

Harassment, Intimidation, and Bullying Engagement Summary

Shavonne Carter, Supervisor of Student Services

Dr. Farrah Mahan, Assistant Superintendent

June 10, 2025



PARTICIPATION

Breakdown of Participation



investigation
understand
protect staff help one bullying situation
wasting
seems know hib parents
reported
happen children child incidents
call
accused way process kids
harassment district time results
without information attacked
action level
feel
actual
better
address
stressed
said
son

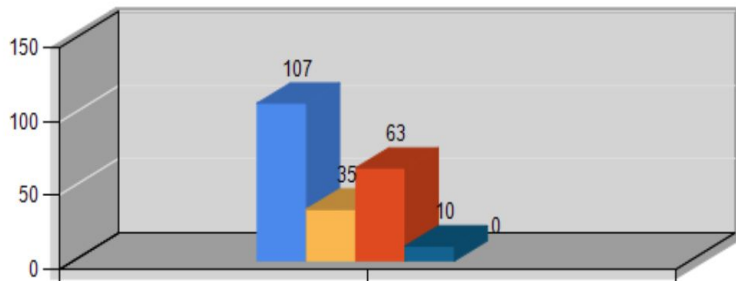


ANALYSIS OF HIB DATA: Total Cases



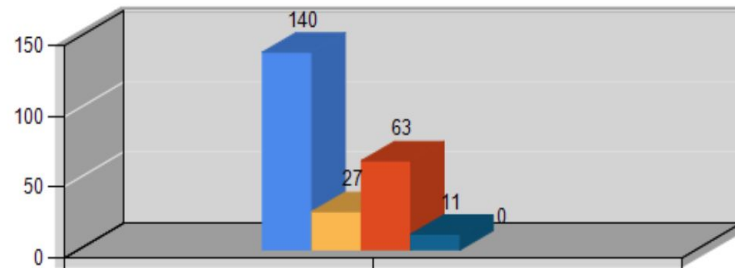
22-23 SY (9/1/22 to 6/3/23)

Founded / Unfounded Incidents



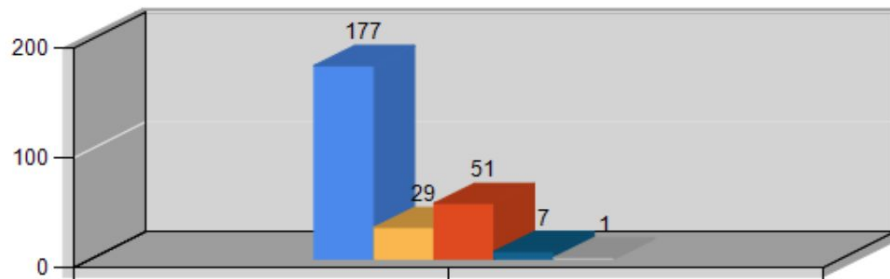
23-24 SY (9/1/23 to 6/3/24)

Founded / Unfounded Incidents



24-25 SY (9/1/24 to 6/3/25)

Founded / Unfounded Incidents





PARTICIPATION

Breakdown of Participation



Participants

Answers shown are from participants that have partially responded or completed the survey.



Responded

35



Completed

25

71% completed




PARTICIPATION

Breakdown of Participation



Please state the month in which you are completing this survey?

%		Answer
0%	(0)	January
0%	(0)	February
0%	(0)	March
29%	(9)	April
71%	(22)	May
0%	(0)	June
0%	(0)	July
0%	(0)	August
0%	(0)	September
0%	(0)	October
0%	(0)	November
0%	(0)	December



PARTICIPATION

Breakdown of Participation




Which grade level (s) are you associated with?



29

Responses

%		Answer <i>(Multiple select)</i>
7%	(2)	PreK
21%	(6)	K-2
55%	(16)	3-5
55%	(16)	6-8
28%	(8)	9-12



PARTICIPATION

Breakdown of Participation



What school (s) are you associated with?

