

Montgomery Township School District



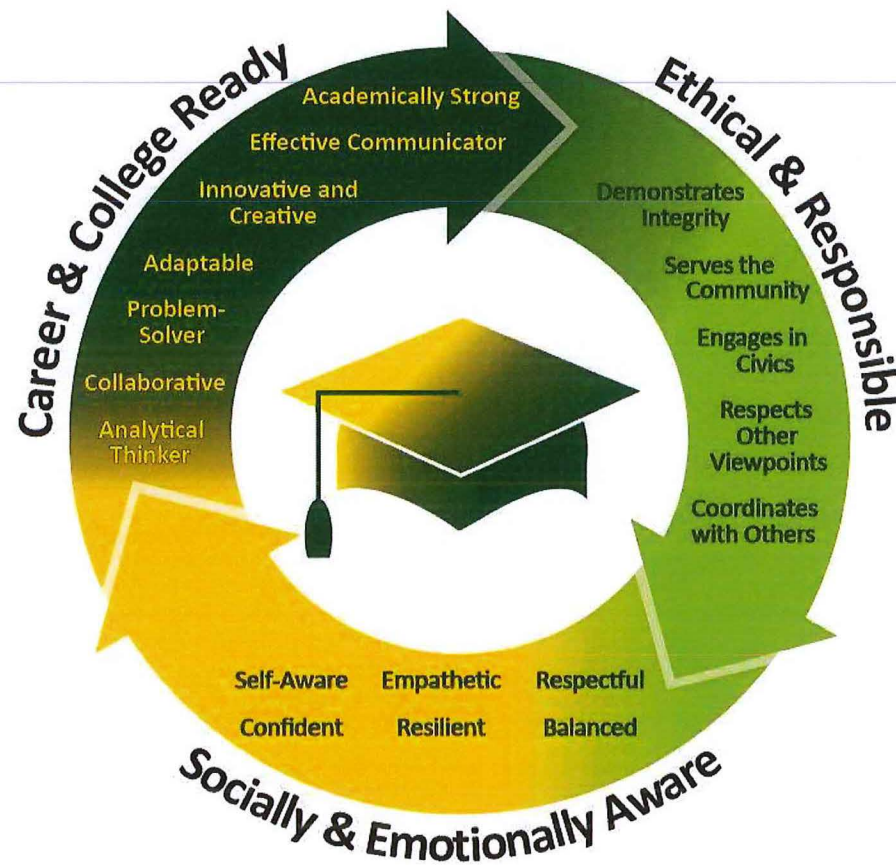
**Harassment, Intimidation & Bullying
Investigations, Trainings, & Programs
(HIB ITP) January - June 2020
&
HIB Schools' Self Assessment Report**

**Kristen Taylor
Director of Special Services
Anti-Bullying Coordinator
October 27, 2020**

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Portrait of a Graduate

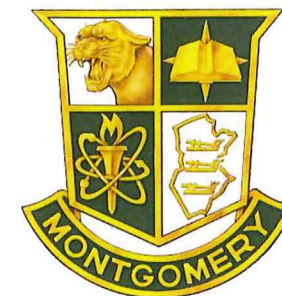




HIB: Statutory Definition

“HIB” means any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or series of incidents that:

[NJ DOE HIB Website](#)



HIB: Statutory Definition

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; **AND that**
2. Takes place on school property, at any school sponsored function, on a school bus, or off school grounds that
 - a) substantially disrupts or interferes with the orderly operation of the school or
 - b) the rights of other students; **AND that**



HIB: Statutory Definition

3. One of the following

- 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 a reasonable fear of physical or emotional harm to his/her person or damage to his/her 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.

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Anti-Bullying Specialists (ABS) Investigate a Report 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 ITP Report

THE HIB ITP is a bi-annual report that details the number of HIB investigations and outcomes for a reporting period, as well as the types of trainings and programs provided and to whom.

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Investigations January - June 2020

Total Number of HIB Cases Investigated: 17

	OHES	VES	LMS	UMS	MHS	Totals
Reported	4	0	0	7	6	17
Affirmed	0	0	0	6*	4	10*

* Two cases at UMS were deemed founded for some of the alleged aggressors and unfounded for others.

