



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

Sandra Horwitz
District HIB Coordinator
Year-End Report
July 21, 2022



Reporting Periods

- Period One: September 1 – December 9
- Period Two: December 10 – 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: Brielle Alexander
- Haddon Elementary: Diane Wallace
- Tatem Elementary: Jessica Plesniak
- 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 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, 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.

PERIOD 1 REVIEW

District Data for Period 1

Total Reports of HIB

HADDON = 0

CENTRAL = 1

TATEM = 1

HMS = 0

HMHS = 0

TOTAL NUMBER OF RECEIVED REPORTS = 2

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 = 2

**TOTAL NUMBER OF REPORTS THAT PASSED INITIAL ASSESSMENT AND
WERE INVESTIGATED = 0**

Nature of **2 REPORTS OF ALLEGED HIB** Based on Protected Categories and Distinguishing Characteristics Period 1

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

Category	Sexual Orientation	Gender Identity	Disability	Other/None	Grand Total
Total	1	0	0	1	2
Percent	50%	0%	0%	50%	100%



District Data for Period 1 - Review

Total Reports of Investigated HIB in all schools = 0

A PRINCIPAL IN CONSULTATION WITH THE SCHOOL ANTI-BULLYING SPECIALIST DECIDES 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 = 0

Total Confirmed Yes in all Haddonfield Schools = NA

PERIOD 2

District Data for Period 2

Total Reports of HIB

HADDON = 1

CENTRAL = 1

TATEM = 2

HMS = 6

HMHS = 10

TOTAL NUMBER OF RECEIVED REPORTS = 20

District Data for Period 2

Total Reports of HIB that did not advance to investigation

HADDON = 0

CENTRAL = 0

TATEM = 0

HMS = 1

HMHS = 4

TOTAL NUMBER OF RECEIVED REPORTS = 20

**TOTAL NUMBER OF REPORTS THAT PASSED INITIAL ASSESSMENT AND
WERE INVESTIGATED = 15**

District Data for Period 2

Total Reports of Investigated HIB in all schools = 15

A PRINCIPAL IN CONSULTATION WITH THE SCHOOL ANTI-BULLYING SPECIALIST DECIDES 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

HMS = 5

HADDON = 1

HMHS = 6

TATEM = 2

Total Confirmed Yes in all Haddonfield Schools = 13

HIB Incident Count by School Period 2

School	Allegations	Failed Initial Assessment	Investigated Not-HIB	Investigated Confirmed HIB
Central	1	0	0	1
Haddon	1	0	0	1
Tatem	2	0	0	2
HMS	6	1	1	4
HMHS	10	4	1	5

Nature of 15 REPORTS OF ALLEGED HIB Based on Protected Categories and Distinguishing Characteristics Period 2

Category	Race	Color	Religion	Ancestry	Origin	Gender
Total	6	0	0	0	0	0
Percent	40.0%	0%	0%	0%	0%	0%

Category	Sexual Orientation	Gender Identity	Disability	Other/None	Grand Total
Total	5	0	2	2	15
Percent	33.3%	0%	13.3%	13.3%	100%



HIB ALLEGATIONS THAT DID NOT ADVANCE SY 21-22

School	Period 1	Period 2	Total
Haddon	0	0	0
Tatem	1	0	1
Central	1	0	1
Middle	0	1	1
High School	0	4	4



District Data for SY 21-22

Total Reports of Investigated HIB in all schools = 15

A PRINCIPAL IN CONSULTATION WITH THE SCHOOL ANTI-BULLYING SPECIALIST DECIDES 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

HMS = 5 (1 not HIB)

HADDON = 1

HMHS = 6 (1 not HIB)

TATEM = 2

Total Confirmed Yes in all Haddonfield Schools = 13

Confirmed HIB Incidents by School SY 21-22

School	Total	Percent
Central Elementary	1	7.6%
Haddon Elementary	1	7.6%
Tatem Elementary	2	15%
Haddonfield Middle	4	30.7%
Haddonfield Memorial HS	5	38.4%



District Responses to HIB Incidents and Continuing Prevention Efforts



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



- **HMHS**
 - Week of Respect
 - HIB training for students
 - STOPit! App training for students
 - Denim Day fundraising
 - School Newspaper
 - School Safety/School Climate Team meetings
 - School Violence Awareness Week
 - Cultural Equity Council
 - Freshman Orientation
 - Peer Bias Group presentations in homeroom
 - Minds Matter Club

School Activities Addressing Climate and HIB (cont.)



