



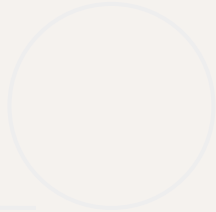
Harassment, Intimidation & Bullying Semi-Annual Report January 2023-July 2023

Dr. Lee McDonald
Deputy Superintendent

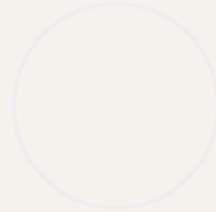
Dr. Barbara Gould
Chief Academic Officer

AGENDA

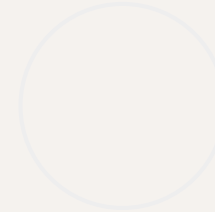
01



02



03



04

**What is
Harassment,
Intimidation &
Bullying?**

**What are the
patterns/themes in
WWP HIB data?**

**How does WWP
proactively address
HIB?**

**Additional
Strategies**

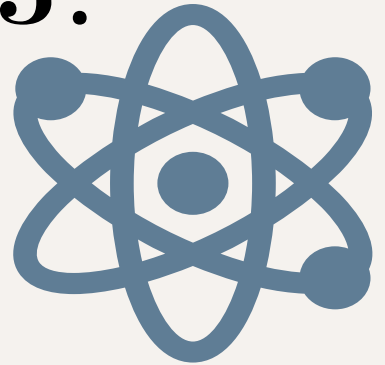
Policy

**Restorative
Practices**

DEFINITION OF HIB (HARASSMENT, INTIMIDATION, BULLYING)

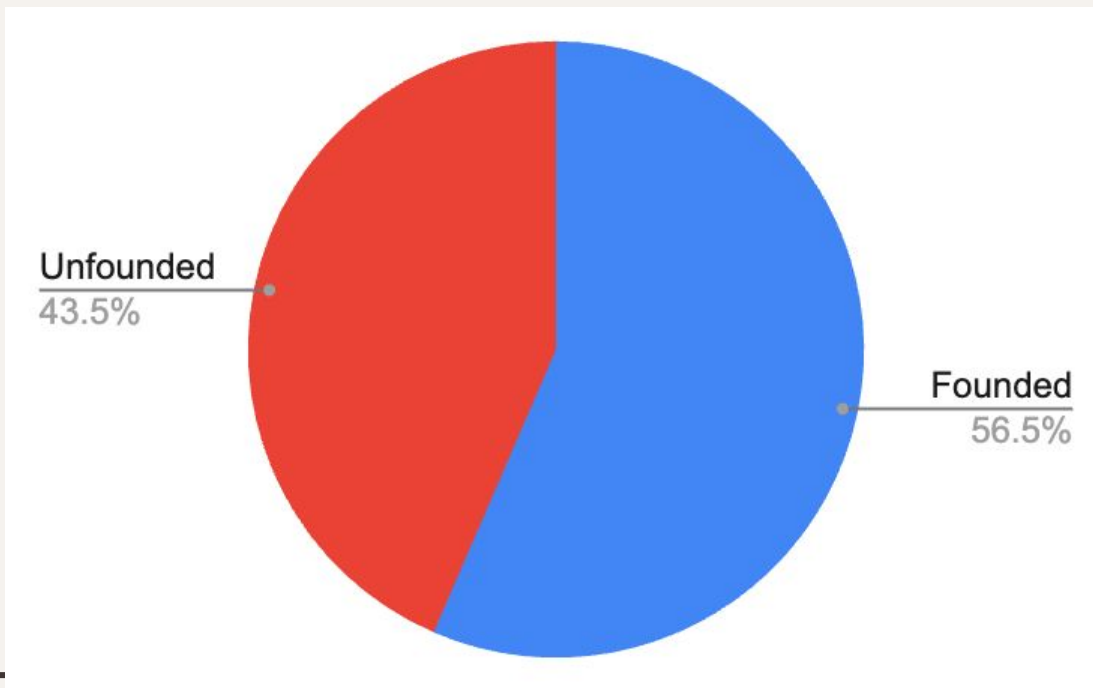
- Any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents
- Reasonably perceived as being motivated either by any actual or perceived characteristic
- That takes place on school property, at any school-sponsored function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