Confirmed HIB cases (10) motivated by either any actual or perceived PROTECTED CHARACTERISTIC:

- ☐ Race
- ☐ Color
- ☐ Religion
- ☐ Ancestry

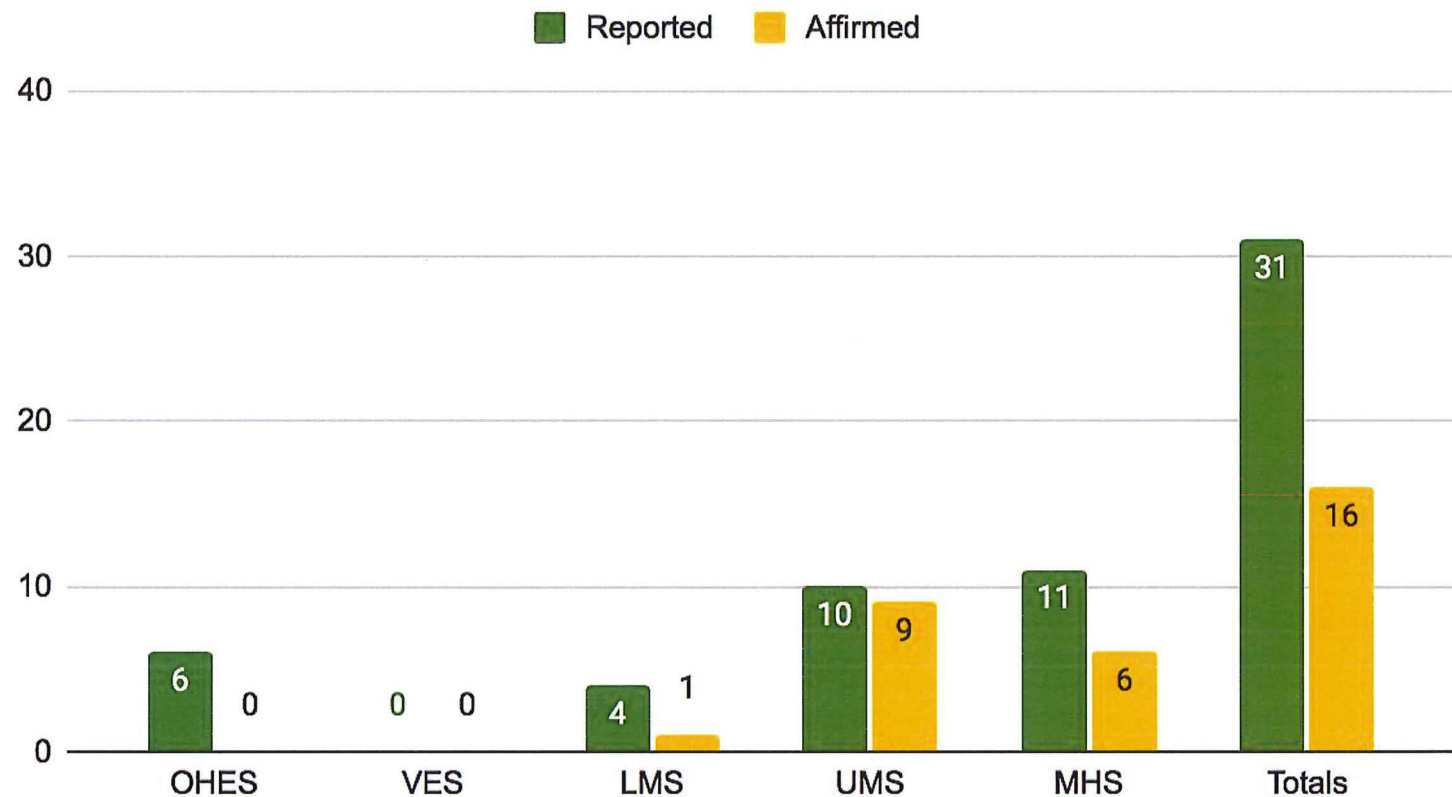
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July 1, 2019– June 30, 2020