- HMHS (cont)
 - Monthly SEL Homeroom
 - Motivational Mondays by the SAC
 - Weekly updates by principal on HIB and vaping to students, parents, staff
 - Peer Bias program
 - Human Dignity lessons lead by Peer Bias group
 - Homeroom Days with the Peer Bias group presenting
 - Freshman Orientation
 - Arts in the Courtyard
 - PRIDE Month
 - Wellness Day, Wellness Club, Wellness Room
 - Morning Announcements
 - Faculty/Staff Book Club/Birthday Celebrations – free lunch from administration
 - Teacher Secret Santa
 - School Climate Surveys

School Activities Addressing Climate and HIB (cont.)



- HMHS (cont)
 - Earth Day
 - Equity Summit
 - Holiday Party
 - Winterfest
 - Academic Challenge Faculty Scrimmage
 - Embracing Race
 - Sophomore Day
 - Club Fair, Clubs, Organizations, and Extra-Curricular Activities
 - Weekly updates regarding HIB, StopIt!, and Vaping – Parents, Students, Staff via Parent Square
 - Themed weeks
 - HMHS Teacher of the Year
 - Dances, Music Concerts throughout the year

School Activities Addressing Climate and HIB (cont.)



- HMS
 - Advisory lessons 1, 2, and 3
 - Spirit Games
 - HMS Skating Night
 - Dr. Mykee Falon presentation to students
 - November PD days
 - Back to School Night
 - Monthly Star Student Recognition
 - Co-teaching relationship building
 - After School Clubs
 - 8th Grade Award Ceremony
 - 8th Grade Trip to Great Adventure
 - 7th Grade Trip to Tall Pines Day Camp
 - Staff BBQ Lunch
 - School-wide Volleyball Tournament

School Activities Addressing Climate and HIB (cont.)



- HMS (cont.)
 - Holocaust Speaker Program
 - PTA Grade Level Trips
 - Grade Level Dances
 - HMS Community Visioning Meeting
 - School Climate/School Safety Team
 - School Climate Surveys

School Activities Addressing Climate and HIB (cont.)



- Elementary Schools

- Parent Teacher Conferences
- Student Council Food and Toy Drives
- Boosterthon Fun Run
- Native American Heritage lessons
- Halloween Parade
- Peace Week
- Week of Respect and Interactive Bulletin Board
- Red Trunk – Hispanic Heritage Month/lessons
- Multi-Cultural Books and Diverse Lessons/Picture Books in Library
- After School Programs
- Movie Under the Stars
- Staff Charter Check-ins (town meetings)
- Back to School Night
- Universal School Rules and Expectations
- Student Council and related activities

School Activities Addressing Climate and HIB (cont.)



Elementary (cont)

- RULER Lessons and regular Mood Meter check-ins/RULER Class Charter
- Monthly Classroom Counseling SEL Lessons
- Best Self Student Recognition Initiative
- Spirit Days/ Theme Days
- Responsive Classroom/Morning Announcements/Morning Messages/Classroom Meetings
- Principal visits to classrooms (readings)
- Staff Welcome Luncheon
- Safety Patrol
- Sunshine Committee
- Growth Mindset bulletin boards
- Monthly diversity lessons
- Lunch Bunch with school counselor
- Peer Leaders
- New student orientation
- Movie Under the Stars
- One School One Book

School Activities Addressing Climate and HIB (cont.)

Elementary (cont)

- 5th Grade Swim Party
- Field Day
- Clap Out for Grade 5 – transition activity
- Interactive Student Appreciation Wall Display
- Growth Mindset Virtual Library and Resources
- Asian American Pacific Islander Heritage Month
- Read Across America Week
- Random Acts of Kindness Week
- Black History Month
- Being Anti-Racist – Virtual Building-Wide Training
- Staff Kindness Heart Initiative
- Kindness Wall – messages among students
- Ambassador Therapy Dogs
- Professional Growth Groups
- Celebrating Holidays



School Activities Addressing Climate and HIB (cont.)

Elementary (cont)

- Secret Santa, Luncheons, Raffles, Halloween Teams for Faculty and Staff
- School Garden
- Faculty Advisory Committee – Faculty Charter
- Buddy Classes/Benches
- Student Birthday Recognition
- School Climate/School Safety/School Crisis/SEL Teams
- Positive Message Hallway Signs
- Peer Mentors
- Student Voice Club
- Student/Faculty Climate Surveys
- Chalk the Walk by PTA – Welcome Back
- STOPit! App
- Elementary/HS Tutoring Program
- Newspaper and Counselor's Corner
- School Song and School Slogans

