



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

January 25th, 2024

Rob Fox  
District HIB Coordinator  
Period 1 Report 2023-24





## Haddonfield School District Mission Statement:

*At Haddonfield School District, we inspire academic excellence, foster lifelong learning, and empower our students to become contributing members of the global community.*



# Reporting Periods

- Period One: September 1 – December 31
- 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: Rob Fox
- Central Elementary: Brielle Alexander
- Haddon Elementary: Diane Wallace
- Tatem Elementary: Mary Hall
- Haddonfield Middle School: Emme Probst
- Haddonfield Memorial HS: Rachel Gould





# Anti-Bullying Bill of Right Self Assessment

## Yearly Timeline

June 2023	State releases guidance document on determining grades, opens web-based system for reporting
Summer 2023	Schools submit self-assessment reports for district review
September 2023	ABC reviews grades and shares with Assistant Superintendent and Superintendent
October 31, 2023	Required submission of school reports deadline
TBD	Grade assignment by Commissioner for schools and district
Within 10 days of Grade Release	Posting of Grades to district website under HIB tab



# Anti-Bullying Bill of Right Self Assessment

## Core Element Categories

#1	Harassment, Intimidation and Bullying (HIB) Programs, Approaches or Other Initiatives (5 indicators)
#2	Training on the BOE- approved HIB Policy and Procedures (3 indicators)
#3	Other Staff Instruction and Training Programs (5 indicators)
#4	Curriculum and Instruction on HIB and Related Information and Skills (2 indicators)
#5	HIB Personnel (3 indicators)
#6	School- Level HIB Incident Reporting Procedure (2 indicators)
#7	HIB Investigation Procedure (4 indicators)
#8	HIB Reporting (2 indicators)



# Anti-Bullying Bill of Right Self Assessment Rubric

Category	Point Value
Does not meet the requirements	0
Partially meets the requirements	1
Meets all requirements	2
Exceeds the requirements	3

Maximum Score is 78 points

\*Assigning of the district grade will be calculated by averaging the total scores of the self-assessment from each school in the district



# Anti-Bullying Bill of Right Self Assessment School Scores

School	Total Score
Central	73
Elizabeth Haddon	73
HMHS	78
HMS	73
Tatem	75

Maximum Score is 78 points

\*Assigning of the district grade will be calculated by averaging the total scores of the self-assessment from each school in the district





# Anti- Bullying Specialist Training Time Schedule

All Haddonfield Anti-Bullying Specialists  
participate in a 3 year training schedule

Year 1	<u><a href="#">ABS will complete Legal One Anti-Bullying Specialist Certification Program (16 Hours)</a></u> <u><a href="#">ABS will complete Legal One Addressing HIB Claims and Discipline for Students with Disabilities (3 Hours)</a></u>
Year 2	<u><a href="#">ABS will complete Legal One Program on Understanding Anti-Bullying in Our Schools (2 hours)</a></u> <u><a href="#">ABS will complete Legal One Getting the Truth: A Toolkit for Conducting Effective Student Investigations (4 Hours)</a></u>
Year 3	<u><a href="#">ABS will complete Legal One Anti-Bullying Professional Advanced Certificate of Mastery (25 Hours)</a></u>

- Additional trainings provided throughout the school year.
- Training schedule is subject to change based on needs and updated courses