%		Answer
0%	(0)	Estelle V. Malberg Early Childhood Center
4%	(1)	Clara Barton Elementary
15%	(4)	J.F. Cooper Elementary
7%	(2)	Bret Harte Elementary
0%	(0)	James Johnson Elementary
4%	(1)	Joyce Kilmer Elementary
4%	(1)	Kingston Elementary
4%	(1)	A. Russell Knight Elementary
7%	(2)	Horace Mann Elementary
0%	(0)	Thomas Paine Elementary
0%	(0)	Joseph D Sharp Elementary
0%	(0)	Richard Stockton Elementary
11%	(3)	Woodcrest Elementary
22%	(6)	Henry C. Beck Middle School

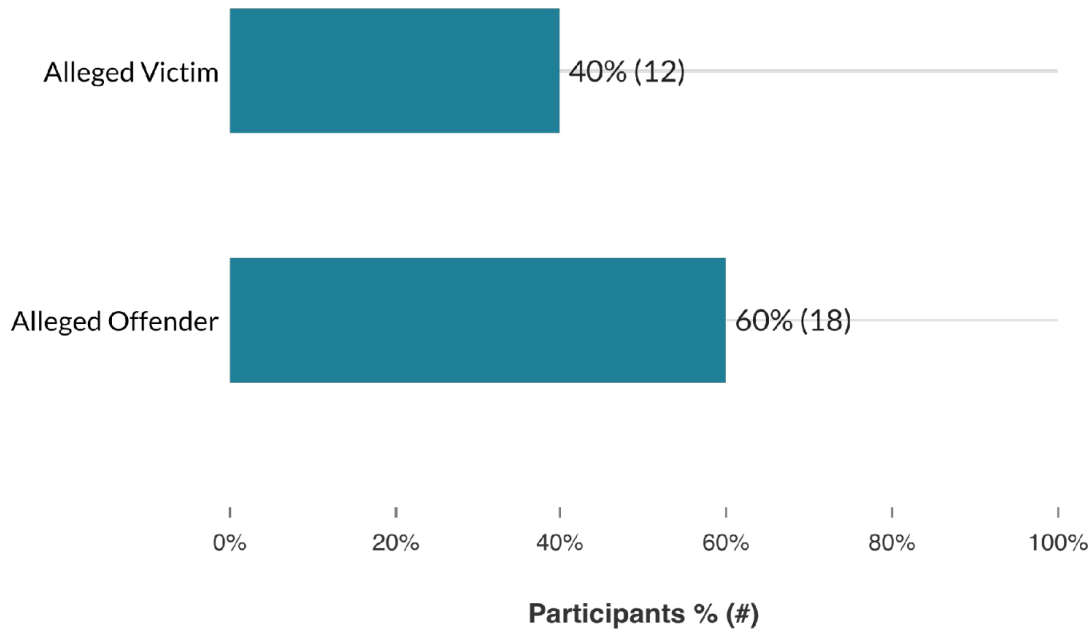


PARTICIPATION

Breakdown of Participation



Were you listed as an alleged victim or alleged offender in the HIB incident?



