



Harassment, Intimidation & Bullying
Semi-Annual Report
January - July 2022

Mission Statement



Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character, and love of learning.

Whole Child, Every Child, Global Child

Strategic Goal 3



Recognizing that children need to balance physical, social, emotional and academic needs, we will maintain a supportive culture and build structures for the health, safety, and well-being of the Whole Child.

Whole Child, Every Child, Global Child

Definition of HIB



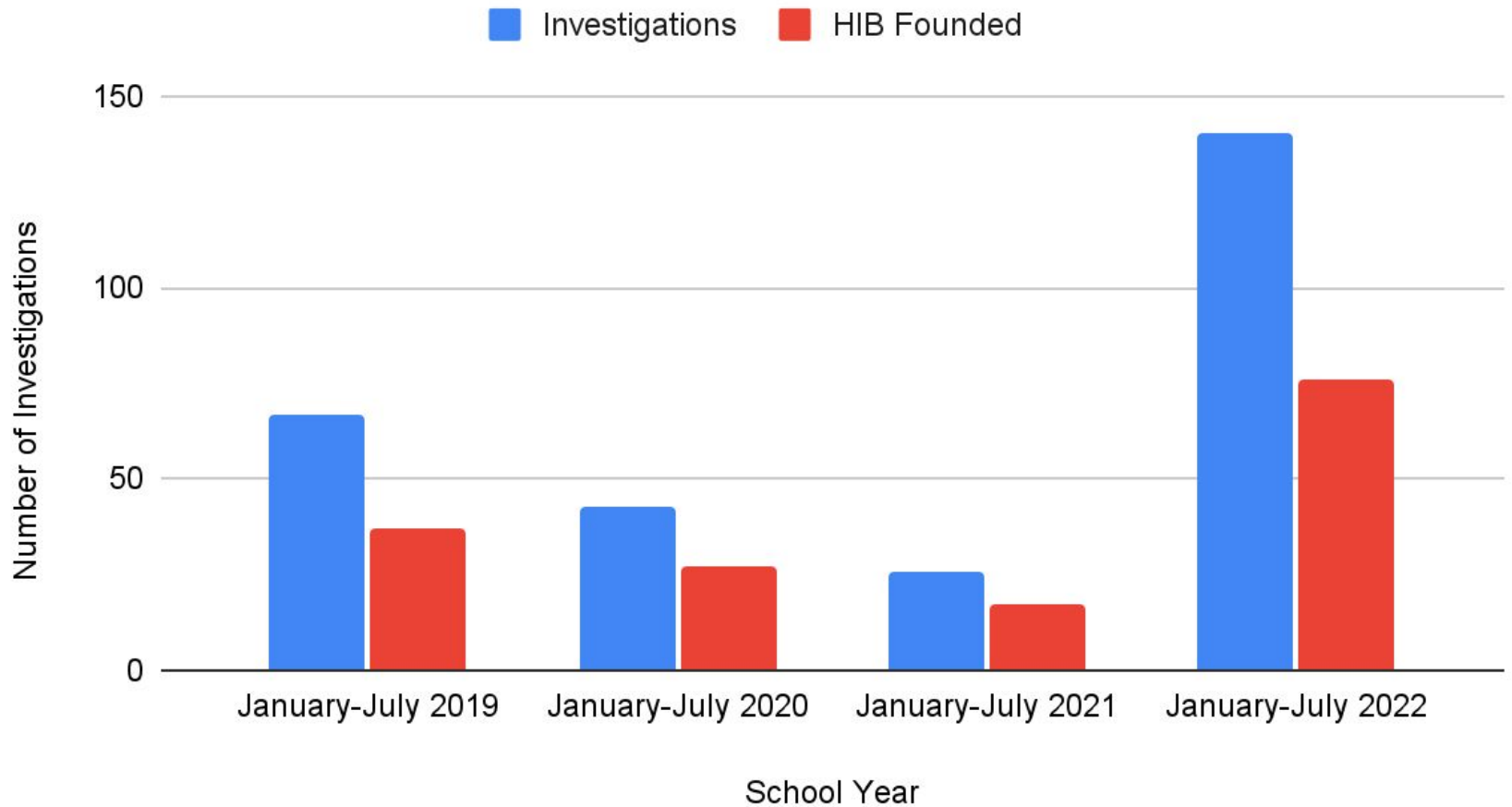
- Any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents
- Reasonably perceived as being motivated either by any actual or perceived characteristic
- That takes place on school property, at any school-sponsored function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



