



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

Sandra Horwitz  
District HIB Coordinator  
Mid-Year Report  
December 9, 2021



# 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: Brielle Alexander – NEW
- Haddon Elementary: Diane Wallace
- Tatem Elementary: Jessica Plesniak -
- Central Middle School: Adrienne Goldenberg/Tracy Steel (Co-ABSs during Emme Probst's LOA) - NEW
- 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 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 = 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**

**TOTAL NUMBER OF CASES OF HIB = 0**

# District Data for Period 1 - Review

**Total Reports of Investigated HIB in all schools = 0**

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 = 0

TATEM = 0

**Total Confirmed Yes in all Haddonfield Schools = NA**



# HIB Incident Count by School

School	Allegations	Failed Initial Assessment	Investigated Not-HIB	Investigated Confirmed HIB
Central	1	<sup>1</sup> No Substantial Disruption	0	0
Haddon	0	0	0	0
Tatem	1	<sup>1</sup> No Substantial Disruption	0	0
HMS	0	0	0	0
HMHS	0	0	0	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%



# 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	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



- **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 meetings
- 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
- Freshman Orientation

# 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



# 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
- Red Trunk – Mexican Heritage lessons
- After School Programs
- Movie Under the Stars
- Staff Charter Check-ins (town meetings)

# School Activities Addressing Climate and HIB (cont.)

- RULER Lessons
- Best Self Awards
- Spirit Days
- Morning Announcements
- 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

