



**Harassment, Intimidation & Bullying
Investigations, Trainings, & Programs
(HIB ITP) January - June 2019
&
HIB Schools' Self Assessment Reports
2018-2019**

**Mary E. McLoughlin
Acting Superintendent
October 15, 2019**



Portrait of a Graduate





Anti-Bullying Specialists

Anti-Bullying Specialists (ABS)
Investigate Reports of HIB

OHES-	Wendy Sinatra and Tracey Vail
VES-	Lauren Fornal and Jolene Schantz
LMS-	Kevin Armstrong and Leslie Haas
UMS-	Allison Doyle-Smith and Jeanne Fedun
MHS-	Keith Glock and Maureen Conway
District-	Kristen Taylor
	Anti-Bullying Coordinator



HIB: Statutory Definition

Harassment, intimidation or bullying means any gesture, any written, verbal, or physical act, or any electronic communication, whether it be a single incident or a series of incidents, that is reasonably perceived as being motivated either by 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,



HIB: Statutory Definition

that 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, that substantially disrupts or interferes with the orderly operation of the school or the rights of other students and that:

- a reasonable person should know, under the circumstances, will have the effect of a physically or emotionally harming a student or damaging the student's property, or placing a



HIB: Statutory Definition

student in a reasonable fear of physical or emotional harm to his person or damage to his property:

- OR has the effect of insulting or demeaning any student or group of students;
- OR creates a hostile educational environment for the student by interfering with a student's education or severely or pervasively causing physical or emotional harm to the student.