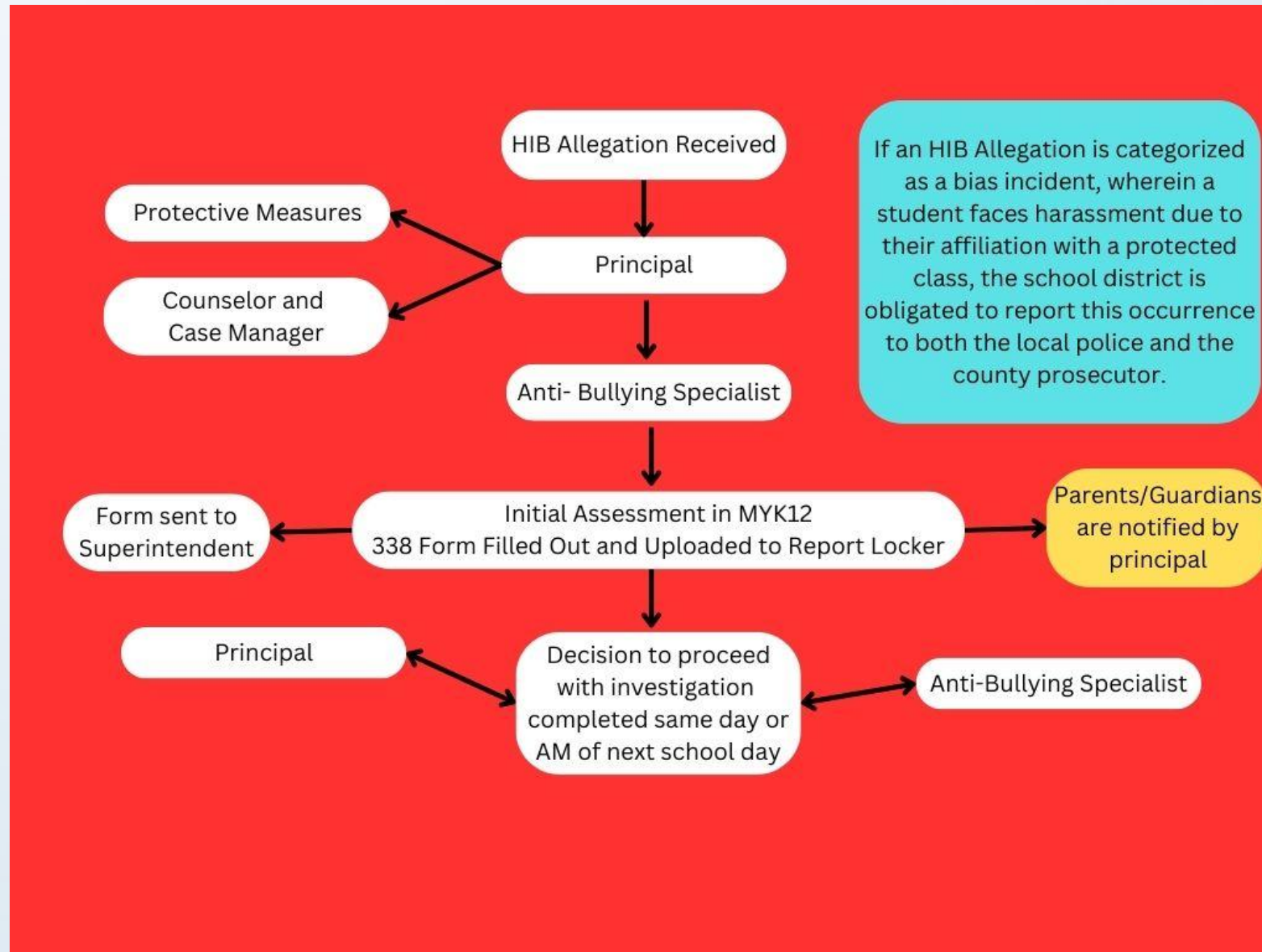
# Ongoing Training/Communication

1. Anti-Bullying Coordinator and Anti-Bullying Specialists will meet every other month throughout the school year.  
(September/November/January/March/May-June)

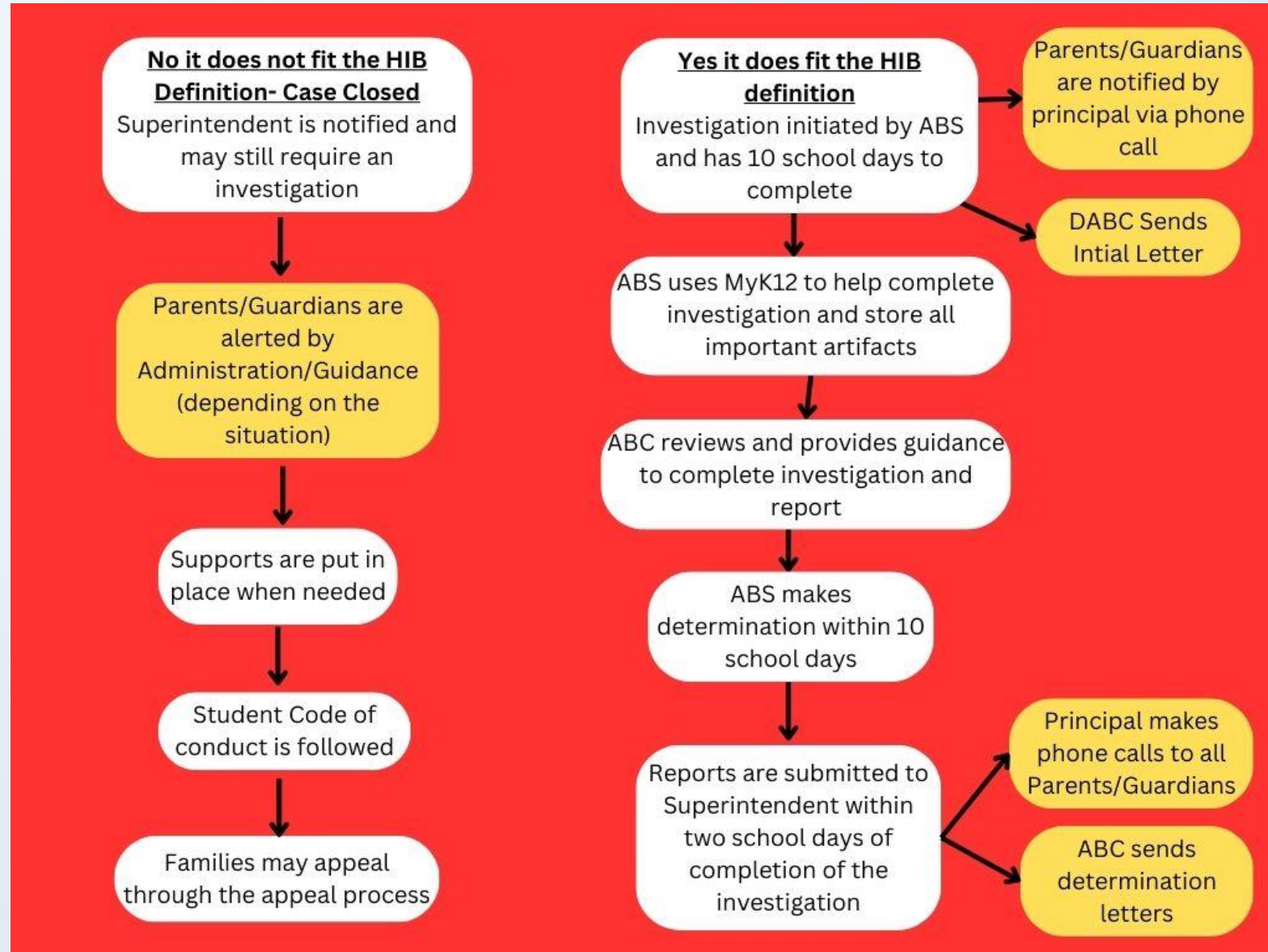
Topics will include:

- i. discuss new/emerging trends
  - ii. complete a case study
  - iii. reflect on strengths/areas for improvement
2. The ABS for each school continually works with building administrators to address HIB and review with staff the ways to take a proactive approach to prevent HIB. This includes climate and culture meetings.
3. All District Administration and ABS participated in a training with Capehart Law Firm on 11/7/23.
4. All District Administrators and ABS will be participating in a case study of past Haddonfield Investigations on 2/20/24.

# HIB Flow Chart

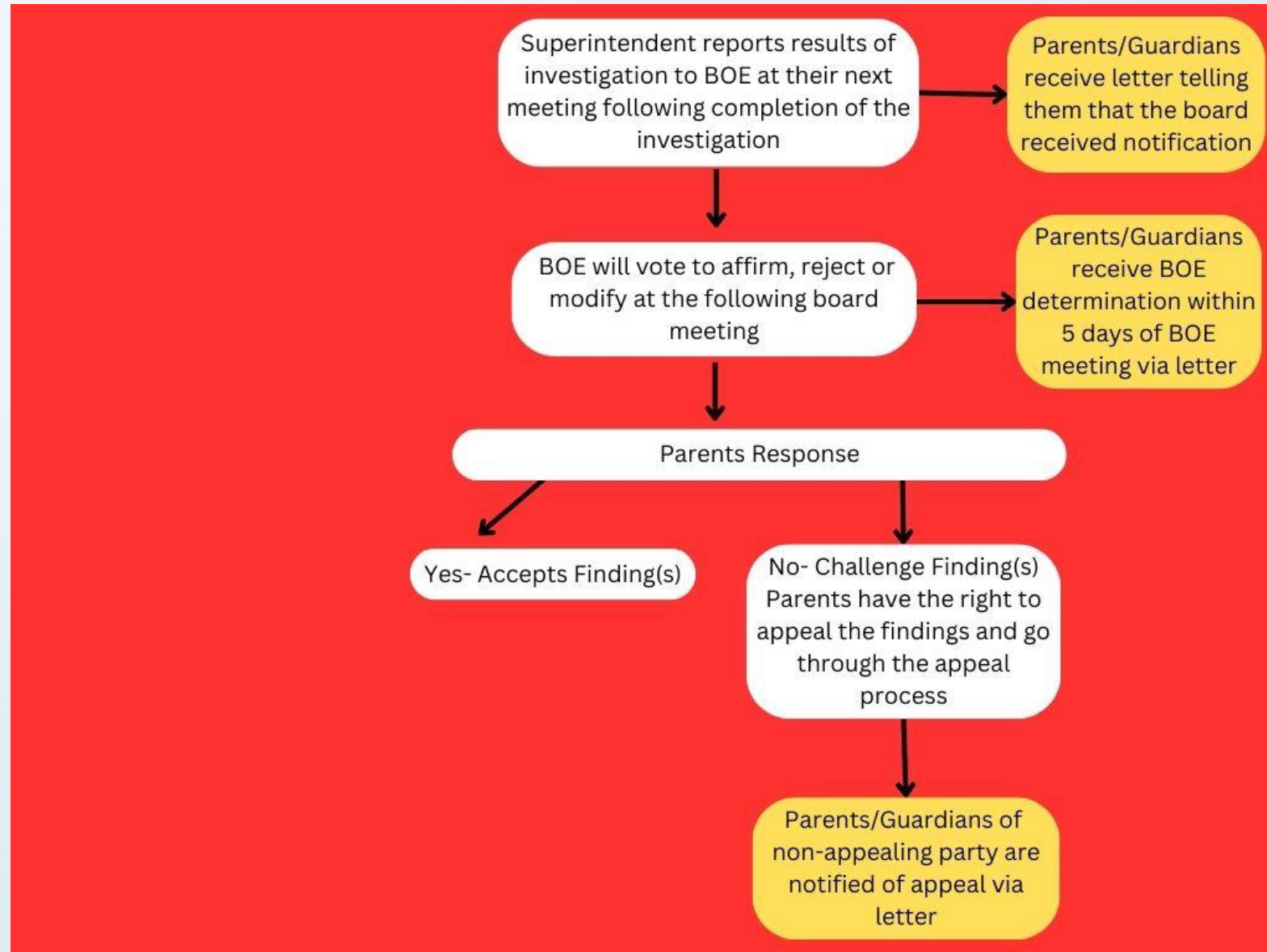


# HIB Flow Chart Continued





# HIB Flow Chart Continued





# What would initiate an Investigation?

“Harassment, Intimidation, or Bullying” means any gesture, any written, verbal or physical act, or any electronic communication, as defined in N.J.S.A. 18A:37-14, whether it be a single incident or a series of incidents that:

1. Is reasonably perceived as being motivated by either any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic;
2. Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, as provided for in N.J.S.A. 18A:37-15.3;
3. Substantially disrupts or interferes with the orderly operation of the school or the rights of other students; and that
  - a. A reasonable person should know, under the circumstances, that the act(s) will have the effect of physically or emotionally harming a student or damaging the student’s property, or placing a student in reasonable fear of physical or emotional harm to their person or damage to their property; or
  - b. Has the effect of insulting or demeaning any student or group of students; or
  - c. Creates a hostile educational environment for the student by interfering with a student’s education or by severely or pervasively causing physical or emotional harm to the student.

\*Copied From Board Policy 5512 HARASSMENT, INTIMIDATION, AND BULLYING

[Click here for policy](#)

***Note: Behaviors that do not meet the threshold for an investigation are not dismissed; they are handled as a disciplinary matter. In these cases, parents are notified, and interventions are applied as well as school code of conduct when appropriate.***

# District Data for Period 1

## (September 1- December 31)

	Total Reported	Not Investigated	Confirmed HIB	Non-HIB
Central	2	1	1	0
Haddon	0	0	0	0
Tatem	1	0	0	1
HMS	7	1	1	5
HMHS	1	1	0	0
<b>Total</b>	<b>11</b>	<b>3</b>	<b>2</b>	<b>6</b>

\* of the 7 reported cases at HMS 4 were related to cyberbullying off school grounds

**Nature of HIB's that passed initial assessment and were investigated for Period 1**

Category	Race	Color	Religion	Ancestry	Origin	Gender
Total	1	0	0	0	1	0

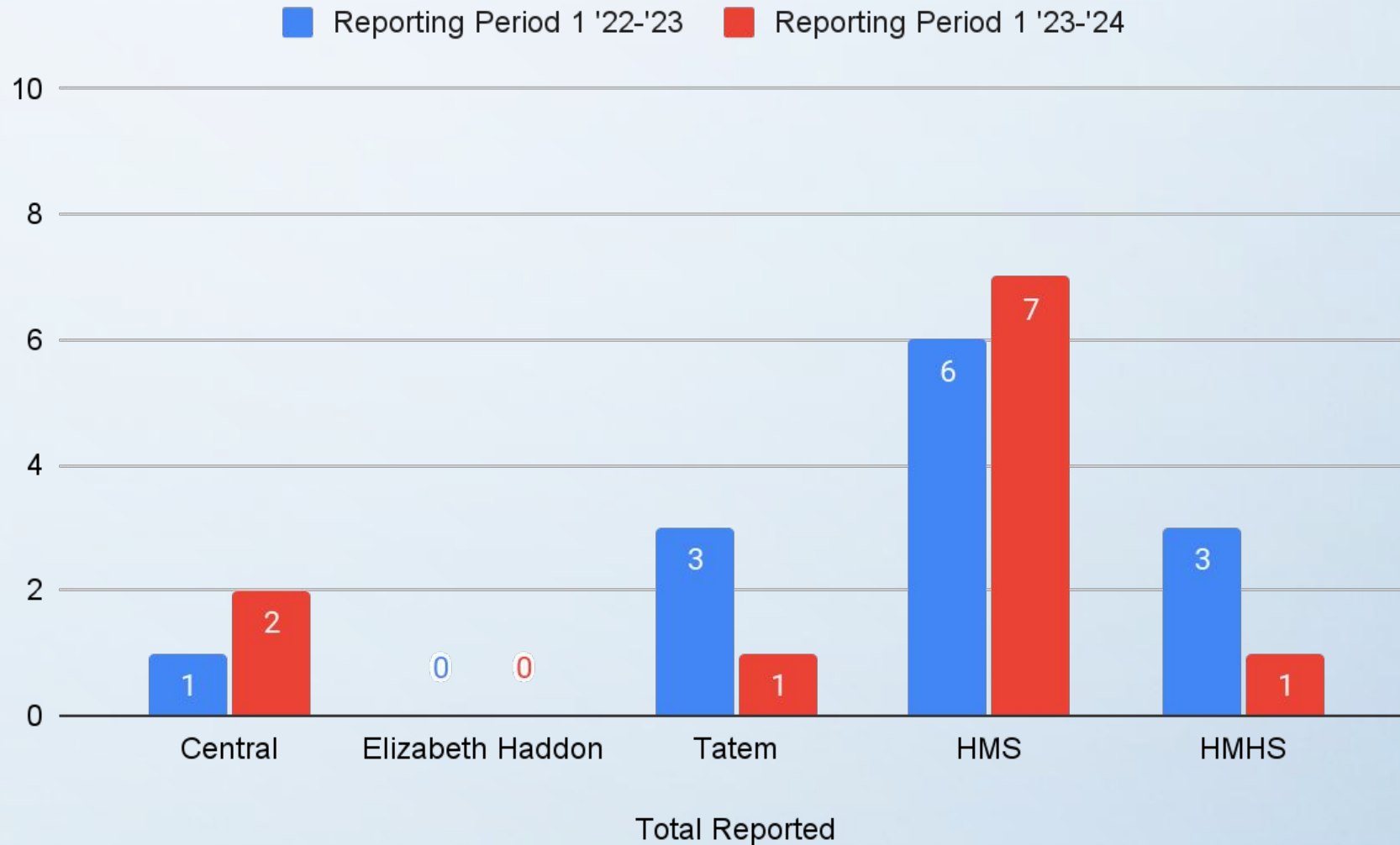
Category	Sexual Orientation	Gender Identity	Disability	Other/None	Total
Total	3	0	0	3	8