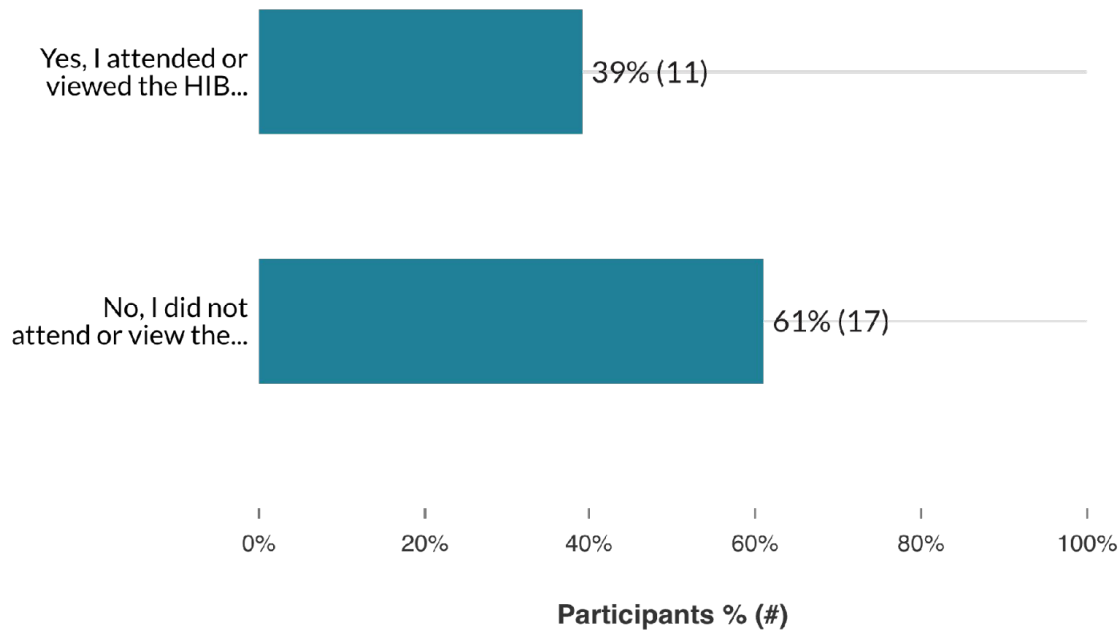


PARTICIPATION

Breakdown of Participation



Did you attend or view online the HIB Parent University Session/s?



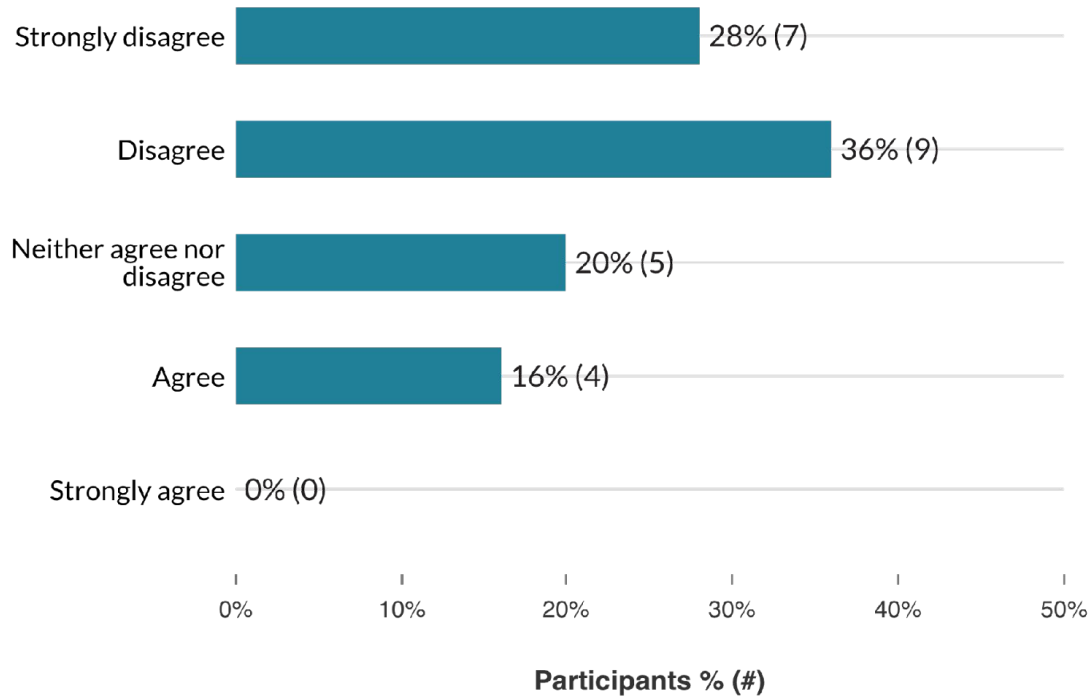


PARTICIPATION

Breakdown of Participation



The parent letter was informative.



