

New Jersey Department of Education
School Self-Assessment for Determining Grades
Under the Anti-Bullying Bill of Rights
District and School Grade Report
October 4, 2017

Summary

The most significant improvement in overall score was noted with a 5-point increase at Westlake School. Improvements regarding programs and initiatives were noted. Instituting high five Thursdays, providing monthly lessons to students about HIB awareness, presenting the “No Bully Magic Show” and expanding the school wide positive behavioral support program helped to develop a culture steeped in respect. Providing professional development opportunities for the anti-bullying specialist and members of the School Safety Team kept the staff informed of best practices.

Lamberts Mill Academy had a two-point increase in the overall score primarily due to improved training to staff especially relating to protected categories and other distinguishing characteristics that may incite incidents of HIB. The administrators worked diligently to provide disability awareness in an effort to help staff develop a level of sensitivity needed to address issues around HIB when relating to student with emotional/behavioral disabilities.

Crossroads School showed improvement in three areas including programs and initiatives, curriculum and instruction, and training. Although the investigative procedure score was lower this year this may be a function of the staff not feeling as confident in their reporting because there were no investigations last year. Crossroads School had many activities during the Week of Respect and carried these lessons throughout the year by maintaining a mural in the hall displaying student art work representing tolerance, respect and diversity.

Although, Hillcrest Academy North’s overall score demonstrated a slight decrease from last year improvements in the area of personnel and reporting were noted. The staff worked hard to maintain a positive school climate. In addition to activities during the “Week of Respect”, students participated in advocacy meetings throughout the year that included discussions around diversity and tolerance. Daily announcements included an anti-bullying pledge, and the School Safety Team meetings provided opportunities to develop strategies to improve investigation procedures.

Hillcrest Academy South demonstrated improvements in three areas focused on the compliance with procedures for investigating and reporting alleged incidents of Harassment, Intimidation and Bullying. This growth was likely the result of increased collaboration between the School Anti-Bullying Specialist and the District Anti-Bullying Coordinator. The School Safety Team reported that investigations were conducted in a more efficient and timely manner compared to the previous year and that summary reports provided to the Superintendent included all required information for the alleged incidents. The self-assessment revealed a slight decrease in scores related to staff training on local HIB policy, reflecting a need to develop procedures to train contracted service providers and substitute teachers.

Analysis of school self-assessment grades across all district schools identified two areas of growth for the 2017-18 school year. This first area of need involves the training of district employees, contractors and vendors. The Commission has contracted with an online professional development provider to train all staff in the Anti-Bullying Bill of Rights. School Anti-Bullying Specialists will conduct follow-up training focused on responding to alleged incidents of Harassment, Intimidation and Bullying.

The second area of growth is focused on conducting HIB investigations. The District Anti-Bullying Coordinator is currently revising forms and procedures for investigating incidents of HIB based on recent training and the advice of an NJPSA attorney. Monthly meetings with School Anti-Bullying Specialists will provide opportunities for turn-key training and ensure that changes are being implemented effectively.

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	HIB Programs, Approaches or Other Initiatives (MAX=15)		Training on the BOE-Approved HIB Policy (MAX=9)		Other Staff Instruction & Training Programs (MAX=15)		Curriculum and Instruction on HIB & Related Information & Skills (MAX=6)		HIB Personnel (MAX=9)		School-Level HIB Incident Reporting Procedure (MAX=6)		HIB Investigative Procedure (MAX=12)		HIB Reporting (MAX=6)		School Grade (MAX=78)	
	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17
LAMBERTS MILL ACADEMY	11	11	5	7	11	11	5	5	8	8	4	4	11	12	5	4	60	62
HILLCREST ACADEMY NORTH	12	10	5	4	11	11	5	5	6	8	6	4	11	11	4	5	60	58
HILLCREST ACADEMY SOUTH	13	13	5	3	11	8	5	5	6	8	6	6	11	12	4	5	61	60
WESTLAKE SCHOOL	10	12	5	7	11	13	6	5	6	8	5	4	12	12	5	4	60	65
CROSSROADS SCHOOL	10	12	5	6	10	10	4	5	6	6	6	4	12	8	4	4	57	55