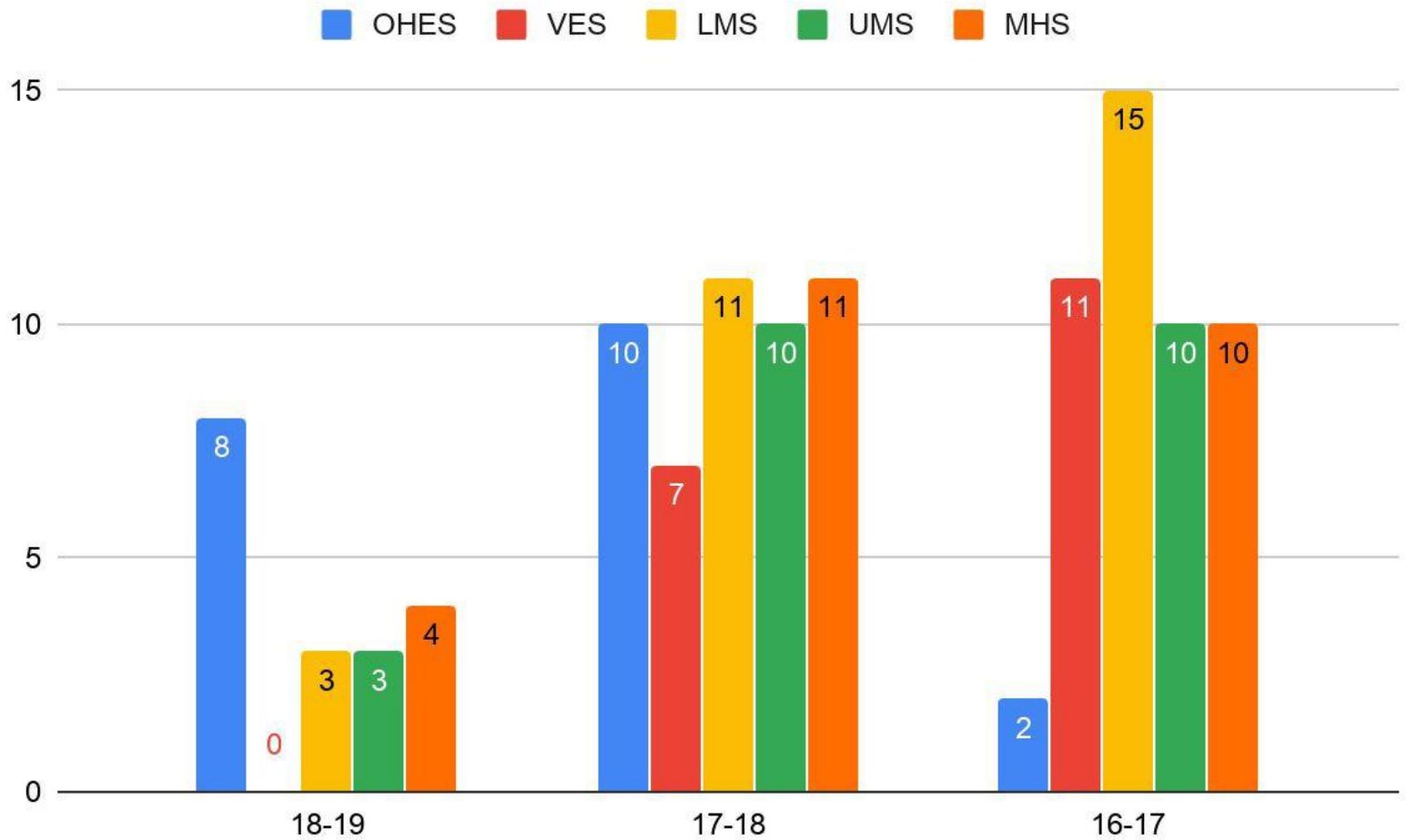
HIB ITP & Self Assessment Report

What are these reports?

- HIB ITP is a report that shows the amount of HIB investigations and outcomes for a year, types of trainings and programs provided and to whom
- Self Assessment is a report card filled out primarily by the school safety team that documents compliance with the ABBR that is then graded by the State