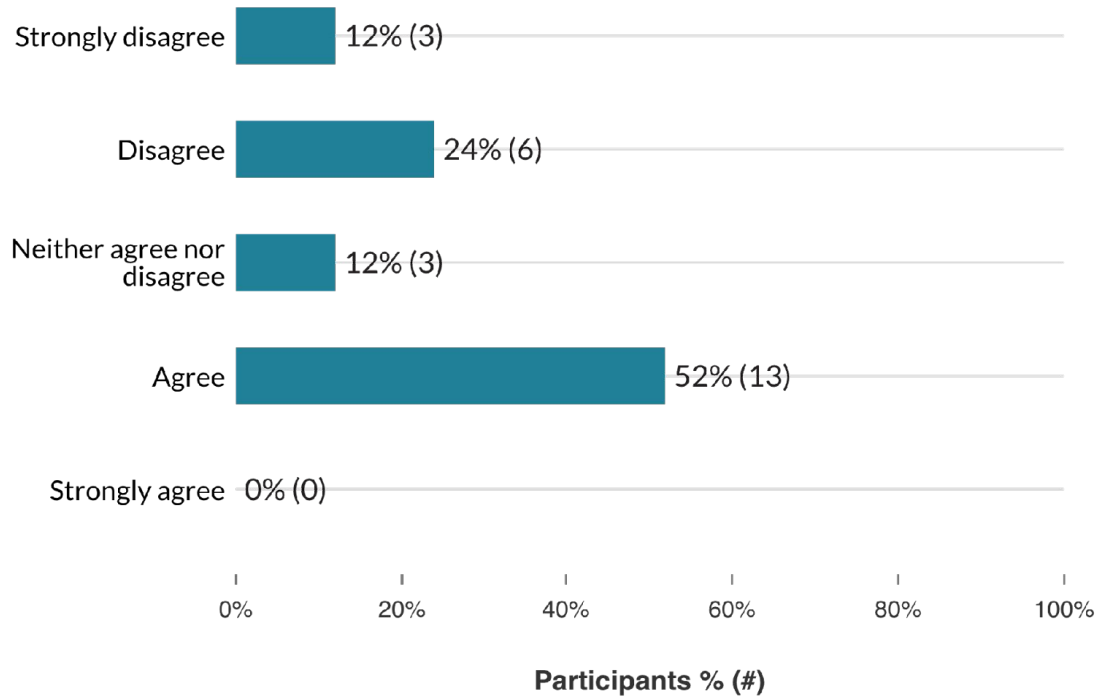


PARTICIPATION

Breakdown of Participation



The school was helpful in sharing information about the HIB process.