Total Number of HIB Cases Investigated: 31

2019-2020 Total Reported and Affirmed



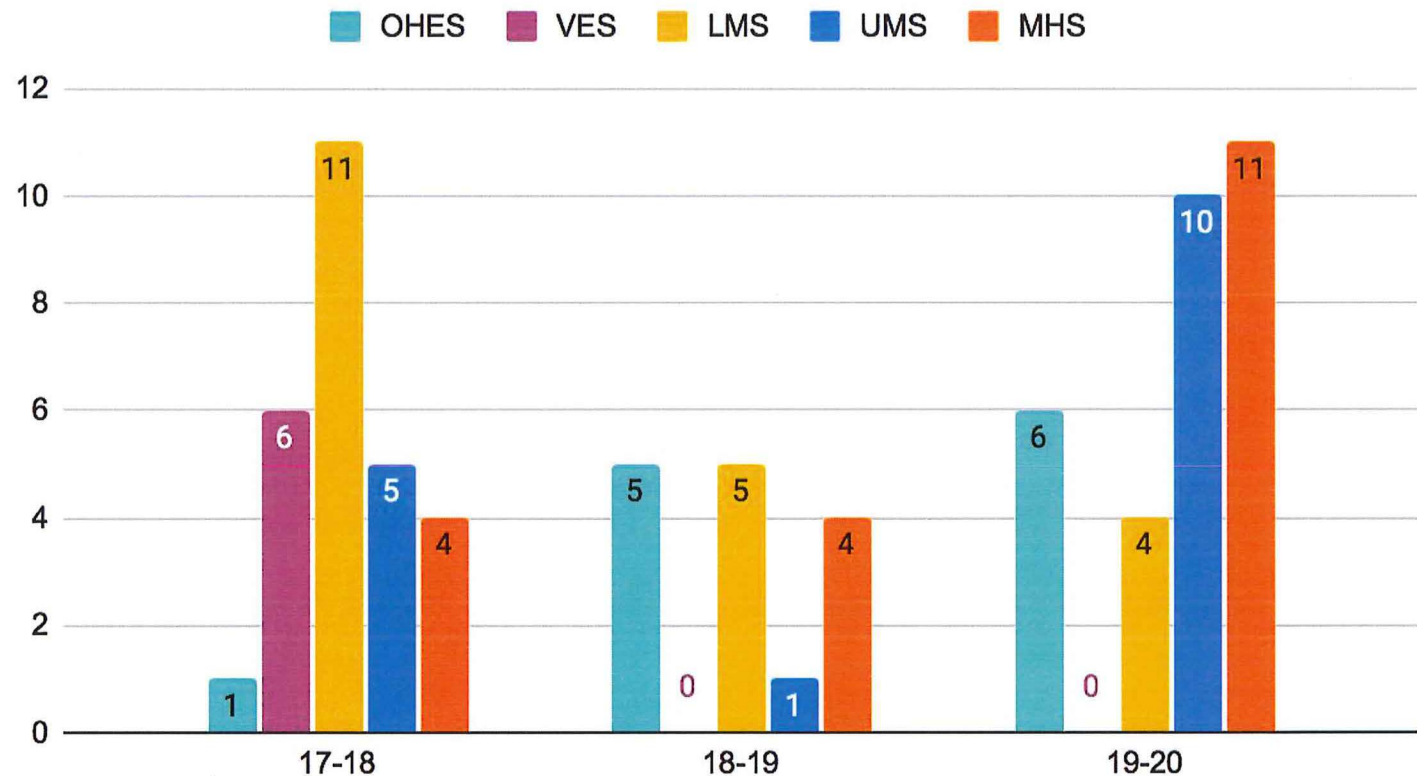
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HIB-Investigations

