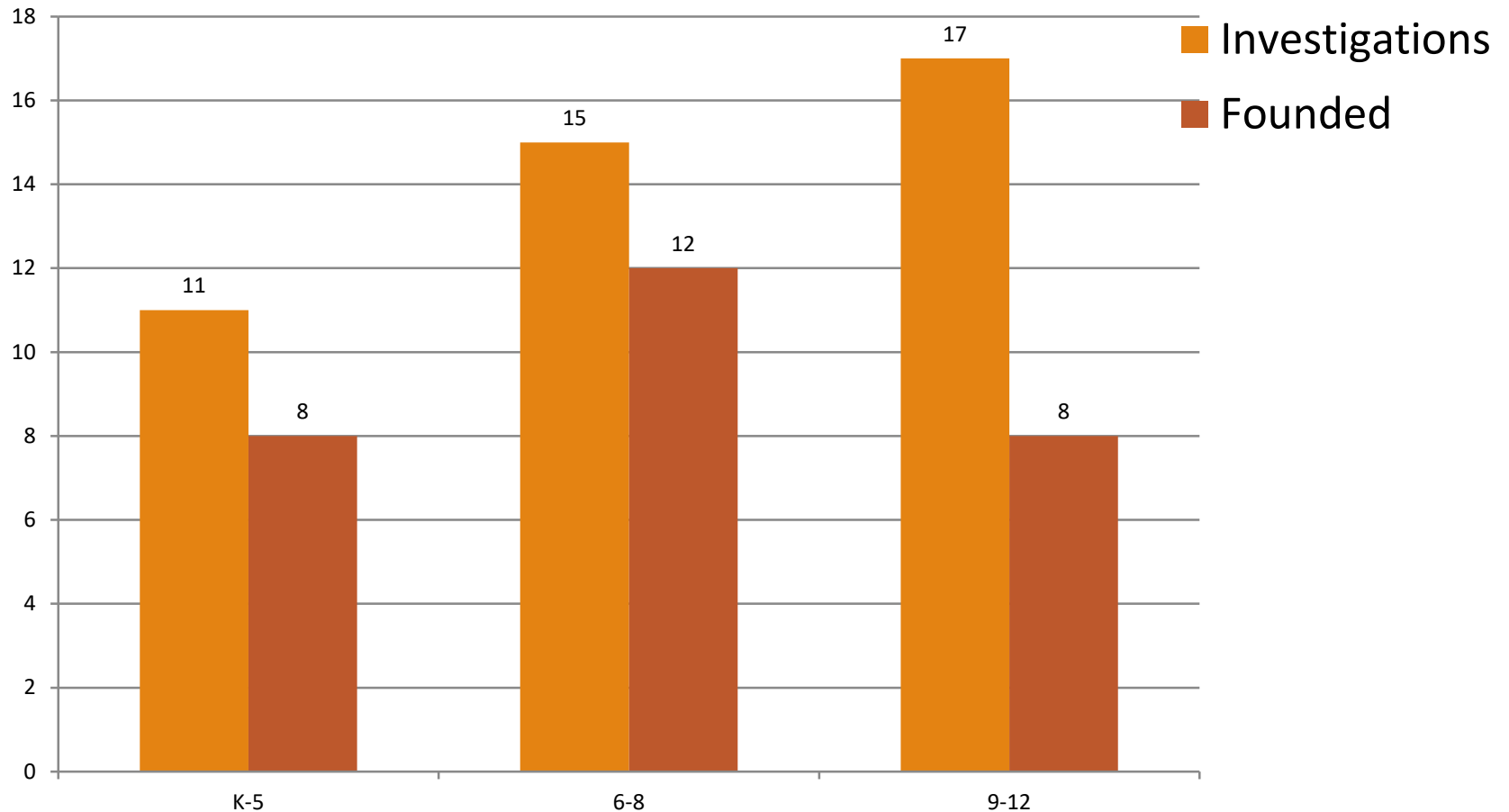
**43 Investigations / 27 Founded / 16 Unfounded**