# **Harassment, Intimidation and Bullying Period 1 Reporting Comparison School Year '22-'23 and '23-'24**



# District Side-By- Side Comparison Period 1 '22-'23 and '23-'24

Number of total incidents reported

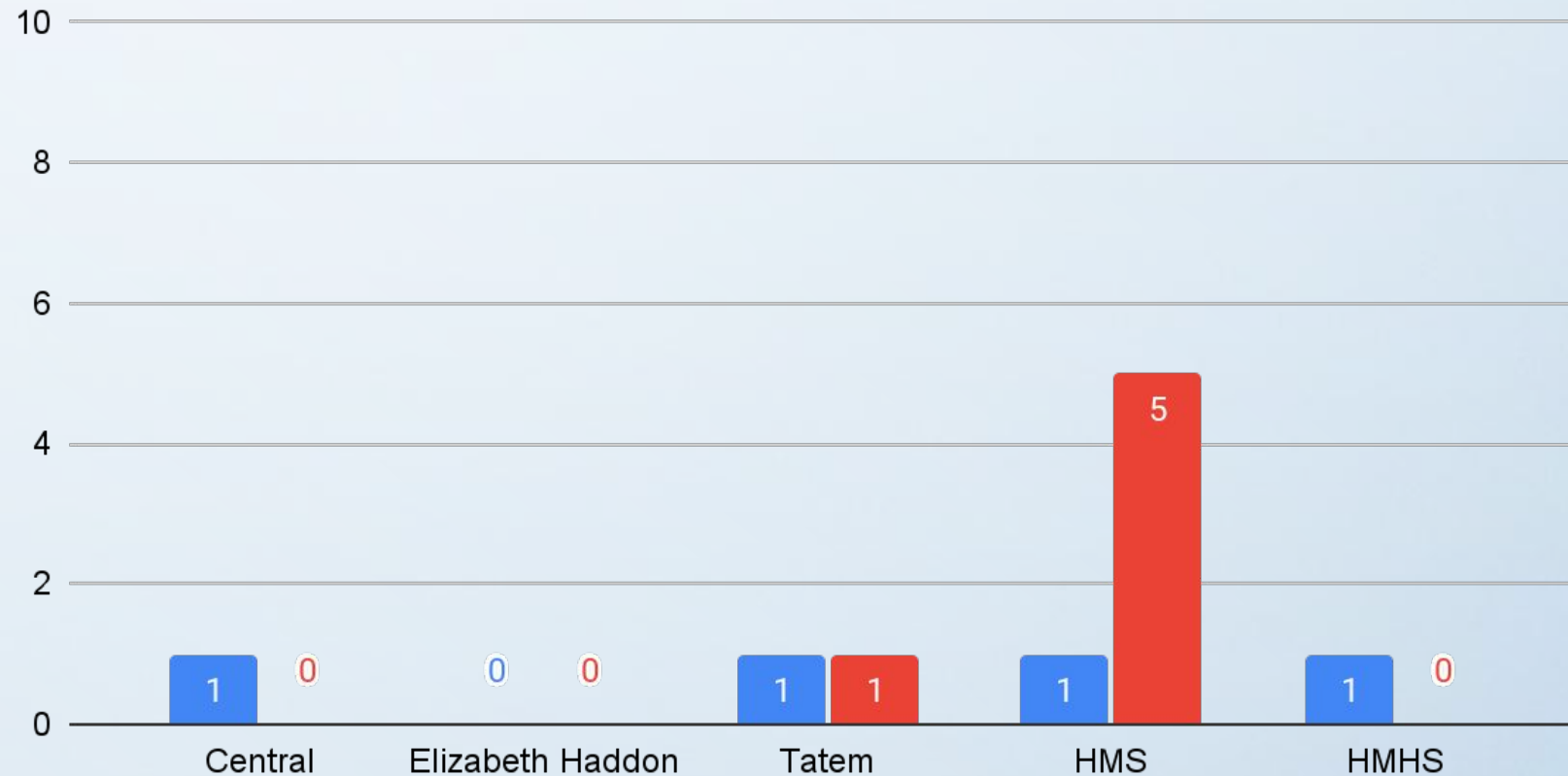




# District Side-By- Side Comparison Period 1 '22-'23 and '23-'24

Reports that were investigated and found not to be HIB

■ Reporting Period 1 Non-Confirmed HIB '22-'23 ■ Reporting Period 1 Confirmed Non-HIB '23-'24