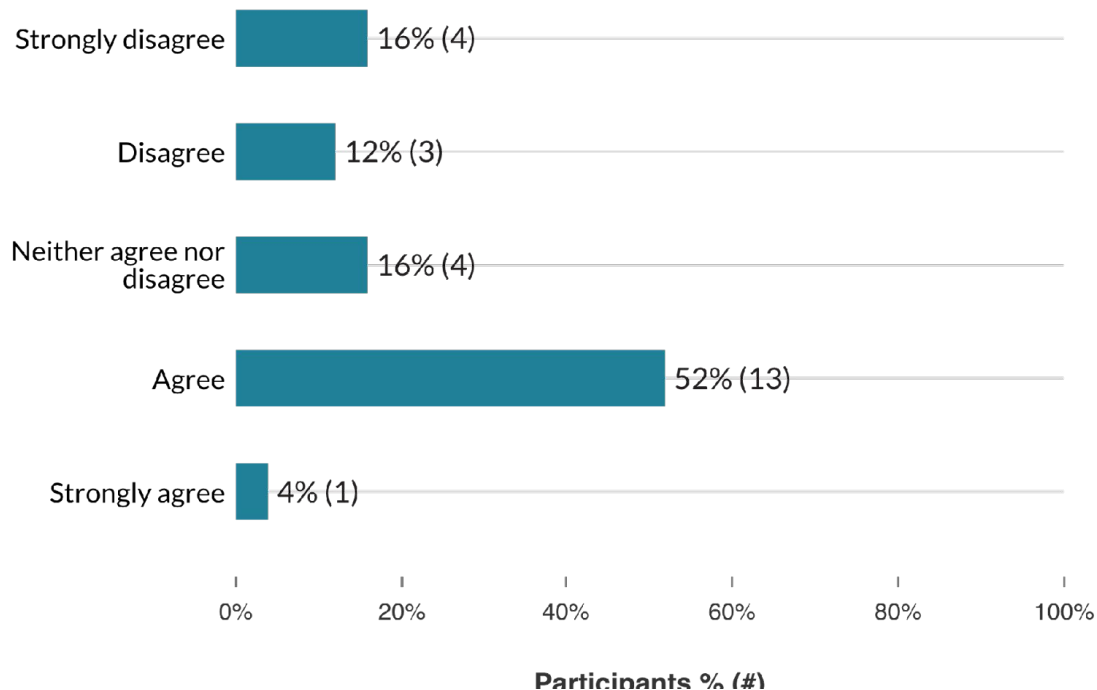


PARTICIPATION

Breakdown of Participation



The school shared the HIB Timeline, HIB FAQ, and HIB Hearing Process documents that can be found on the district website with me.



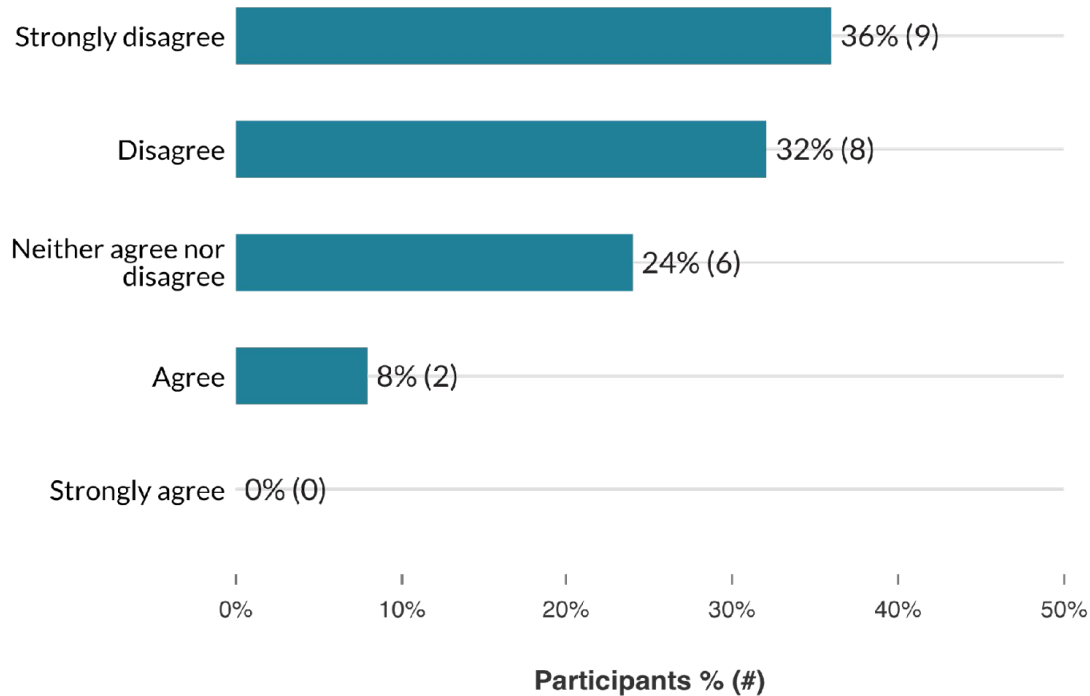


PARTICIPATION

Breakdown of Participation



The resources provided were helpful.