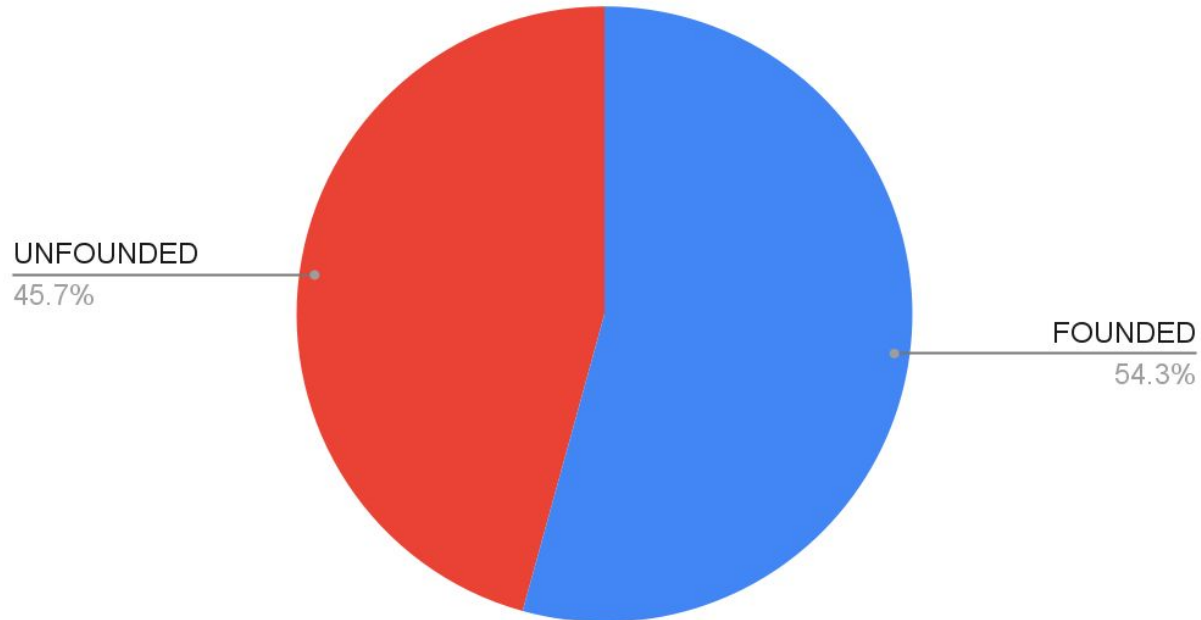
WWPRSD HIB Comparison By Year HIB Investigations / HIB Founded