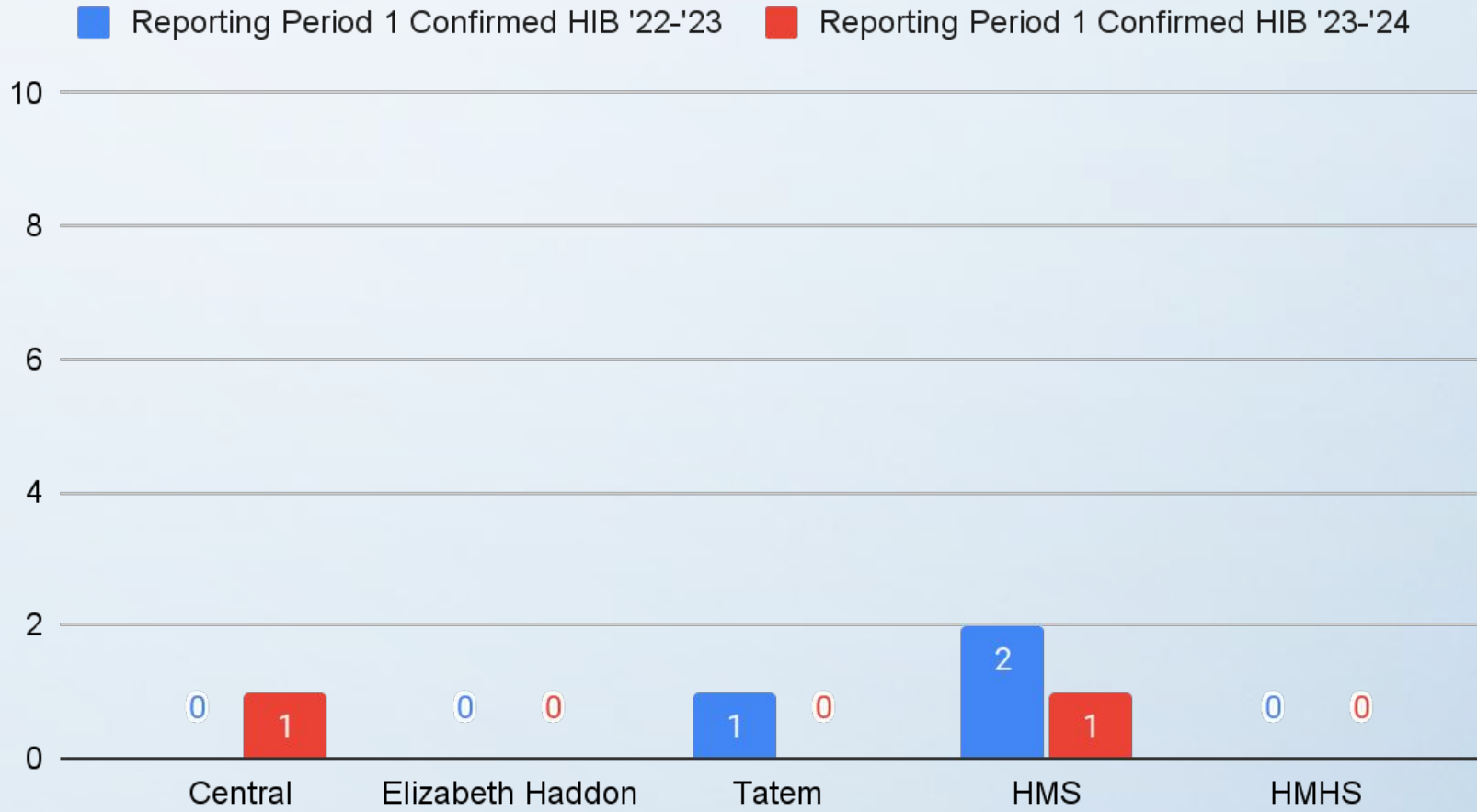


Total Reports that were investigated and found not be HIB



# District Side-By- Side Comparison Period 1 '22-'23 and '23-'24

Reports that were investigated and found to be HIB



Total Reports that were investigated and found to be HIB



# District Responses to HIB Incidents and Continuing Education



# Key Takeaways/Action of Analysis:

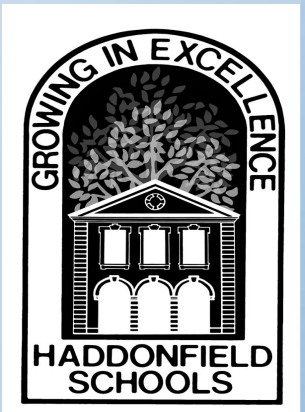
1. HMS has started to implement Positive Behavioral Interventions and Supports (PBIS) school wide with intention on applying to be part of the NJPBIS cohort '24-'25
  - a. cohort will provide staff with PBIS resources, training and a school wide coach
2. HMS has hosted the prosecutor's office to discuss cybersafety/cyberbullying with the students and will be hosting a district wide parent night on 1/30/2024 at HMS
3. HSD Elementary Schools hosted Responsive Classroom for site visits in October where feedback was provided on how to continue to improve the district's implementation of Responsive Classroom.
4. HSD continues to implement monthly ruler lessons and provides opportunities for students to feel a part of the school culture through continued community meetings and social events
5. HSD ABS and Administration attended HIB training with Joe Bentley of Capehart Law Firm on 11/6 and will have a follow-up training on 2/20
6. Continue to increase awareness for using StopIt app through posters around the schools and communications to parents and students.