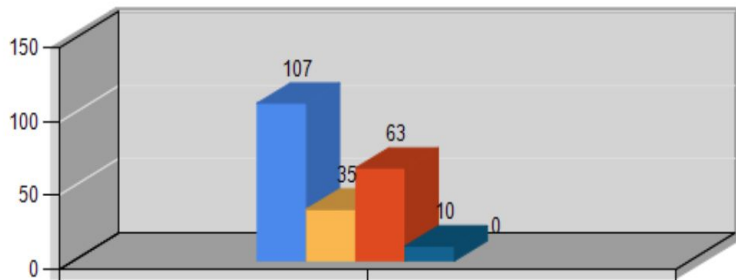


ANALYSIS OF HIB DATA: Total Cases



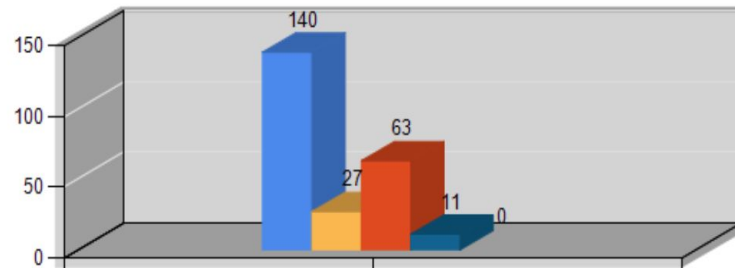
22-23 SY (9/1/22 to 6/3/23)

Founded / Unfounded Incidents



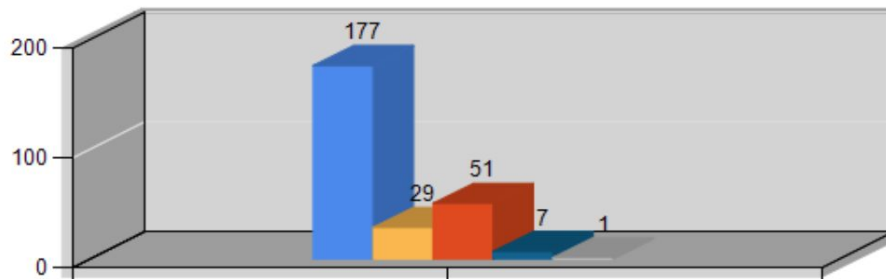
23-24 SY (9/1/23 to 6/3/24)

Founded / Unfounded Incidents



24-25 SY (9/1/24 to 6/3/25)

