



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

Year-End Report

Sandra Horwitz
District HIB Coordinator
June 10, 2021



Reporting Periods

- Period One: September 1 – December 10, 2020
- Period Two: December 11 – June 30, 2021
- 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
- Haddon Elementary: Diane Wallace
- Tatem Elementary: Jessica Plesniak
- 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** 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.

20-21 Data for Period 1 (Review)

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 (Review)

TOTAL NUMBER OF RECEIVED REPORTS OF HIB = 5

TOTAL NUMBER OF REPORTS THAT DID NOT ADVANCE TO INVESTIGATION = 2

HADDON = 0

CENTRAL = 1 Case 7167 (no perceived or distinguishing characteristic)

TATEM = 1 Case 7172 (no perceived or distinguishing characteristic)

HMS = 0

HMHS = 0

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

CASE 000244 – HMHS/SEXUAL ORIENTATION

CASE 000249 – TATEM/RACE

CASE 000313 – HMHS/RACE

TOTAL NUMBER OF CASES OF CONFIRMED HIB = 1 (HMHS/RACE)

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

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%



20-21 Data for Period 2

Total Reports of HIB

HADDON = 0

CENTRAL = 3

TATEM = 3

HMS = 1

HMHS = 3

TOTAL NUMBER OF RECEIVED REPORTS = 10

District Data for Period 2

TOTAL NUMBER OF RECEIVED REPORTS OF HIB = 10

TOTAL NUMBER OF REPORTS THAT DID NOT ADVANCE TO INVESTIGATION = 6

HADDON = 0

CENTRAL = 1 Case 7349 (aggressor unknown)

TATEM = 3 Case 7285 (no substantial disruption or impact on target)

Case 7172 (no distinguishing characteristic)

Case 7456 (no substantial disruption or impact on target)

HMS = 1 Case 7388 (no substantial disruption impact on target)

HMHS = 1 Case 7253 (no substantial disruption or impact on target)

TOTAL NUMBER OF REPORTS THAT PASSED INITIAL ASSESSMENT AND WERE INVESTIGATED = 4

CASE 002463 HMHS/RACE

CASE 005352 HMHS/OTHER

CASE 002724 CENTRAL/ANCESTRY

CASE 003757 CENTRAL/RACE

TOTAL NUMBER OF CASES OF CONFIRMED HIB = 1 (HMHS/RACE)

Nature of **ALLEGED HIB** Based on Protected Categories and Distinguishing Characteristics Period 2

Category	Race	Color	Religion	Ancestry	Origin	Gender
Total	2	0	0	1	0	0
Percent	50%	0%	0%	25%	0%	0%

Category	Sexual Orientation	Gender Identity	Disability	Other	Grand Total
Total	0	0	0	1	4
Percent	0%	0%	0%	25%	100%



Confirmed HIB Incidents – Period 2

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 Data for the 2020-21 School Year SUMMARY

- Total Reports Received = 15
- Total Reports that did not pass the Initial Assessment = 8
- Total Reports of investigated HIB in all schools = 7

CENTRAL = 2 (BOTH NOT HIB)

HADDON = 0

TATEM = 1 (NOT HIB)

HMS = 0

HMHS = 4 (2 HIB; 2 NOT HIB)

Total Confirmed HIB among all schools = 2 (HMHS)

Nature of **ALLEGED HIB** Based on Protected Categories and Distinguishing Characteristics For the 2020-21 School Year

Category	Race	Color	Religion	Ancestry	Origin	Gender
Total	4	0	0	1	0	0
Percent	57.1%	0%	0%	14.3%	0%	0%

Category	Sexual Orientation	Gender Identity	Disability	Other	Grand Total
Total	1	0	0	1	7
Percent	14.3%	0%	0%	14.3%	100%



Nature of **CONFIRMED HIB** Based on Protected Categories and Distinguishing Characteristics For the 2020-21 School Year

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	Grand Total
Total	0	0	0	0	2*****
Percent	0%	0%	0%	0%	100%



School-Level HIB Data



Haddonfield Memorial High School Confirmed HIB Incidents by Protected Category & Distinguishing Characteristic Period 1

Category	Race	Color	Religion	Ancestry	Origin	Gender
Total	1	0	0	0	0	0
Percent	100%	0%	0%	0%	0%	0%

Category	Sexual Orientation	Gender Identity	Disability	Other	Grand Total
Total	0	0	0	0	1
Percent	0%	0%	0%	0%	100%



Haddonfield Memorial High School Confirmed HIB Incidents by Protected Category & Distinguishing Characteristic Period 2

Category	Race	Color	Religion	Ancestry	Origin	Gender
Total	1	0	0	0	0	0
Percent	100%	0%	0%	0%	0%	0%

Category	Sexual Orientation	Gender Identity	Disability	Other	Grand Total
Total	0	0	0	0	1
Percent	0%	0%	0%	0%	100%



Haddonfield Memorial High School Confirmed HIB Incidents by Protected Category & Distinguishing Characteristic 2020-21 School Year

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	Grand Total
Total	0	0	0	0	2
Percent	0%	0%	0%	0%	100%



Confirmed HIB Incidents 2020-21 School Year

School	Total	Percent
Central Elementary	0	0%
Haddon Elementary	0	0%
Tatem Elementary	0	0%
Haddonfield Middle	0	0%
Haddonfield Memorial HS	2	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.
- Parent involvement and support are needed to prevent HIB.

ANTI-BULLYING PROGRAMS IN HADDONFIELD



- School-based education on NJ Anti-Bullying Bill of Rights
- HIB Education and Social/Emotional Learning (SEL) Prevention Programs designed by the SS/C Teams
- Cyberbullying Programs
- Activities and Programs to Support Peer Relationships and Norms
- Parent Communications and Invitations to attend programs
- Board of Education Training
- Daily Informal Conflict Resolution by counselors and principals

HIB Program Target Population

- Board of Education
- District Administrators
- Anti-Bullying Coordinator
- Anti-Bullying Specialists
- Teachers
- Students
- Parents
- Substitute Staff
- Bus Drivers
- Support Staff
- Coaches