COMPARISON JAN-JULY 2019, 2020, 2021, 2022



WWPRSD HIB Investigations January-July 2022 Founded/Unfounded

Jan.-July 2022 Investigations

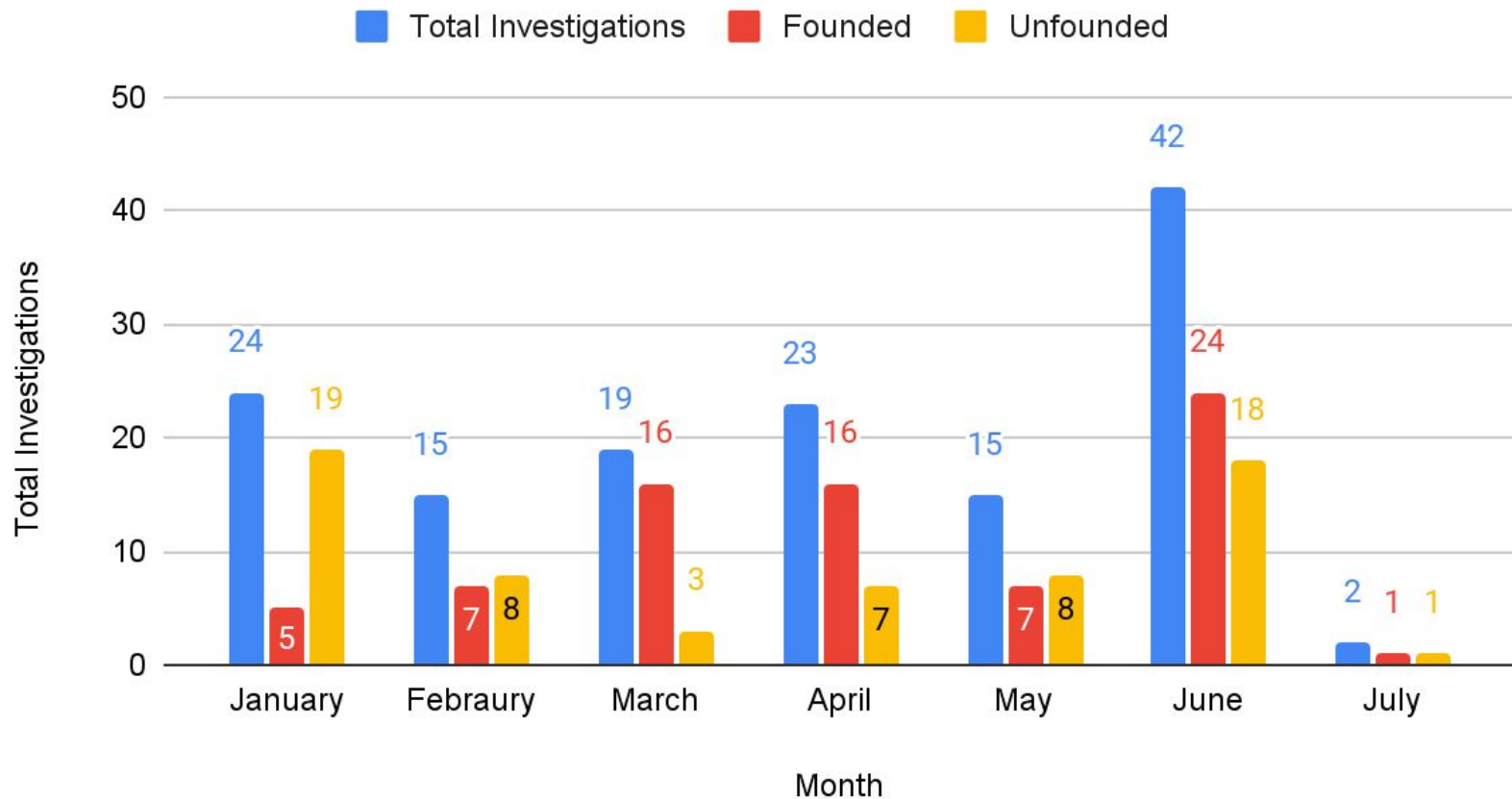


