

Harassment, Intimidation & Bullying
Investigations, Trainings, & Programs (HIB ITP Period
2) & The School Self Assessment Report (2019-2020
finalized)

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Overview

- Portrait of a Graduate
- HIB Statutory Definition
- Investigations, Trainings, and Programs (ITP)
- School Self-Assessment

Portrait of a Graduate

The shared values of our community and our district emphasize a balanced, shared-experience for students.

Programs and trainings provided through the lens of HIB will directly contribute to an inclusive culture and climate of our schools.



HIB Statute Review

“Harassment, intimidation or bullying”:

- Any gesture
- Any written, verbal or physical act, or 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
- That takes place on school property, at any school-sponsored function, on a school bus, or off school grounds

The HIB must *substantially disrupt or interfere* with the orderly operation of the school or the rights of other students and **at least one**:

- A reasonable person should know, under the circumstances, the act will have the effect of physically or emotionally harming a student or damaging a student's property, or placing a student in 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** by severely or pervasively causing physical or emotional harm to the student.

Anti-Bullying Specialists

Anti-Bullying Specialists (ABS) complete mandated training in the areas of:

- HIB law
- Protocols
- Conducting interviews, and investigations
- State/district mandated trainings

Anti-Bullying Specialists chair the building school safety/climate teams and develop and implement trainings and programs that foster and maintain a positive school climate.

Anti-Bullying Specialists (ABS)

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, Maureen Conway, & Matthew Pogue
District	Kristen Taylor, Anti-Bullying Coordinator

Period 2: (January-June 2021)

Building	Trainings	Programs	Alleged HIB	Confirmed HIB
Orchard Hill Elementary School	1	3	1	0
Village Elementary School	4	4	1	0
Lower Middle School	2	18	3	0
Upper Middle School	0	0	0	1
High School	0	7	1	0
District-Wide	1	0	-	-
District Totals Pd. 2:	8	32	6	1

Programs

Period 2 Programs (including but not limited to)

- Culturally Responsive Practices (District-Wide)
- Continuing Conversations (MHS)- staff monthly meetings
- Observation of Asian Pacific American Heritage Month
- Depression Screenings (Grades 7-12)
- Observation of Black History Month
- Black History Month Roundtables
- Rising Against Peer Pressure Club (LMS)
- Equity Committees (All buildings)
- Paws for a Cause (UMS)
- Paws Moments-SEL & DEI lessons in morning announcements (UMS)
- Academic Counseling Supports (UMS)
- Cubs Culture Corner (OHES)
- Bucket-Filling (OHES)
- Pillars of Character Education (OHES)
- Monthly Inclusive Curriculum Lessons
- HIB Classroom Lessons (VES)

Trainings

Period 2 Trainings (including but not limited to)

- Culturally Responsive Practices- School Climate and Cultural Improvement with Dr. Daniels (All staff, administration, administrative assistants, transportation etc.)
- 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
- Online Training (GCN)
- Conflict Resolution
- School Climate and Culture Improvement

HIB Self-Assessment Report

The 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 Grade Reports are posted on the MTSD district website ([HIB Grade Reports](#)).

Self Assessment Elements

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

19-20 Self Assessment Grades

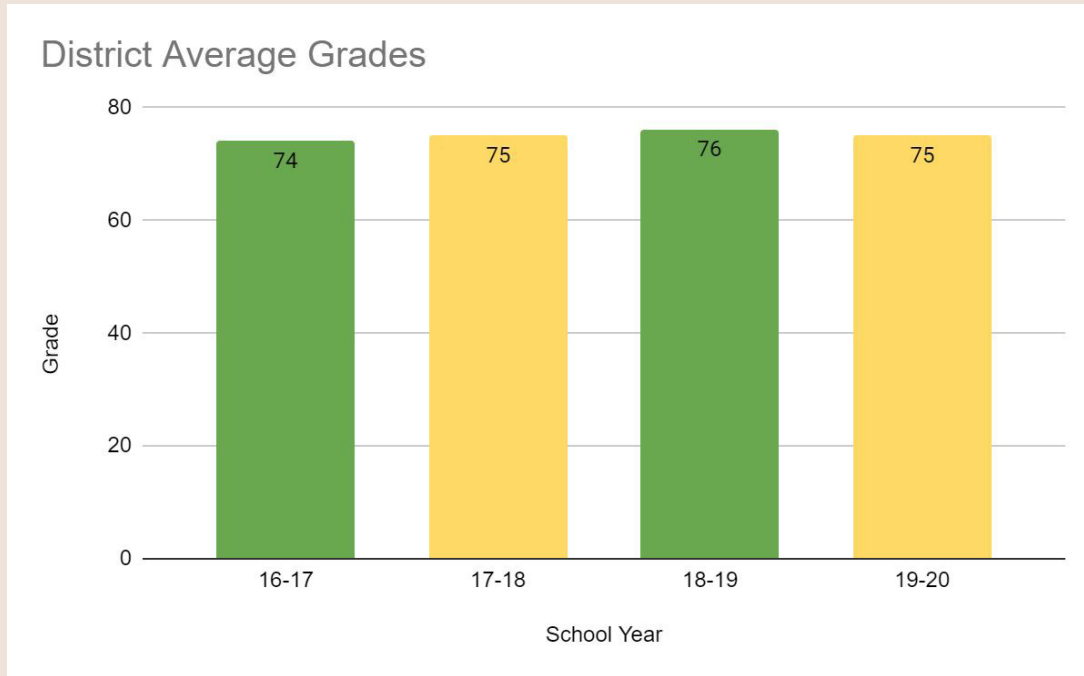
Grades Finalized and Approved by the State 6/29/2021

School	Grade
OHES	75
VES	74
LMS	75
UMS	75
MHS	77

District Grade	75
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Self Assessment Grades max 78/ min 52

District Average Grades breakdown school years 16-17 through 19-20



Self-Assessment Grades by School

	16-17	17-18	18-19	19-20
OHES	73	75	77	75
VES	76	76	76	74
LMS	74	74	74	75
UMS	75	74	75	75
MHS	74	75	77	77

HIB: Who can report? How do I Report?

- Genesis Notification Annually to caregivers regarding reporting HIB
 - Any student, parent, staff member or community member can report
 - The report can be verbal or written and be reported to any staff member
- or**
- [HIB District Website](#)- [Hibster](#)