**What are the patterns/themes
in WWP HIB data from
January 2023-June 2023?**

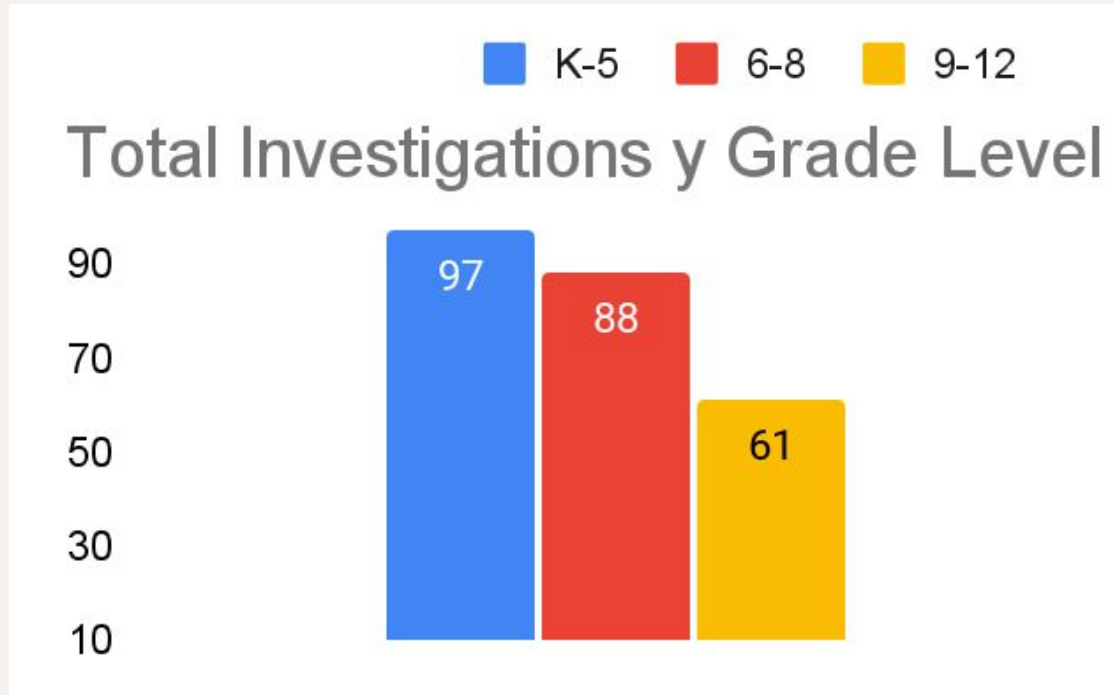


WWPRSD HIB INVESTIGATIONS REPORTING PERIOD 2

246 Investigations / 139 Founded / 107 Unfounded



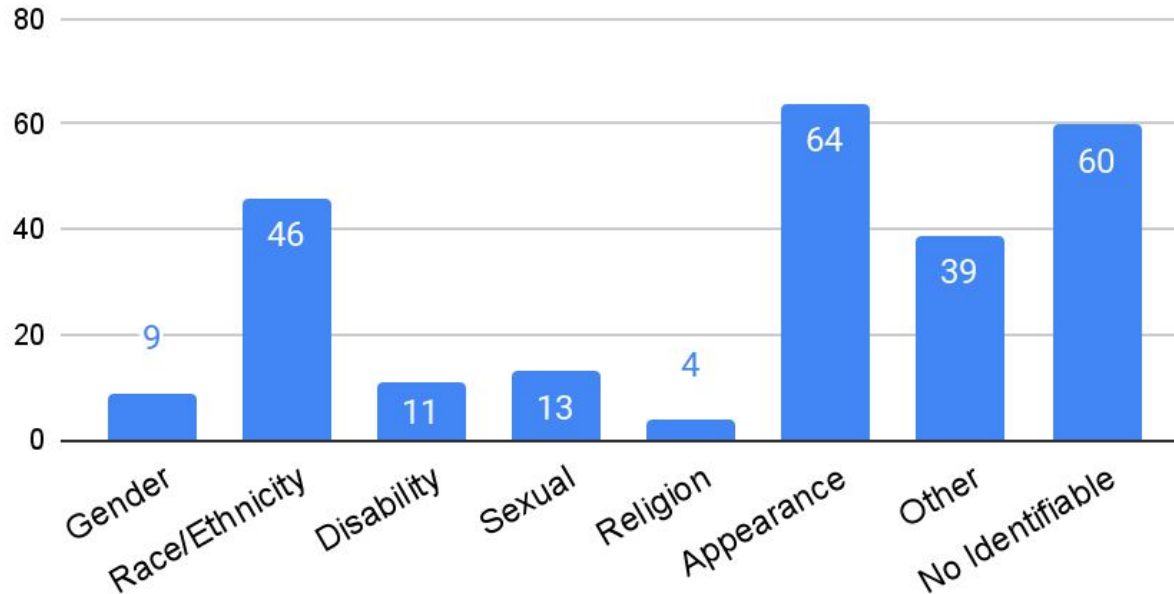
WWP HIB INVESTIGATIONS BY GRADE LEVEL



246 Investigations

WWPRSD HIB INVESTIGATIONS BY DISTINGUISHING CHARACTERISTICS

Investigations by Distinguishing Characteristic



246 Investigations

PATTERNS & TRENDS



- Increase in investigations
- Elementary School Cluster
- Appearance/Race/Ethnicity Distinguishing Characteristics

Anti-Bullying Rubric (ABR)



DOE Anti-Bullying Rubric (ARB)

- 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
-

DOE Anti-Bullying Rubric (ARB)