140 Investigations / 76 Founded / 64 Unfounded

WWPRSD HIB Investigations By Month January-July 2022

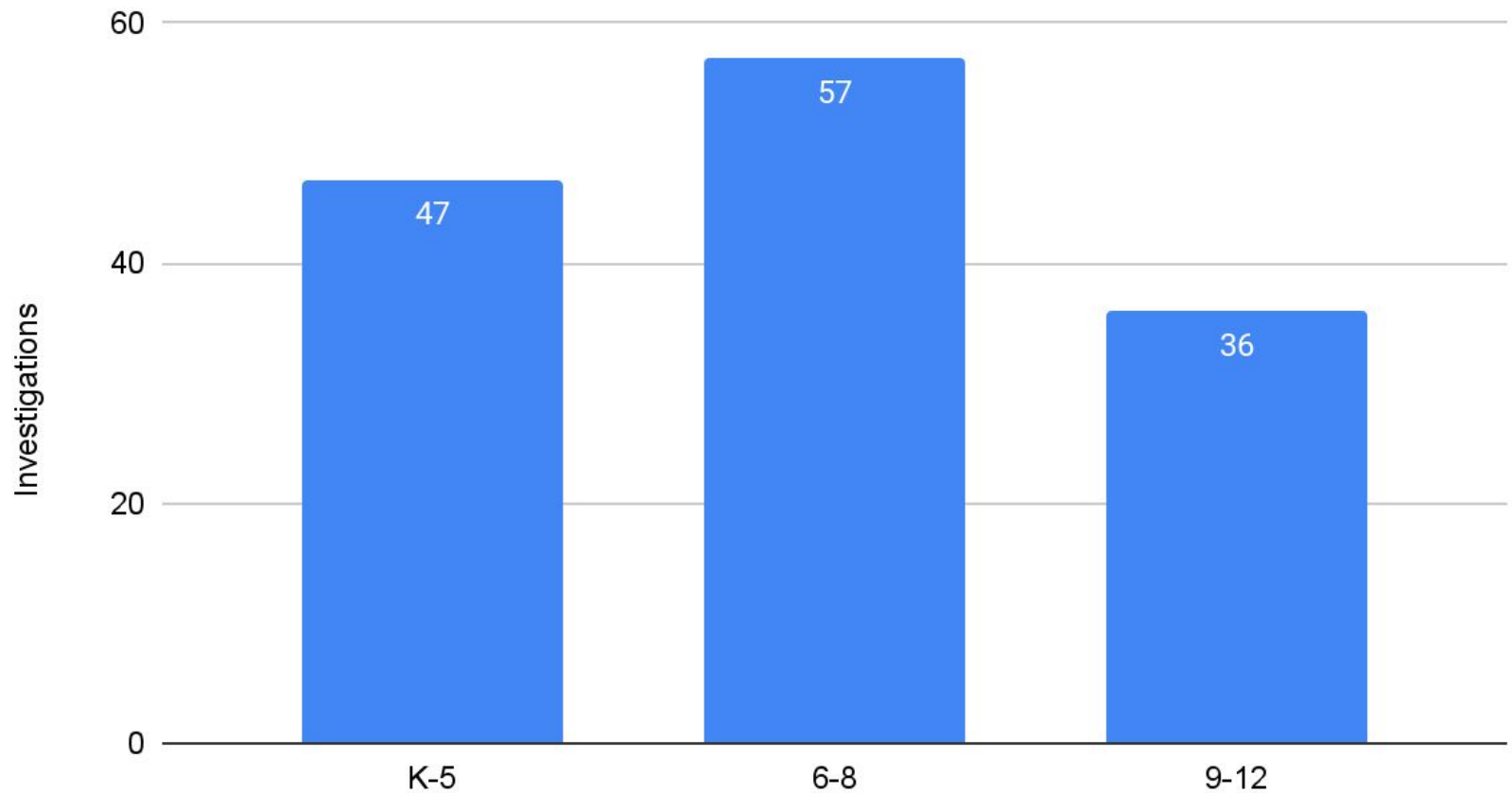
140 Investigations