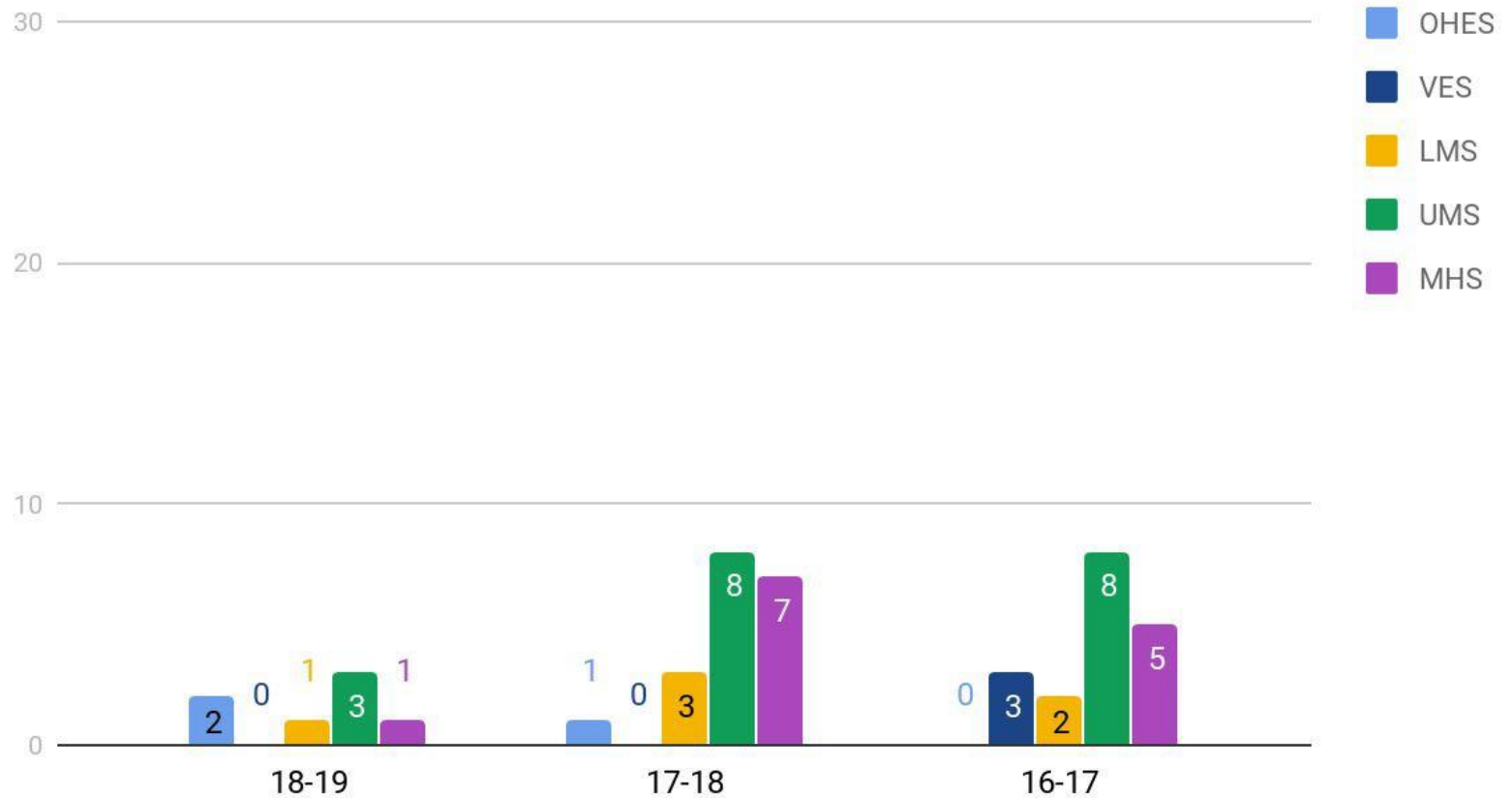
HIB ITP-Investigations





HIB ITP-Affirmed

Investigations



Montgomery Township School District



Investigations January-June 2019

	OHES	VES	LMS	UMS	MHS
Reported	8	0	3	3	4
Affirmed	2	0	1	3	1

- OHES Trends-Other Distinguishing Characteristics, Disability, Race, Color
- LMS Trends- Sexual Orientation
- UMS Trends-Gender, Other Distinguishing Characteristics
- MHS Trends-Race, Religion, Other Distinguishing Characteristics



HIB v. Code of Conduct

When Deemed HIB by Definition

- Mode: verbal
- Effects: substantially disrupts
- Location: bus, lunch, outside of classroom

When Deemed Not HIB by Definition

- no protected category or distinguishing characteristic identified
- does not substantially disrupts
- off campus conduct-must substantially disrupt the school



Consequences

- Consistent with the Code of Student Conduct
- Graded according to the severity of the offense(s)
- Consider the developmental ages of the student offenders and students' histories of inappropriate behaviors, per the Code of Student Conduct and N.J.A.C. 6A:16-7
- May range from positive behavioral interventions up to and including suspension or expulsion of students, as set forth in the Board's approved Code of Student Conduct pursuant to N.J.A.C. 6A:16-7.1. The use of negative consequences should occur in conjunction with remediation.



HIB ITP-Training Topics for All Stakeholders

- Anti-Bullying Bill of Rights
- HIB Consequences, Prevention, Intervention
- Cyberbullying
- Peer Relationships and Social Norms
- Cultural Competency and Anti-Bias
- Affirmative Action, Sexual Harassment
- HIB and Special Education
- Parent Education
- Board of Education Training
- On-line Training (GCN)
- Social Strategies for Up-Standers
- Conflict Resolution
- School Climate and Culture Improvement



HIB ITP-Programs for All Stakeholders

- The Alliance
- Celebration of History Months
- Empathy Project
- The People Project
- Peer Leadership
- Responsive Classroom
- 22 Steps to Respect
- Guidance Groups
- HIB Mock Trials
- Pillars of Character
- Public Announcements: stereotypes, acceptance, resilience and service
- Service Projects
- Individual Guidance Sessions
- Morning Announcements
- Young Scholars
- Bridges Mentoring Program
- Peer Partners
- Intervention & Referral Services
- Newcomer Guidance Groups



What we are doing...

- District Programs-Week of Respect, School Violence Awareness Week
- School Programs-
 - OHES-Bucket Filling, Assemblies, Theme Days, Culture Awareness Days, Pillars, and more
 - VES-Celebrating Differences-Spirit Days, Morning Meetings, Newscasts, Class Favorite Respect Quotes, Caught Being Kind
 - LMS-We Are Tired of Bullying programs, Sock it to Bullies, Put a Lid on Bullying
 - UMS-Morning Announcements, Respect Starts with Hello, School Assembly Respect Rally
 - MHS-#Startwithhello, Bracelet Awareness, Video from People Project