Year to Year Comparison

Investigations



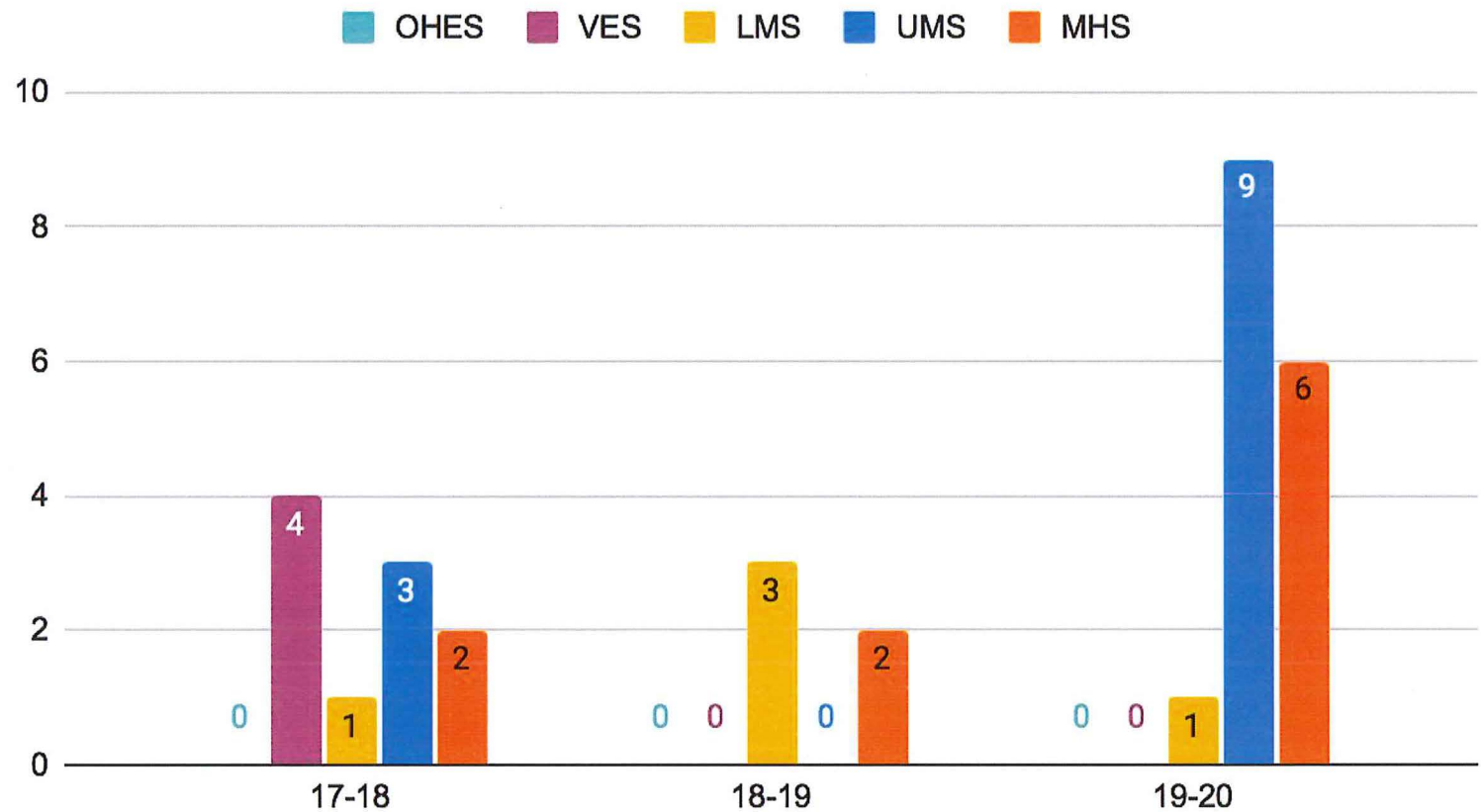
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HIB-Affirmed

Year to Year Comparison

Affirmed





HIB ITP-Training Topics for All Stakeholders

- Professional development: *Introduction to Culturally Responsive Practices: Culture and Race* by Dr. Robin Harden Daniels
- Anti-Bullying Bill of Rights
- HIB Consequences, Prevention, Intervention
- Smartphones- the unintended consequences
- Conflict Resolution
- Peer Social Norms
- Cyberbullying
- Peer Relationships and Social Norms
- School Climate and Culture Improvement
- Affirmative Action, Sexual Harassment
- Online Training (GCN)

