



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

Sandra Horwitz
District HIB Coordinator
Period 2 Report
June 11, 2020



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 TUTORIALS ON QUESTIONING AND REPORT WRITING

COLLEGIAL SUPPORT THROUGHOUT EACH HIB INVESTIGATION



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 DISTRUPT 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, OR CREATES A HOSTILE ENVIRONMENT THAT INTERFERES 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 2

Total Reports of HIB

HADDON = 1

CENTRAL = 0

TATEM = 3

HMS = 1

HMHS = 2

TOTAL NUMBER OF RECEIVED REPORTS = 7

District Data for Period 2

Total Reports of HIB that did not advance to investigation

HADDON = 1

CENTRAL = 0

TATEM = 1

HMS = 1

HMHS = 2

TOTAL NUMBER OF RECEIVED REPORTS = 7

TOTAL NUMBER OF REPORTS THAT WERE INVESTIGATED = 2

TOTAL NUMBER OF CASES OF HIB = 2 (Same incident)

District Data for Period 2 - Review

Total Reports of Investigated HIB in all schools = 2

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 = 0

HMS = 0

HADDON = 0

HMHS = 0

TATEM = 2 HIB

HS = 0

Total Confirmed HIB in all Haddonfield Schools in Period 2 = 2

HIB Incident Count by School

School	Allegations	Failed Threshold	Non-HIB	Confirmed HIB
Central	0	0	0	0
Haddon	1	¹ 7118 – No Distinguishing Characteristic	0	0
Tatem	3	¹ 7031 – No Distinguishing Characteristic	0	² 6899 – Race 6900 - Race
HMS	1	¹ 7008 – No Distinguishing Characteristic	0	0
HMHS	2	² 7071 and 7092 No Substantial Disruption	0	0

Nature of **2 REPORTS** that met the criteria of **ALLEGED HIB** Based on Protected Categories and Distinguishing Characters Period 2

Category	Race	Color	Religion	Ancestry	Origin	Gender
Total	2	0	0	0	0	0
Percent	100%	0%	0%	0%	0%	0%

Category	Sexual Orientation	Gender Identity	Disability	Other/None	Grand Total
Total	0	0	0	0	2
Percent	0%	0%	0%	0%	100%



Confirmed HIB Incidents – Period 2 Review

School	Total	Percent
Central Elementary	0	0%
Haddon Elementary	0	0%
Tatem Elementary	2	100%
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

NJ DOE HIB GRADES BY SCHOOL

EXPLANATION OF MANDATE

The Commissioner of the New Jersey Department of Education (NJDOE) is required by state law to grade each public school and school district's efforts to implement the *Anti-Bullying Bill of Rights Act* (ABR) (N.J.S.A.18A:17-46). Through its School Safety/School Climate Team (SS/SCT) each school, by using a NJDOE self-assessment tool, is required to evaluate its implementation of the ABR from July 1, 2018 through June 30, 2019. The Self-Assessment tool included eight core elements that address all of the ABR requirements for schools. The SS/SCT assigned a rating for each indicator based on the criteria and available documentation. The maximum grade a school may receive is a 78. The corresponding grade based on a 100 scale is provided in the last column.

HIB GRADES

2017-2018 SCHOOL YEAR

	HIB Programs, Approaches or Other Initiatives	Training on the BOE- Approved HIB Policy	Other Staff Instruction and Training Programs	Instruction on HIB and Related Information and Skills	HIB Personnel	School-Level HIB Incident Reporting Procedure	HIB Investigative Procedure	HIB Reporting	School Grade	Grade Based on 100% Max
	(MAX=15)	(MAX=9)	(MAX=15)	(MAX=6)	(MAX=9)	(MAX=6)	(MAX=12)	(MAX=6)	(MAX=78)	
SCHOOL HIGH SCHOOL	10	8	15	5	8	6	11	6	69	88%
CENTRAL	11	8	11	6	8	5	12	6	67	86%
MIDDLE	12	6	11	4	9	5	9	6	62	79%
HADDON	13	7	11	5	7	5	12	5	65	83%
TATEM	10	6	11	5	7	5	10	5	59	76%
DISTRICT GRADE									64	82%

2017-18 HIB TRAININGS AND PROGRAMS

	Report Period 1		Report Period 2		2017-18 School Year	
School	Trainings	Programs	Trainings	Programs	Trainings	Programs
District-Wide	1	0	0	0	1	0
(050) HADDONFIELD MEMORIAL HIGH	3	4	0	0	3	4
(060) CENTRAL	1	2	0	0	1	2
(070) MIDDLE	2	2	0	0	2	2
(080) ELIZABETH HADDON	1	2	0	0	1	2
(090) J FITHIAN TATEM	2	2	0	0	2	2
Total	10	12	0	0	10	12

HIB GRADES

2018-2019 SCHOOL YEAR

	HIB Programs, Approaches or Other Initiatives	Training on the BOE- Approved HIB Policy	Other Staff Instruction and Training Programs	Instruction on HIB and Related Information and Skills	HIB Personnel	School-Level HIB Incident Reporting Procedure	HIB Investigative Procedure	HIB Reporting	School Grade	Grade Based on 100% Max
	(MAX=15)	(MAX=9)	(MAX=15)	(MAX=6)	(MAX=9)	(MAX=6)	(MAX=12)	(MAX=6)	(MAX=78)	
SCHOOL										
HIGH SCHOOL	12	9	14	6	8	6	12	6	73	94%
CENTRAL	14	8	14	5	8	5	12	6	72	92%
MIDDLE	13	8	13	5	9	6	10	5	69	88%
HADDON	14	7	14	5	8	6	12	6	72	92%
TATEM	11	7	13	6	8	5	12	6	68	87%
DISTRICT GRADE									71	91%

2018-19 HIB TRAININGS AND PROGRAMS

School	Report Period 1		Report Period 2		2018-19 School Year	
	Trainings	Programs	Trainings	Programs	Trainings	Programs
District-Wide	17	14	7	2	24	16
(050) HADDONFIELD MEMORIAL HIGH	1	9	6	11	7	20
(060) CENTRAL	0	19	0	5	0	24
(070) MIDDLE	0	14	0	15	0	29
(080) ELIZABETH HADDON	0	24	0	4	0	28
(090) J FITHIAN TATEM	1	21	0	3	1	24
Total	19	101	13	40	32	141

CONSIDERATIONS

- **DATA INDICATES THAT HIGHER NUMBERS OF HIB TRAININGS AND PROGRAMS HAD THE DESIRED EFFECT OF REDUCING THE NUMBER OF REPORTED CASES OF HIB.**
- **ABS POSTIONS AND SCHOOL SAFETY SCHOOL CLIMATE TEAMS ARE CRITICAL TO FOSTER A POSITIVE SCHOOL CLIMATE AND HELP DETER HIB OCCURANCES. EACH SCHOOL IMPROVED THEIR HIB GRADES WHEN COMPARING SY 17-18 TO 18-19.**
- **NEXT YEAR'S HIB GRADES REPORT SHOULD EXAMINE THIS YEAR'S PERIOD ONE ONLY DUE TO SCHOOLS BEING CLOSED DURING PERIOD 2 OF THIS YEAR.**
- **WE RECEIVED NO REPORTS OF CYBER-BULLYING DURING THE COVID-19 PERIOD OF REMOTE INSTRUCTION.**