Total Investigations: Founded/Unfounded by Month



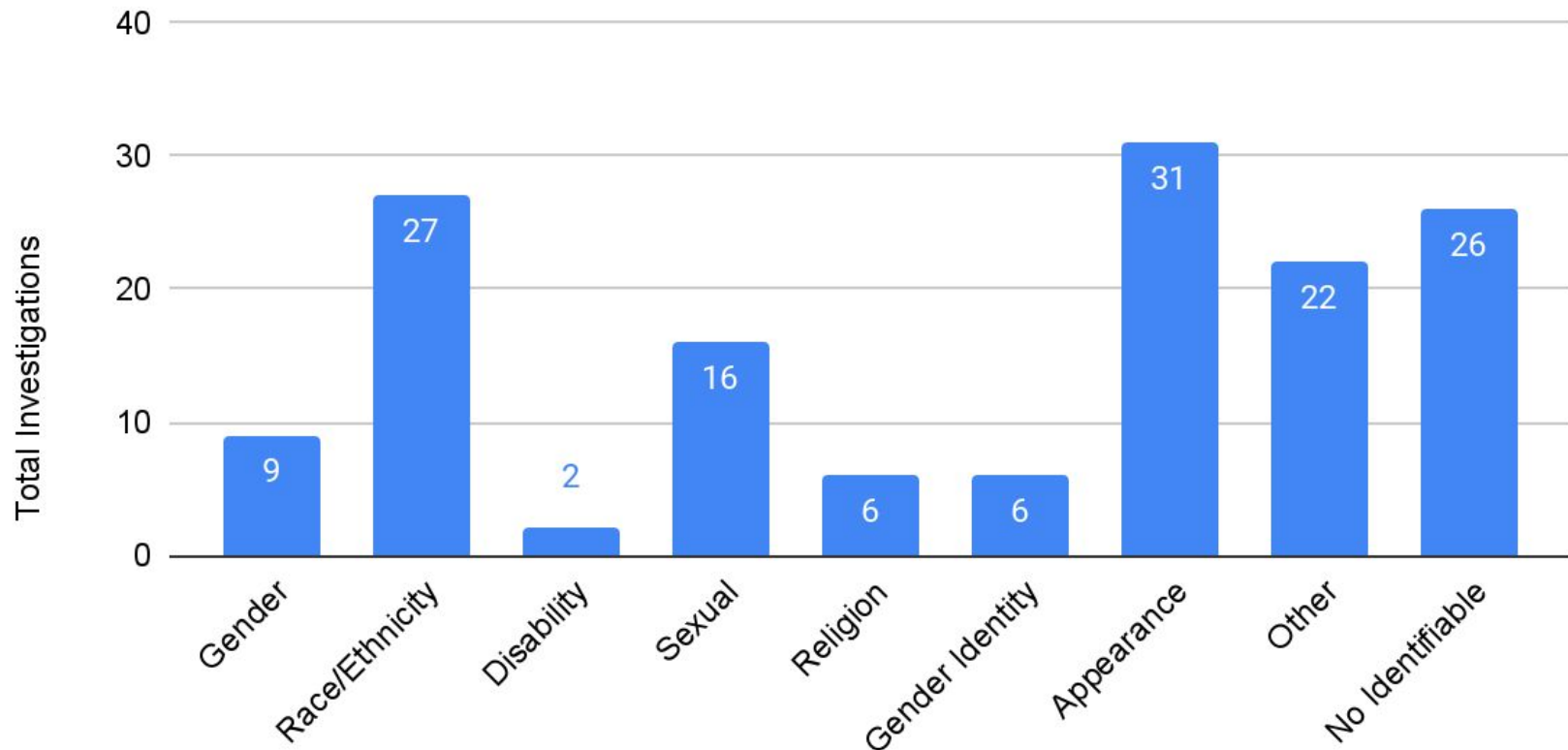
WWPRSD Grade Level Investigations January-July 2022 Total Investigations