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HIB ITP-Programs for All Stakeholders

- Being an Inclusive Community
- The Hodor Project: Hold the Door
- The Compliments Project: Give One Take One
- Start with Hello Teacher & Student Program
- Anti-bullying spirit week
- Trauma-Informed training
- Restorative Practices
- SEL workshops
- MHS peer leaders anti-bullying lessons
- Picture Book Wednesdays
- New student pizza lunch
- Individual Guidance Sessions
- Self-Regulation practices
- Morning Announcements
- Young Scholars
- Bridges Mentoring Program
- Peer Partners
- Intervention & Referral Services
- Newcomer Guidance Groups

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Looking Ahead:

- **Student Advisory Groups**
 - Proposing grade-level student advisory groups to discuss major discipline infractions at UMS & MHS
- **Community Communication**
 - Proposing a notification alert with resources for families after an event deemed HIB.
- **District-wide equity practices and trainings**
- **District Equity Practices Website**



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](#)).

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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)

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18-19 Self Assessment Grades

Grades Finalized and Approved by the State 6/3/2020

School	Grade
OHES	77
VES	76
LMS	74
UMS	75
MHS	77

District Grade	76
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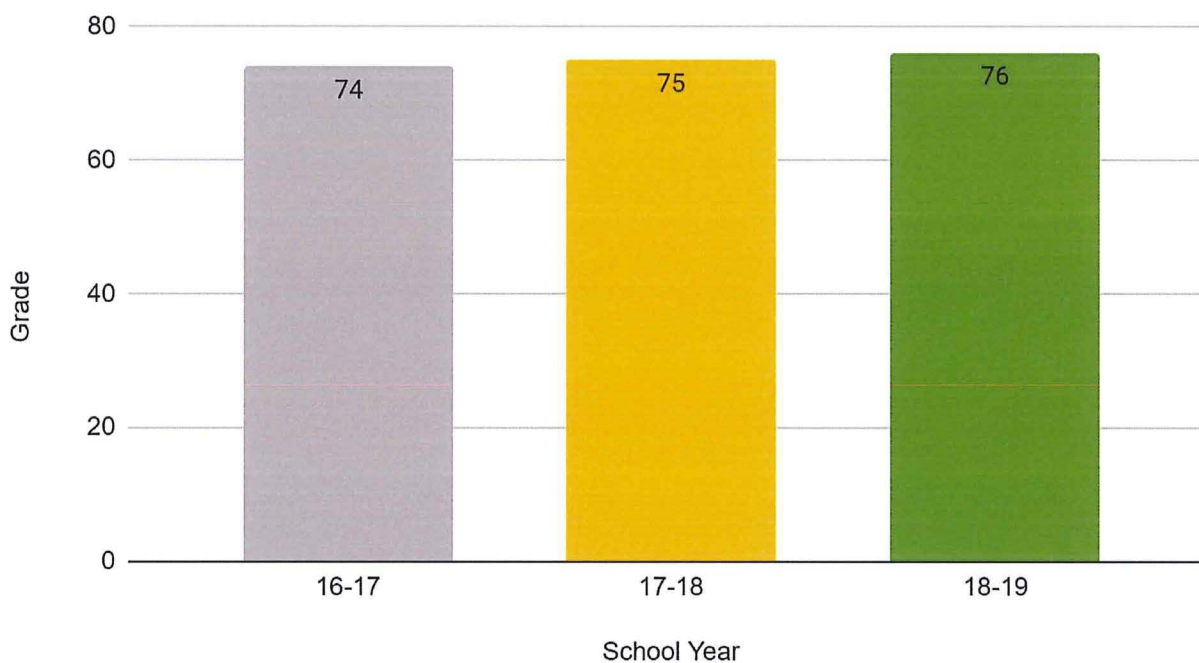
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Self Assessment Grades max 78/ min 52

District Average Grades breakdown school years 16-17 through 18-19

District Average Grades



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Self Assessment Grades by School

District Average Grades breakdown by School by school year:
16-17 through 18-19

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