# Discipline & Remediation

- Discipline is determined based on the Student Code of Conduct
  - warning
  - temporary removal from the classroom
  - loss of a privilege for a period of time
  - detention
  - in-school suspension
  - Out-of-school suspension
  - Expulsion (in extreme cases and through due process)
- Principals and counselors design remediation for offenders and victims and are custom-tailored to the students and circumstances involved. Remediation should be applied in all cases.
  - Sensitivity training
  - Behavior Charts
  - Restitution and Restoration
  - Counseling
  - Refer to I&RS
- Parent involvement and support are needed to prevent HIB
  - Parent Conferences
  - Training at PTA and other community meetings
  - Resources are easily accessible on the school district website





# School Activities Addressing Climate and HIB

District
HIB Staff Training and Policy review
Diversity Lessons built into curriculum
Ruler Training for school community
Annual Climate Survey
NJDOE Week of Respect
STOPit App

# School Activities Addressing Climate and HIB

Elementary	HMS	HMHS
SEL/Ruler Lessons	Community Meetings	Suicide Prevention Awareness Training
Peace Week	Suicide Prevention Awareness Training	Diversity Lessons
HIB Information at PTA meetings	Student Anti-Bullying Posters and Videos	Anti- Bullying Bulletin Boards
Responsive Classroom Program	Anti-Bullying Bulletin Boards	Spirit Week
Buddy Benches	World Kindness Day	Cultural Equity Council
Library Lessons on Multiculturalism and Diversity	Wellness Day	Equity Summit
Random Acts of Kindness Week	Red Ribbon Week	Mental Wellness Month
Universal School Rules/ Classroom Charters	After School Peer Leaders helping 6th graders	Peer Bias Program
Spirit Week	Star Student Breakfast	School Violence Awareness Week
Community Meetings	HMS Spirit Week (twice)	SEL/Ruler Lessons
Heritage Months	SEL/Ruler Lessons	
Best Self Recognition	PTA Lunch with Teachers	
Student Leadership Programs	Assembly with Prosecutors Office	
Therapy Dogs	Classroom Charters	

Violence and Vandalism Report  
School Year '23-'24  
Report Period 1



Below are the seven categories that would cause a student in Haddonfield Public Schools to be removed from an educational setting temporarily.

<b><i>HIB</i></b> Alleged or Confirmed act that is found to meet the level of Harassment, Intimidation and Bullying	<b><i>Violence+</i></b> Physical assault upon another student or staff member
<b><i>Vandalism+</i></b> Willfully causing, or attempting to cause, substantial damage to school property	<b><i>Threat</i></b> Expressing intent to cause harm or damage to school property or students/staff
<b><i>Theft+</i></b> Taking, or attempting to take, personal property or money from another student or from the student's presence by means of force or fear	<b><i>Substance Offense-Under the Influence/Substance Possession+</i></b> Knowing possession or knowing consumption without legal authority of alcoholic beverages or controlled dangerous substances on school premises, or being under the influence of intoxicating liquor or controlled dangerous substances while on school premises
<b><i>Other Incidents Leading to Removal *</i></b> These incidents do not meet the criteria for violence, vandalism, substance, weapons, or HIB Alleged or Confirmed, but do lead to removing a student from the educational placement for a half day or more. Examples may include excessive cutting of class, entering a building when not allowed, leaving the building without permission, disrespecting a staff member, etc.	

+Wording from BOE Regulation 5600

\*Wording from SSDS Guidance

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# Elementary Schools '23-'24 Reporting Period 1

Elementary Schools	ISS-1 Day
Central	1-HIB/1-Threat
Haddon	0
Tatem	1-Violence

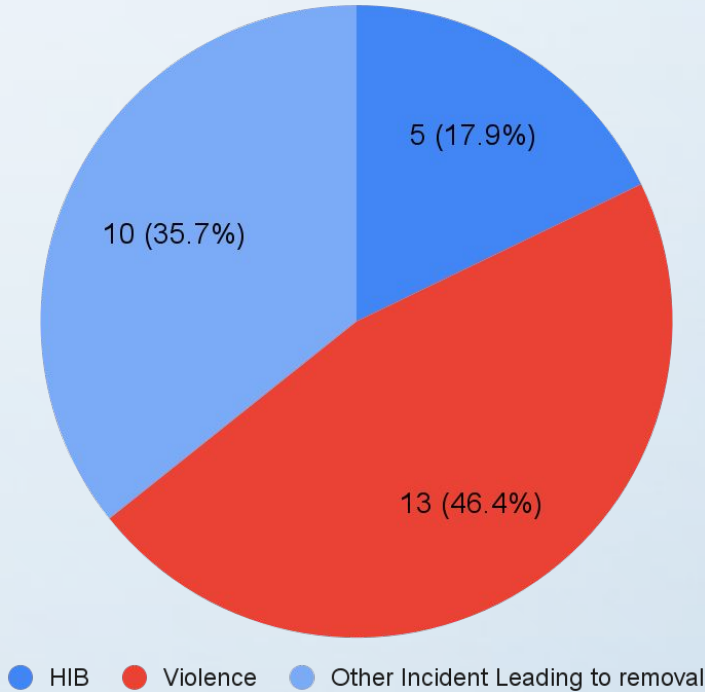
Total of 3 reported incidents for period 1 of the '23-'24 school year