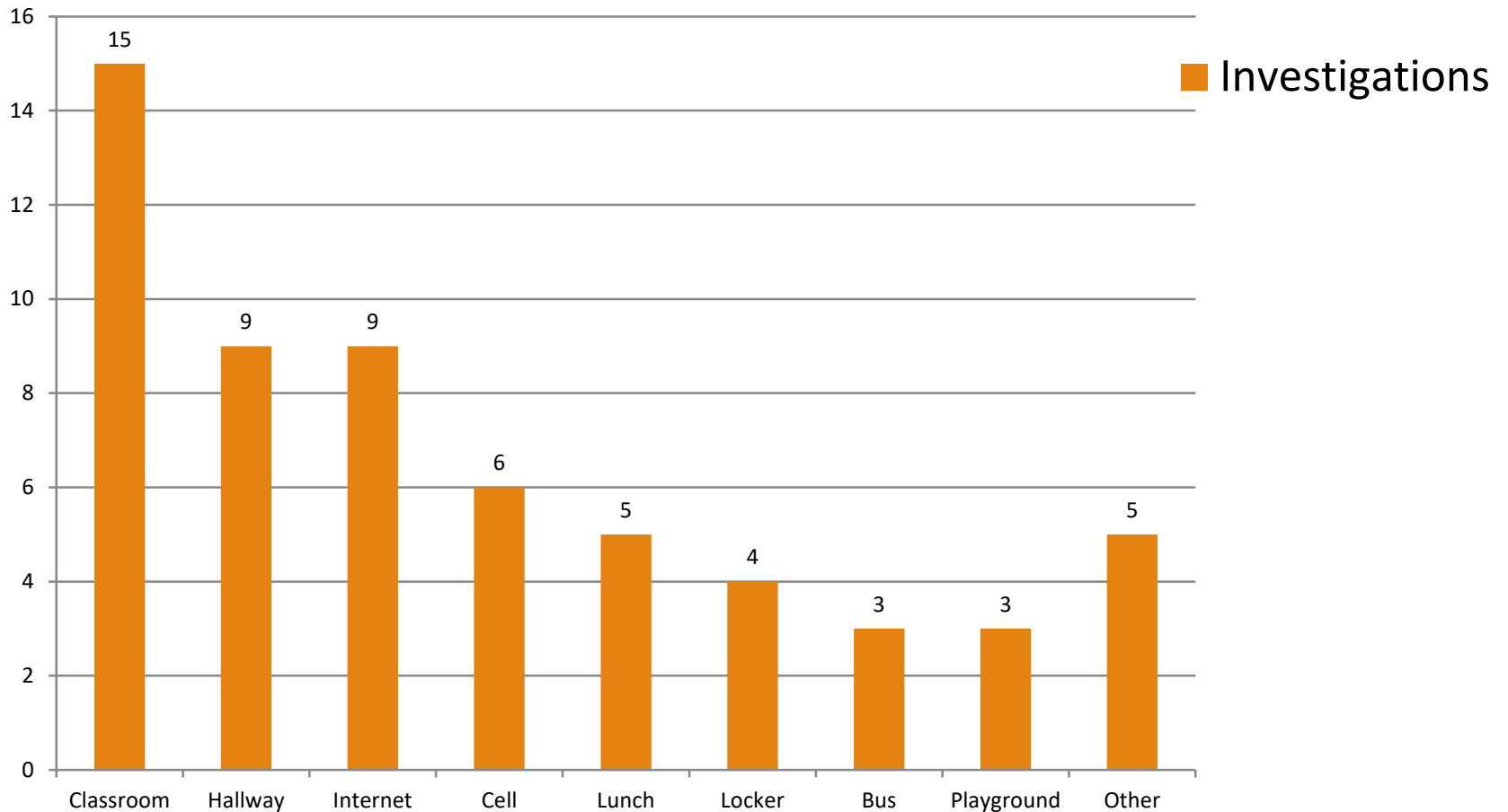
# WWPRSD Grade Level Investigations January - June 2020