Founded / Unfounded Incidents





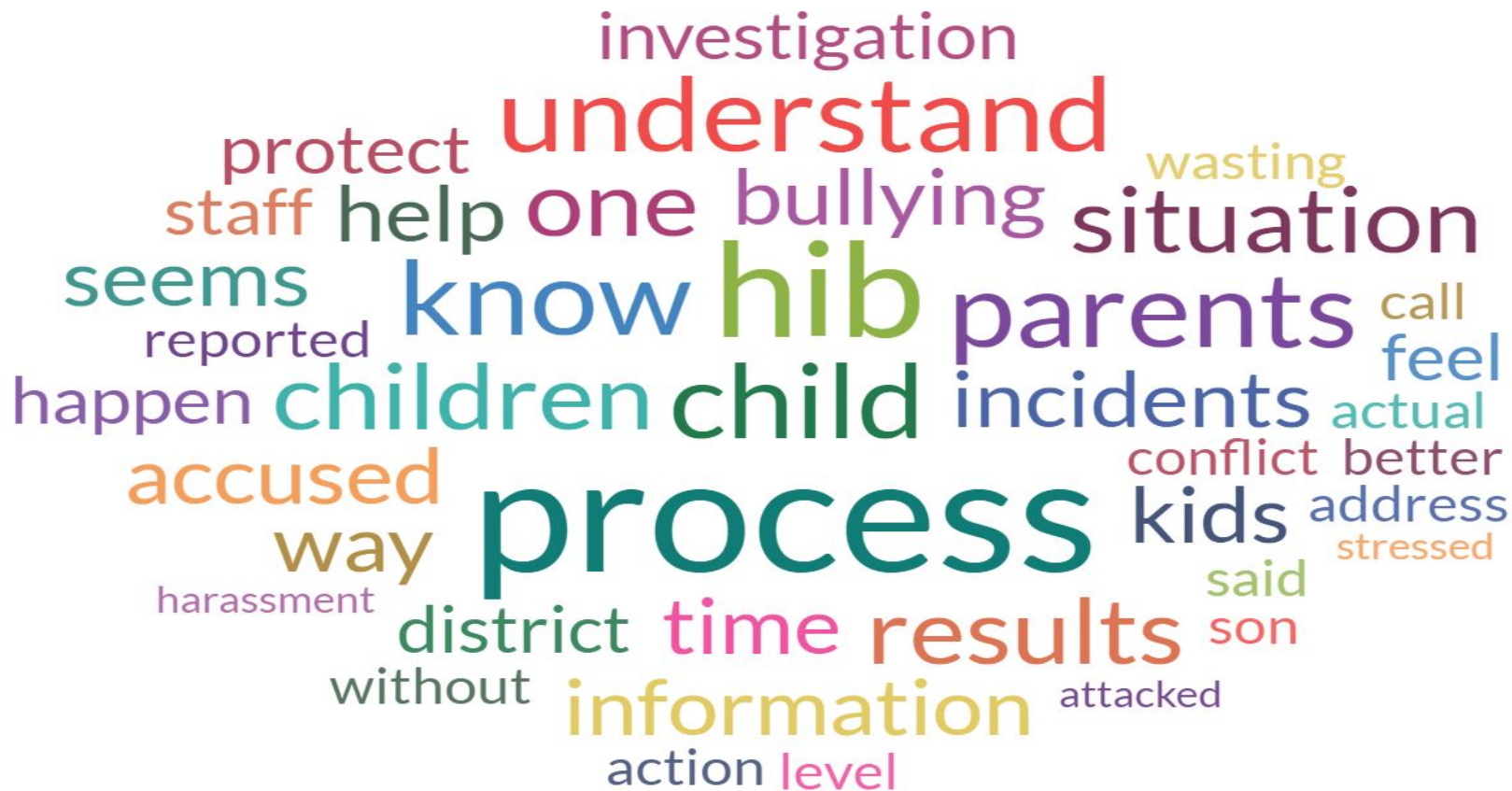
Motivating Characteristics for the 24-25 SY HIB Cases:

- Race/Ethnic Origin
- Trendy Language
- Appearance



PARTICIPATION

Breakdown of Participation





Current Practices

- Anti-Bullying Bill of Rights Act followed with fidelity
- HIB Information on the district and all school websites
- Monthly meetings with Anti-Bullying Specialist (ABS)
- Parent letters include contact information for the Anti-Bullying Coordinator (ABC) if they have any questions or need more information
- Refresher training for all administrators and ABS'. (annually)
- Refresher training / information for all staff (annually)
- Training for new administrators and new Anti Bullying Specialist (as needed)
- Utilization of the HIBster System



HIB CHANGES & IMPLEMENTATION



Current Practices

- Conducted a detailed audit of the implementation of current HIB policies and procedures
- Obtain continuous feedback from families to gather insights on the HIB process
- Regularly identify strengths and weaknesses within the existing HIB framework
- Coordinate a multilayer review of all HIB cases
- Provide access to NJ4S
- Develop and deliver targeted training sessions for families, students, and staff.
- [District website](#) is up to date
 - Infographic
 - Parent University Sessions
 - Hearing Process document
 - Chain of Communication



HIB CHANGES & IMPLEMENTATION



Changes Implemented during the 2024- 2025 school year

- Updated HIB Letters
- Website crosswalk
- Established a continuous monitoring system to regularly review the implementation and impact of the revised HIB process
 - “Customer Service” survey after an incident is closed to get feedback
- Developed and will deliver additional targeted training for students
 - Assembly/Cameo (recording)



HIB CHANGES & IMPLEMENTATION



Forthcoming for the 2025-2026 school year

- Scripted Message to All Students and families
 - Back to School Night
 - scripted message
 - HIB infographic or QR code
- Information Distributed to All Parents
 - Form will be included in Genesis for every parent to acknowledge
 - Candid conversations and dialogue
 - school etiquette vs home etiquette
 - social media norms vs reality



See you in
Fall 2025!