# HMS '23-'24 Reporting Period 1

HMS	OSS-1 Day	OSS-2 Day	OSS-3 Days	OSS- 4 days	OSS-5 Days
Total Incidents	1	4	2	2	1

Total of 10 reported incidents for period 1 of the '23-'24 school year



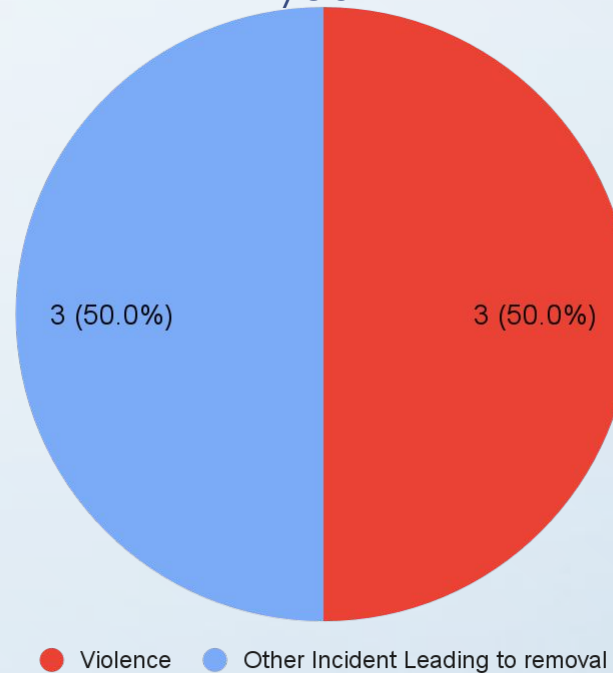
\*Pie chart only reflects  
out-of-school suspensions

Students were removed from an educational setting during  
reporting period 1 for a total of 28 days in 2023-2024 school year

# HMHS '23-'24 Reporting Period 1

HMHS	OSS-3 Days
Total By Incidents	2

Total of 2 reported incidents for period 1 of the '23-'24 school year



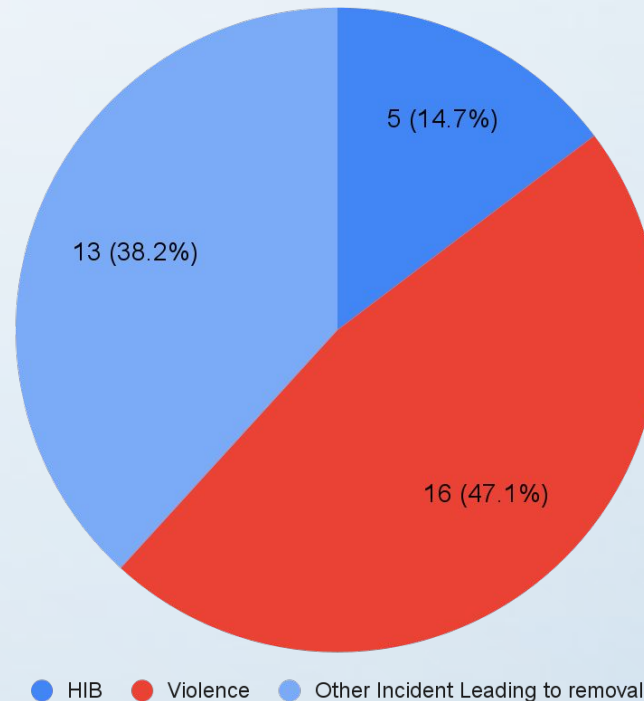
\*Pie chart only reflects  
out-of-school suspensions

Students were removed from an educational setting  
during reporting period 1 for a total of 6 OSS days in  
2023-2024 school year

# District '23-'24 Reporting Period 1

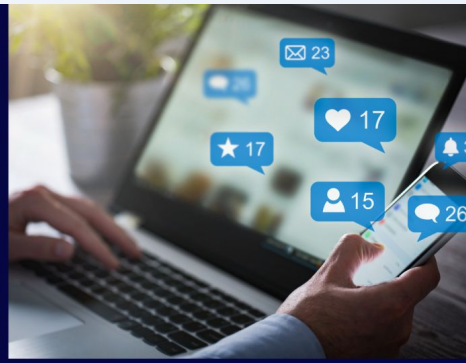
District	ISS-1 Day	OSS-1 Day	OSS-2 Day	OSS-3 Days	OSS- 4 days	OSS-5 Days
District Total:	3	1	4	4	2	1

Total of 15 reported incidents for period 1 of the '23-'24 school year



\*Pie chart only reflects  
out-of-school suspensions

Students were removed from an educational setting during  
reporting period 1 for a total of 34 days in 2023-2024 school year



## cyber safety presentation

- INTERNET SAFETY
- CYBERBULLYING
- SAFETY ON SOCIALS

### LOCATION:

JANUARY 30, 2024 AT 7:00 PM  
HADDONFIELD MIDDLE SCHOOL  
AUDITORIUM  
5 LINCOLN AVENUE  
HADDONFIELD, NJ 08033

**For PARENTS of school-aged children ...**



Thank You!!!