43 Investigations / 27 Founded



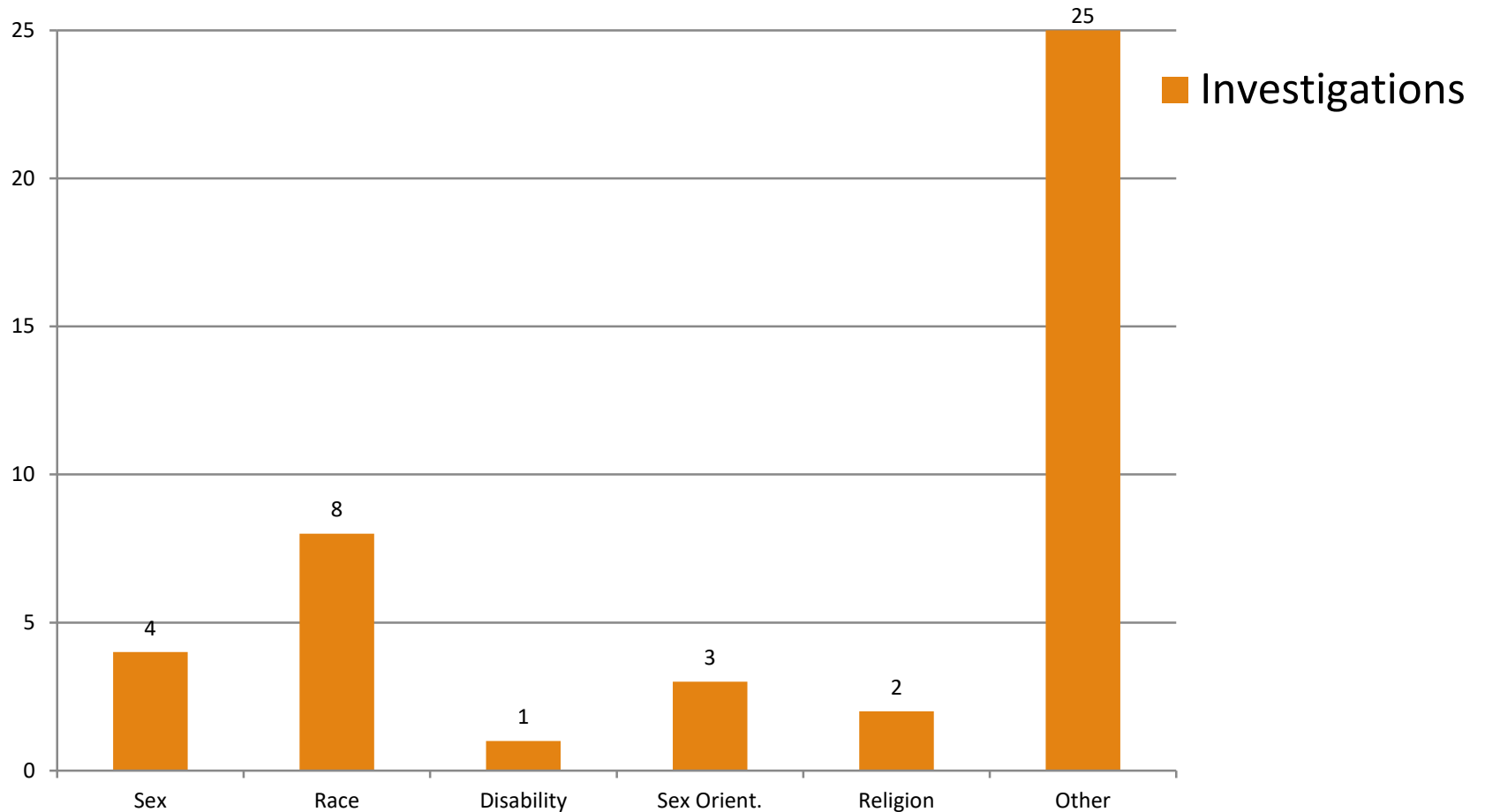
# WWPRSD HIB Investigations By Location January - June 2020

