



Bi- Annual Superintendent's Report: Harassment, Intimidation, & Bullying (HIB)

Sandra Horwitz
District HIB Coordinator
Mid-Year Report
December 12, 2019



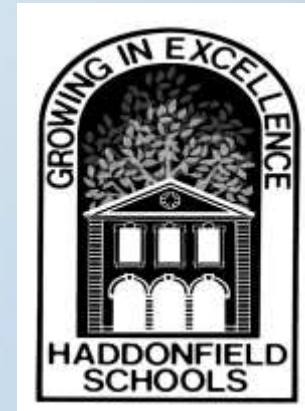
Reporting Periods

- Period One: September 1 – January 1
- Period Two: January 1 – June 30
- NJ Law: “ The Superintendent shall report to the Haddonfield Borough School District Board of Education all acts of harassment, intimidation, or bullying (HIB) which occurred during the previous reporting period.”



Haddonfield Anti-Bullying Specialists

- District Anti-Bullying Coordinator: Sandra Horwitz
- Central Elementary: Jennifer Gallogly
- Haddon Elementary: Diane Wallace
- Tatem Elementary: Caroline Brown
- Central Middle School: Emme Probst
- Haddonfield Memorial HS: Colleen Gaspari



HIB TRAINING

NJPSA/FEA/LEGAL ONE – 5 PART ANTI-BULLYING SPECIALIST CERTIFICATION PROGRAM

NJ STATE BAR FOUNDATION – THE ROLE OF THE SCHOOL CLIMATE TEAM

IN DISTRICT TUTORIAL ON QUESTIONING AND REPORT WRITING



THRESHOLD TEST IN A NUTSHELL

1. ACT MUST BE MOTIVATED BY AN ACTUAL, PERCEIVED, OR DISTINGUISHING CHARACTERISTIC OF THE TARGET
2. ACT MUST TAKE PLACE AT SCHOOL OR EFFECTS SCHOOL
3. ACT MUST SUBSTANTIALLY DISRUPT OR INTERFERES WITH THE ORDERLY OPERATION OF THE SCHOOL OR STUDENT RIGHTS
4. ACT MUST HURT A STUDENT OR STUDENT'S PROPERTY OR PLACE THE STUDENT IN FEAR OF BEING HURT, INSULTS OR DEMEANS A STUDENT, CREATES A HOSTILE ENVIRONMENT THAT INTERFERS WITH THE STUDENT'S EDUCATION

NOTE: BEHAVIORS THAT DO NOT MEET THE THRESHOLD ARE NOT DISMISSED. THEY ARE STILL INVESTIGATED AND HANDLED AS DISCIPLINARY MATTERS. IN THESE CASES, PARENTS ARE NOTIFIED AND INTERVENTIONS ARE APPLIED AS WITH OTHER VIOLATIONS OF OUR CODE OF CONDUCT.

District Data for Period 1

Total Reports of HIB

HADDON = 0

CENTRAL = 2

TATEM = 4

HMS = 0

HMHS = 1

TOTAL NUMBER OF RECEIVED REPORTS = 7

District Data for Period 1

Total Reports of HIB that did not advance to investigation

HADDON = 0

CENTRAL = 1

TATEM = 2

HMS = 0

HMHS = 0

TOTAL NUMBER OF RECEIVED REPORTS = 7

TOTAL NUMBER OF REPORTS THAT WERE INVESTIGATED = 4

TOTAL NUMBER OF CASES OF HIB = 0

District Data for Period 1 - Review

Total Reports of Investigated HIB in all schools = 4 (plus 1 out of district)

A LOW NUMBER OF CASES REFLECTS A CHANGE IN THE ANTI-BULLYING LAW THAT ALLOWS A PRINCIPAL IN CONSULTATION WITH THE SCHOOL ANTI-BULLYING SPECIALIST TO DECIDE WHETHER AN ALLEGATION SHOULD BE INVESTIGATED AS HIB OR INVESTIGATED AS STUDENT CONFLICT. EACH ALLEGATION IS PUT TO A THRESHOLD TEST TO HELP MAKE THAT DECISION.

CENTRAL = 1 **Not** HIB

HMS = 0

HADDON = 0

HMHS = 1 **Not** HIB

TATEM = 2 **Not** HIB

1 ODD – confirmed HIB Sterling HS

Total Confirmed Yes in all Haddonfield Schools = 0

HIB Incident Count by School

School	Allegations	Failed Threshold	Non-HIB	Confirmed HIB
Central	2	1 6626 – No Substantial Disruption	1 6543 – No Distinguishing Characteristic	0
Haddon	0	0	0	0
Tatem	4	2 6603 – No Distinguishing Characteristic 6659 – No Substantial Disruption	2 6463 – No Substantial Disruption 6575 – No Substantial Disruption	0
HMS	0	0	0	0
HMHS	1	0	1 6285 - No Substantial Disruption	0

Nature of 7 REPORTS OF ALLEGED HIB Based on Protected Categories and Distinguishing Characters Period 1

Category	Race	Color	Religion	Ancestry	Origin	Gender
Total	1	0	0	0	0	0
Percent	14%	0%	0%	0%	0%	0%

Category	Sexual Orientation	Gender Identity	Disability	Other/None	Grand Total
Total	1	1	2	2	(+1ODD)
Percent	14%	14%	29%	29%	100%



Confirmed HIB Incidents – Period 1 Review

School	Total	Percent
Central Elementary	0	0%
Haddon Elementary	0	0%
Tatem Elementary	0	0%
Haddonfield Middle	0	0%
Haddonfield Memorial HS	0	0%



District Responses to HIB Incidents and Continuing Education



Discipline & Remediation



- Discipline is determined based upon the Code of Conduct
- Remediation for offenders and victims is designed by Principals and is custom tailored to the students and circumstances involved. Remediation is applied in all cases – investigated and those that do not meet the threshold.
- Parent involvement and support are needed to prevent HIB.

Sampling of School Programs addressing Climate and HIB



- Bullying Prevention during homeroom - HS and MS
- School Violence Prevention Week activities
- Week of Respect activities
- Conflict Resolution/HIB training for faculty
- Wellness Day = HS and MS
- One School One Book
- School Climate Teams
- Diversity Lessons – Elementary
- Student Voice projects – All
- Peer Bias programs - HS