Total Investigations by Grade Level Jan.-July 2022



WWPRSD HIB Investigations By Distinguishing Characteristics January-July 2022

Distinguishing Characteristics Total Investigations
Jan.-July 2022

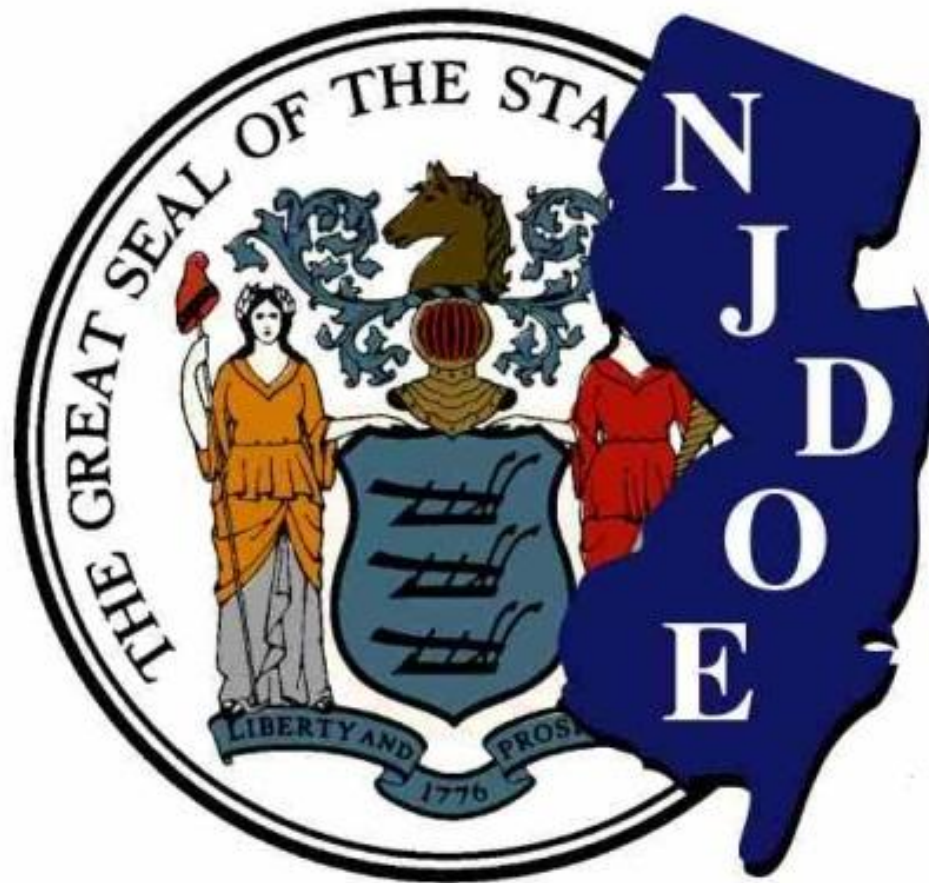


Patterns & Trends



- Overall increase in investigations and founded HIBs in comparison to the last three school years
- Increase in investigations during the month of June
- Middle School and Elementary had greater numbers of investigations and founded HIB
- Distinguishing characteristics most reported as potential HIB: appearance and race/ethnicity

Anti-Bullying Rubric (ABR)



Department of Education Anti-Bullying Rubric (ABR)

- 8 Core Element Rubric to be used as a guide in assigning school / district annual grades
- A means to educate school staff on best practices for implementing ABR
- Developed by Anti-Bullying experts and representatives from K-12 institutions, community agencies, child advocacy groups
- Applies to July 2021-July 2022

Anti-Bullying Rubric (ABR) 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 or School Climate Teams

