



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

Sandra Horwitz
District HIB Coordinator
Mid-Year Report
December 10, 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: Jamie Ledford – NEW
- Haddon Elementary: Diane Wallace
- Tatem Elementary: Jessica Plesniak - NEW
- 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 = 1

TATEM = 2

HMS = 0

HMHS = 2

TOTAL NUMBER OF RECEIVED REPORTS = 5

District Data for Period 1

Total Reports of HIB that did not advance to investigation

HADDON = 0

CENTRAL = 1

TATEM = 1

HMS = 0

HMHS = 0

TOTAL NUMBER OF RECEIVED REPORTS = 5

**TOTAL NUMBER OF REPORTS THAT PASSED INITIAL ASSESSMENT AND
WERE INVESTIGATED = 3**

TOTAL NUMBER OF CASES OF HIB = 1

District Data for Period 1 - Review

Total Reports of Investigated HIB in all schools = 3

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. OUR HYBRID AND VIRTUAL STATUS ALSO IMPACTED THE NUMBER OF CASES.

CENTRAL = 0

HMS = 0

HADDON = 0

HMHS = 1 **Not** HIB; 1 HIB

TATEM = 1 **Not** HIB

Total Confirmed Yes in all Haddonfield Schools = 1

HIB Incident Count by School

School	Allegations	Failed Initial Assessment	Investigated Not-HIB	Investigated Confirmed HIB
Central	1	¹ No Distinguishing Characteristic	0	0
Haddon	0	0	0	0
Tatem	2	¹ No Distinguishing Characteristic	¹ #7213 – No Substantial Disruption	0
HMS	0	0	0	0
HMHS	2	0	¹ #7208 - No Substantial Disruption	¹ #7197

Nature of **3 REPORTS OF ALLEGED HIB** Based on Protected Categories and Distinguishing Characteristics Period 1

Category	Race	Color	Religion	Ancestry	Origin	Gender
Total	2	0	0	0	0	0
Percent	66.6%	0%	0%	0%	0%	0%

Category	Sexual Orientation	Gender Identity	Disability	Other/None	Grand Total
Total	1	0	0	0	3
Percent	33.3%	0%	0%	0%	100%



Confirmed HIB Incidents – Period 1 Review

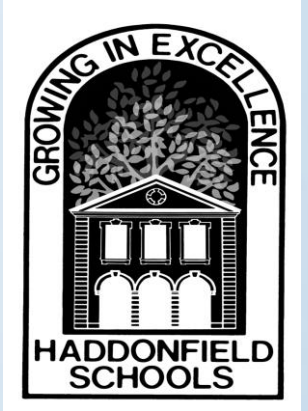
School	Total	Percent
Central Elementary	0	0%
Haddon Elementary	0	0%
Tatem Elementary	0	0%
Haddonfield Middle	0	0%
Haddonfield Memorial HS	1	100%



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.

School Activities Addressing Climate and HIB



- Peace Week
- SEL Trainings
- Toy Drives
- Suicide Prevention Awareness Training
- School Violence Awareness Week
- Week of Respect
- HIB information at PTA meetings
- HIB Policy Reviews

School Activities Addressing Climate and HIB (cont.)



- Student Anti-Bullying posters and videos
- CARES – morning announcements
- CARES – Character Education Lessons
- Responsive Classroom Program
- Spirit Week
- Shadow a Student - virtually
- Inclusivity presentation on Representation in Media and Literature
- National Hispanic Heritage Month

School Activities Addressing Climate and HIB (cont.)



- Club Fair
- Student input on hybrid schedules and lunches
- RULER Training
- Peer Leader Birthday Messages
- Wear your College Gear
- Back to School Survey Review
- Secret Shop
- Shop Local and Support your School Fundraiser

School Activities Addressing Climate and HIB (cont.)



- Diwali Holiday Celebrations
- World Kindness Day
- Temple University Dept of Psychology visiting counselors
- Halloween Parades
- Helping Hands tutoring program K-5
- RULER Webinar for Families
- Buddy Benches for friendship and inclusion
- Sunshine Committee – recognizing staff

School Activities Addressing Climate and HIB (cont.)



- School-wide Diversity Lessons
- RULER – School Charters
- RULER Mood Meter Check-ins for Staff
- Classroom Book a Day – Book a Week on Diversity
- Library Lessons on Multiculturalism and Diversity books
- Counselor's Corner – monthly article in school paper
- Morning Messages and Class Meetings - daily
- Anti-Bullying Bulletin Boards

School Activities Addressing Climate and HIB (cont.)



- Community Partners for Equitable Education - meetings
- Faculty Advisory Committee
- 7 Habits of Happy Kids including wall art
- Universal Rules
- Principal Daily – virtual announcements, videos, book readings
- Minds Matter Club – virtual yoga class
- Community Town Hall on Diversity
- Red Ribbon Week

School Activities Addressing Climate and HIB (cont.)



- Teacher of the Week Recognition
- Motivational Mondays
- HS Peer Anti-Bias Newsletter
- HS Student of the Month Recognition
- School Safety/School Climate committee meetings
- Pandemic Team meetings
- Freshman Orientation
- District-wide STOPit! Anonymous Reporting Software
- Principal Updates to staff on HIB, STOPit! reports, and vaping

School Activities Addressing Climate and HIB (cont.)



- Panorama Survey – experience and perceptions
- Human Dignity Lessons – student led
- Cultural Equity Council
- Homeroom presentations by Peer Anti-Bias group
- Video and eblast on HIB prevention, protocol, and STOPit!
- Jeans/Denim Day – charitable contribution
- Equity Summit