- 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 January 2023-July 2023
-

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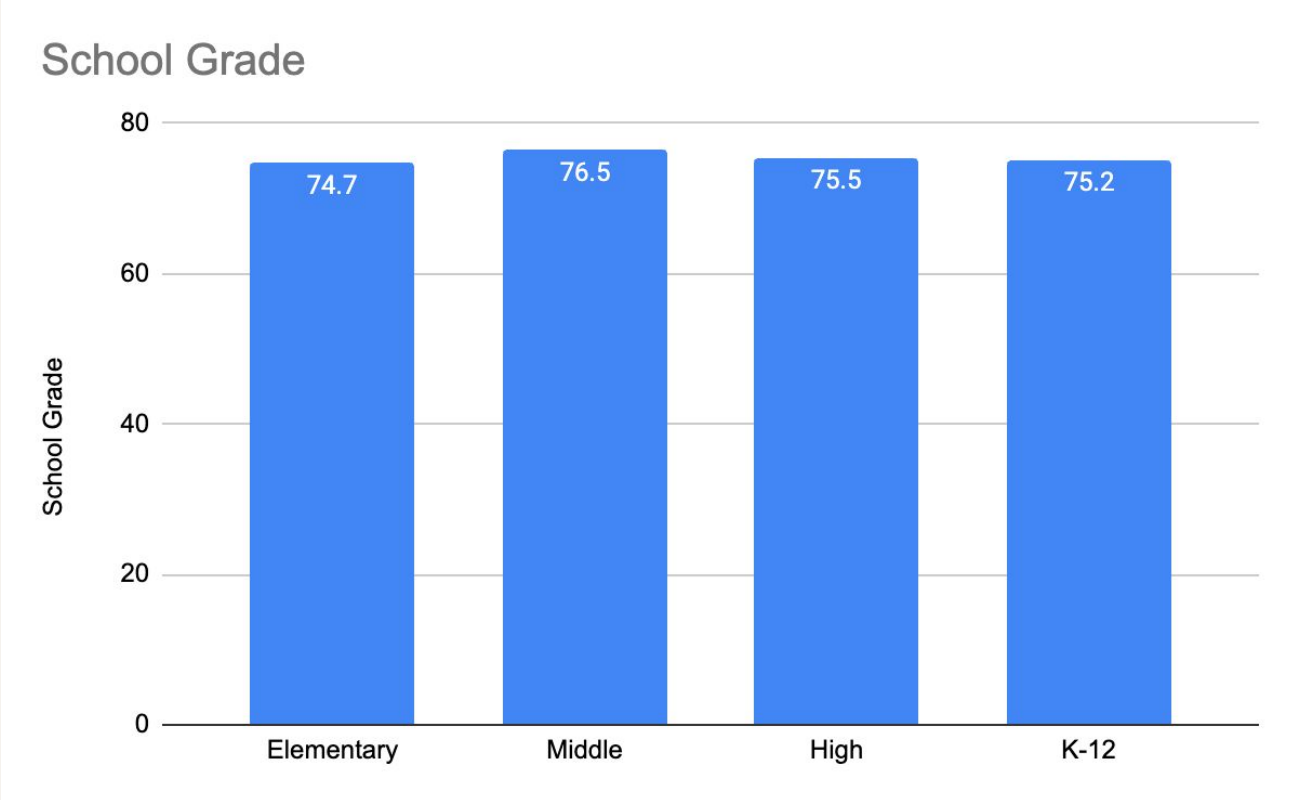
WWPRSD Average Score by Element

- **Core Element #1:** HIB Programs, Approaches or Other Initiatives
 - **Avg. School Grade 14/15**
 - **Core Element #2:** Training on the BOE- approved HIB Policy
 - **Avg. School Grade 8.9/9**
 - **Core Element #3:** Other Staff Instruction and Training Programs
 - **Avg. School Grade 13.9/15**
 - **Core Element #4:** Curriculum & Instruction on HIB & Related Information & Skills
 - **Avg. School Grade 6/6**
-

WWPRSD Average Score by Element

- **Core Element #5:** HIB Personnel
 - **Avg. School Score** 8.4/9
 - **Core Element #6:** School-Level HIB Incident Reporting Procedure
 - **Avg. School Score** 6/6
 - **Core Element #7:** HIB Investigation Procedure
 - **Avg. School Score** 12/12
 - **Core Element #8:** HIB Reporting
 - **Avg. School Score** 6/6
-

WWPRSD Average Score by Level



**Out of 78
maximum
points**

HOW DOES WWP PROACTIVELY ADDRESS HIB?

Equity Strategic Goal
&
SEL Strategic Goal &
Professional
Development

School Climate &
Culture Survey

Focus of Restorative
Practices

Student-Led Initiatives

Counseling
Programming K-12

PTSA Sponsored
Experiences

School-based Culture
& Climate Teams

Increased Mental
Health & Counseling
Staff

HIB Student & Staff &
Administrator
Training

HIB BOE Policy Changes

Prior to initiating an investigation regarding a reported incident or complaint, the Principal or designee, in consultation with the anti-bullying specialist, shall make a *preliminary determination* as to whether a reported incident or complaint, assuming all facts are presented as true, is a report within the scope of N.J.S.A. 18A:37-14.