WWPRSD Average Scores by Element

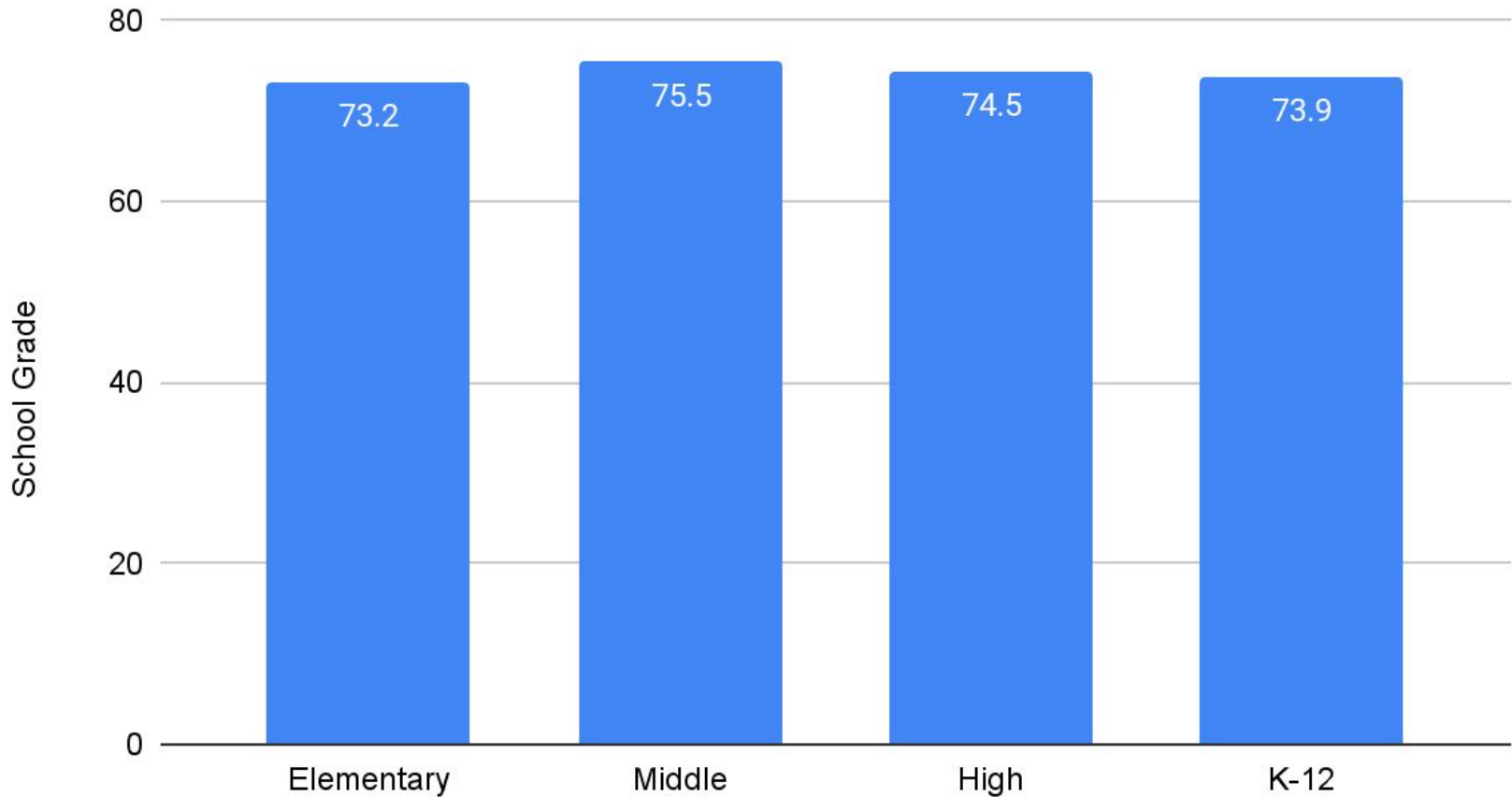
- **Core Element #1:** HIB Programs, Approaches or Other Initiatives
 - Avg. School Grade 13.4/15
- **Core Element #2:** Training on the BOE- approved HIB Policy
 - Avg. School Grade 8.8/9
- **Core Element #3:** Other Staff Instruction and Training Programs
 - Avg. School Grade 13.6/15
- **Core Element #4:** Curriculum & Instruction on HIB & Related Information & Skills
 - Avg. School Grade 6/6

WWPRSD Average Scores by Element

- **Core Element #5: HIB Personnel**
 - Avg. School Score 8.2/9
- **Core Element #6: School-Level HIB Incident Reporting Procedure**
 - Avg. School Score 5.9/6
- **Core Element #7: HIB Investigation Procedure**
 - Avg. School Score 12/12
- **Core Element #8: HIB Reporting**
 - Avg. School Score 6/6

2022 Average School Grades by Level

School Grade



Out of 78 Total Points

Proactive School Culture & Climate



- Ongoing district-wide professional development opportunities for staff related to Strategic Goals 3 & 4 (Social Emotional Learning and Equity and Inclusivity)
- Professional development & training from district attorneys for all counselors, ARBs, & administrators related to HIB processes & laws
- Training for all staff related to HIB processes & requirements
- Training for all students related to HIB
- School-based Equity teams met throughout the year
- District-wide Equity & Inclusivity goal stakeholder group met to create action plans
- School-wide assemblies and experiences for students to promote SEL
- Student-led webinars & lunch conversations (Equity & Inclusivity focused) at high schools & middle schools
- School counselor classroom lessons, small groups, 1:1 sessions
- BCBA's, SACs, UBHC clinicians in middle and high schools
- Team/Themed Days/Weeks at all schools
- SEL Day at the elementary schools
- SEL lessons during Morning Meeting at the elementary schools

K-12 School Climate Summit



- Building student, parent, and staff connections
- Teams reviewed the data from HIB report to inform next steps for Strategic Goals & building-based programs
- School Safety or Climate Teams reflected on students' experiences and set goals

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.