43 Investigations



# WWPRSD HIB Investigations By Distinguishing Characteristic January - June 2020

## 43 Investigations

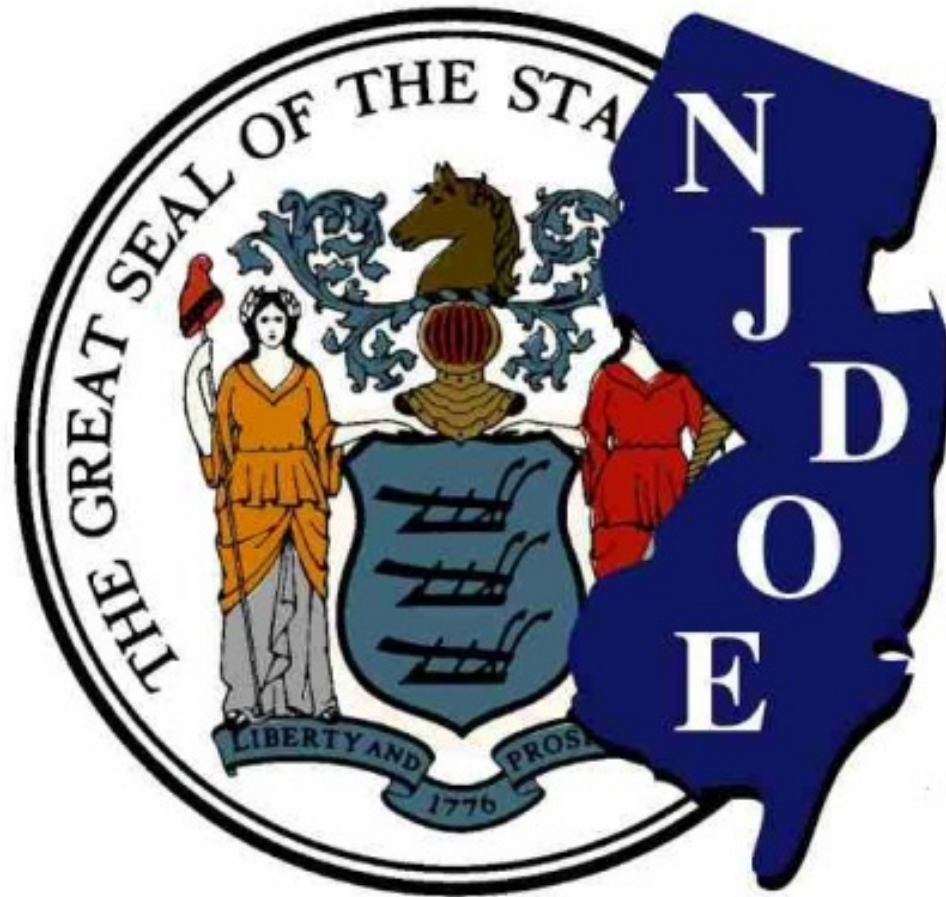


# Patterns & Trends



- 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

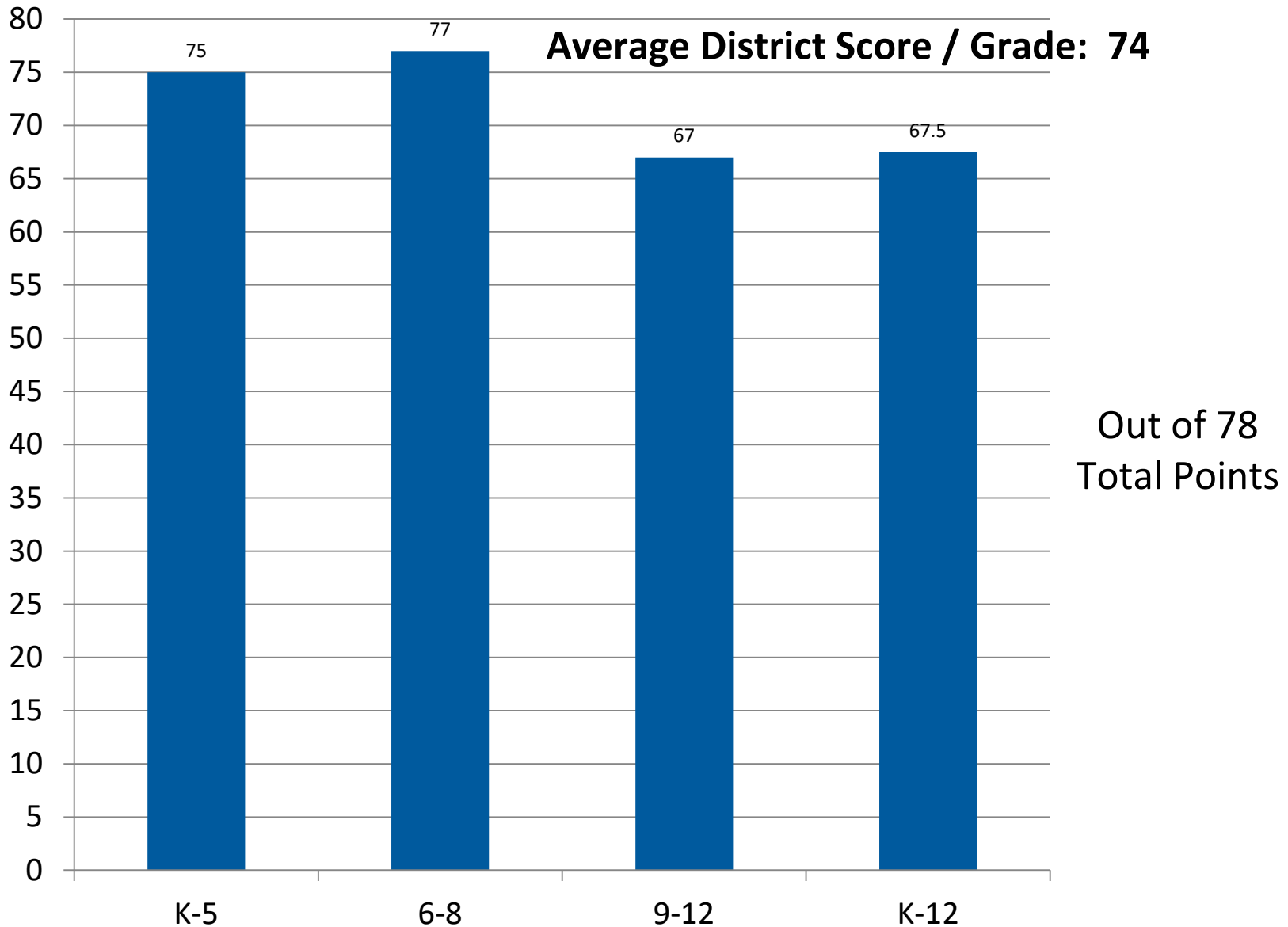