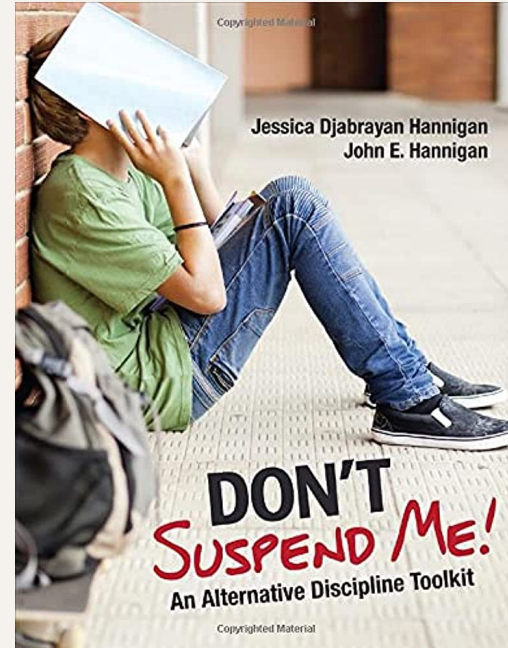
Should the Principal or designee, in consultation with the anti-bullying specialist, determine that a reported incident or complaint, assuming all facts presented are true, is not a report within the scope of N.J.S.A. 18A:37-14, the incident will be addressed through the Board's Code of Student Conduct policy.

HIB Policy - Procedural Safeguards

- 338 Form Must Be Completed
 - Superintendent Discretion
 - Parent/Guardian/Caregiver Notification
 - Parent/Guardian/Caregiver Right to Appeal
 - Board of Education Reporting
-

Code of Conduct - Alternative Discipline

- Restorative Practices
- Behavior Contract
- Counselor Check-Ins
- Conflict Resolution
- A Reflective Essay
- Restitution
- Apology letter
- Research / Presentation



What are School Restorative Practices?

Restorative Practices provides staff with the tools to improve classroom management, school discipline, and school climate through restorative interventions. Staff utilize restorative techniques when responding to problem behavior which simultaneously hold young people accountable and improve relationships among students, faculty, administrators, and parents.



-International Institute for Restorative Practices

Why Restorative Practices?



Educators have come to realize that you can't punish a child into doing anything. Instead of simply instituting harsh punishment, we need to teach kids the kind of skills, supported by research, to help them improve their behavior. In building socially responsible students, we must arm them with the ability to think critically, problem-solve, and be able to work collaboratively with others. It will be through their mastery of academic knowledge AND their capacity to engage successfully with others that will ultimately guarantee their future success. Therefore, as educators, we must invest our efforts wisely.

Benefits of Restorative Practices

- Builds relationships
- Strives to be respectful to all
- Provides the opportunity for equitable dialogue and decision making
- Involves relevant stakeholders
- Addresses harms, needs, obligations
- Encourages all to take responsibility



Restorative Questions

What happened?

What were you thinking at the time?

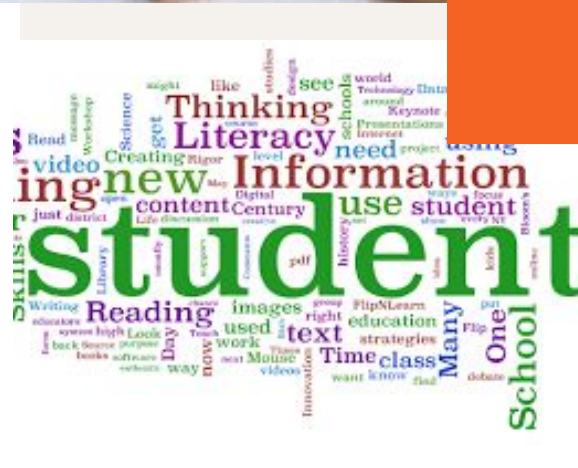
What have you thought about since?

Who has been affected and in what way?

How could things have been done differently?

What do you think needs to happen next?





WW-P District 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 New Jersey Anti-Bullying Bill of Rights
 - Training all staff to identify, report, and address HIB
 - Proactively educating caregivers, students, Board of Education
 - Establishing positive school communities, HIB expectations and a commitment to safety and respectful behavior
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THANK YOU!

Any Questions?