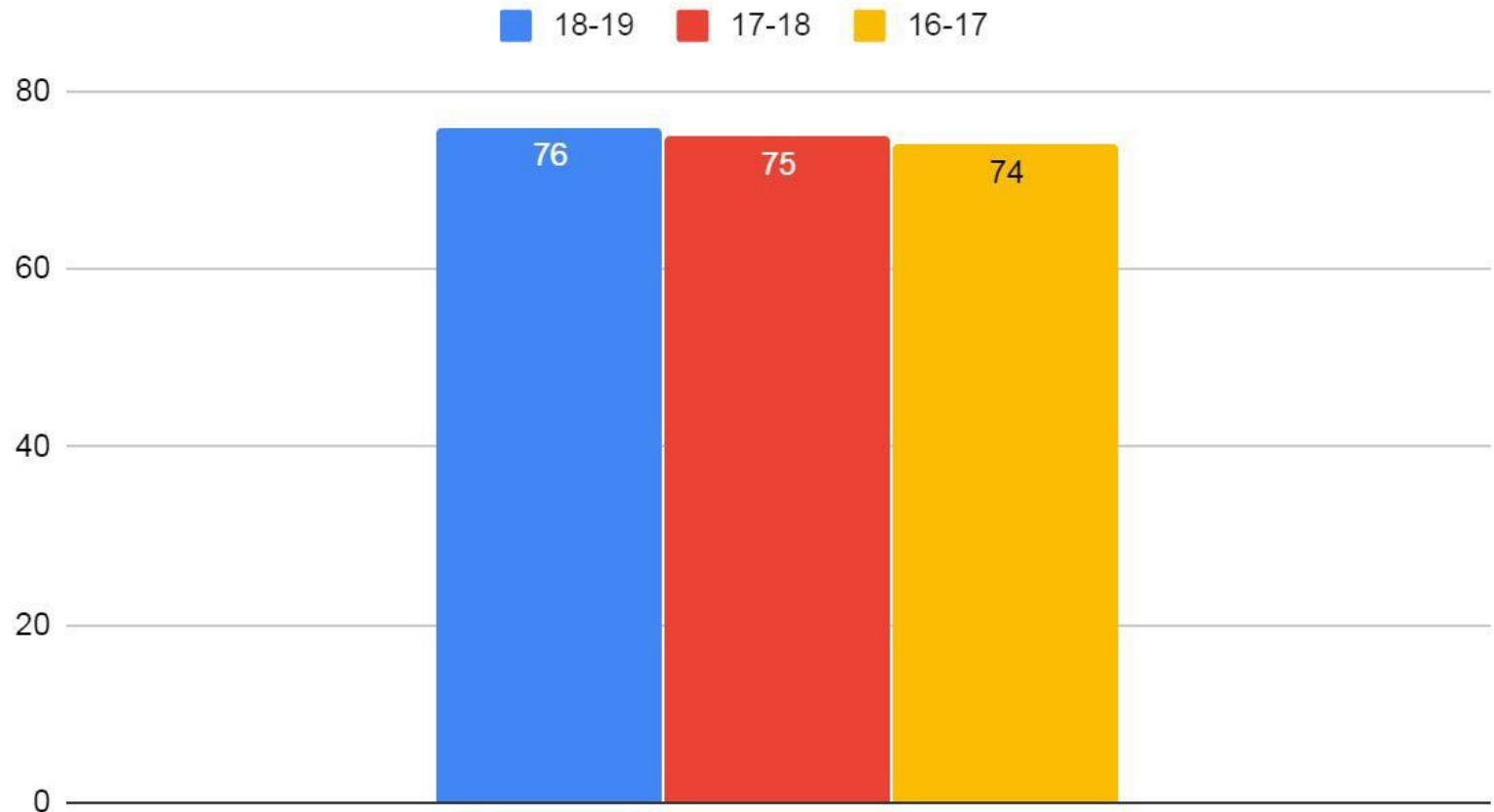
Montgomery Township School District

Self Assessment Grades

max 78/ min 52



District Average Grades





School Self Assessment Grades

	<u>18-19</u>	<u>17-18</u>	<u>16-17</u>
<u>OHES</u>	77	75	73
<u>VES</u>	76	76	76
<u>LMS</u>	74	74	74
<u>UMS</u>	75	74	71
<u>MHS</u>	77	75	74



Self Assessment Elements

- HIB programs, approaches or other initiatives (15)
- Training on the BOE approved HIB policy (9)
- Other staff instruction and training programs (15)
- Curriculum and instruction on HIB and related information and skills (6)
- HIB personnel (9)
- School level HIB incident reporting procedure (6)
- HIB investigation procedure (12)
- HIB reporting (6)

0-does not meet the requirements

1-partially meets the requirements

2-meets all requirements

3-exceeds the requirements