Avg. School Score 8.8/9

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

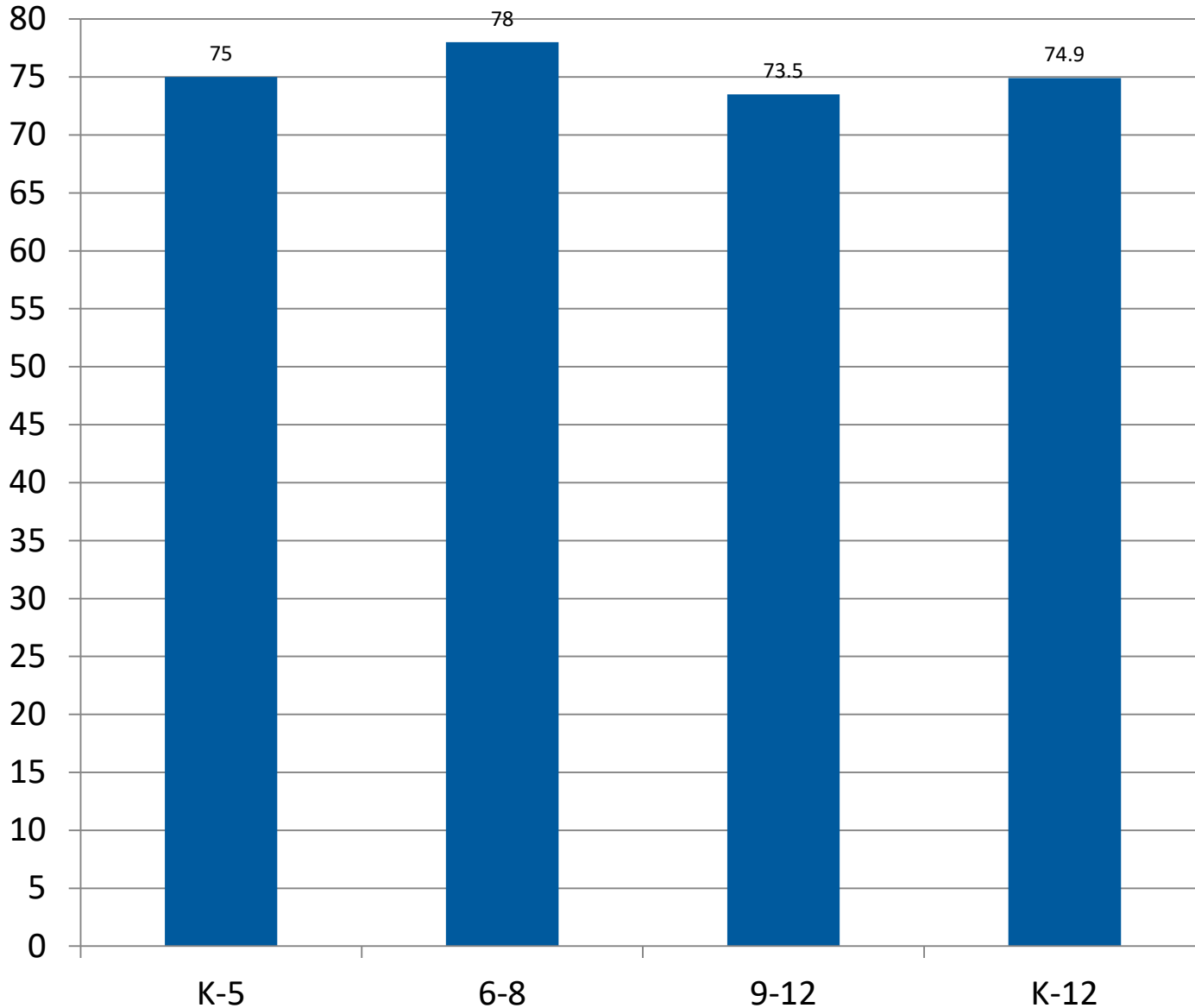
**Core Element #7:** HIB Investigation Procedure  
Avg. School Score 12/12

**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

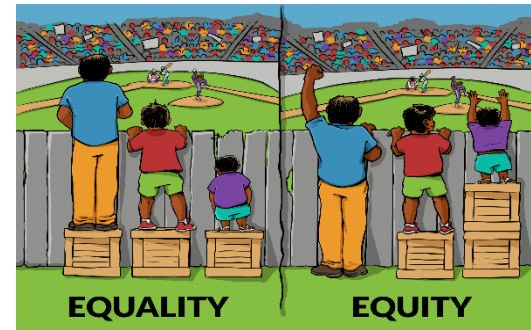
# WWPRSD School Climate Summit



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



# Equity Planning



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

# 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.