



# Harassment, Intimidation, and Bullying Engagement Summary

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How could the communication from the school and/or district be improved during the HIB process?





## PARTICIPATION

### Breakdown of Participation



## Participants

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



Responded

205



Completed

130 63% completed



## PARTICIPATION

### Breakdown of Participation




Which grade level (s) are you associated with?



197

Responses

%		Answer <i>(Multiple select)</i>
3%	(6)	PreK
17%	(34)	K-2
39%	(76)	3-5
46%	(90)	6-8
49%	(96)	9-12

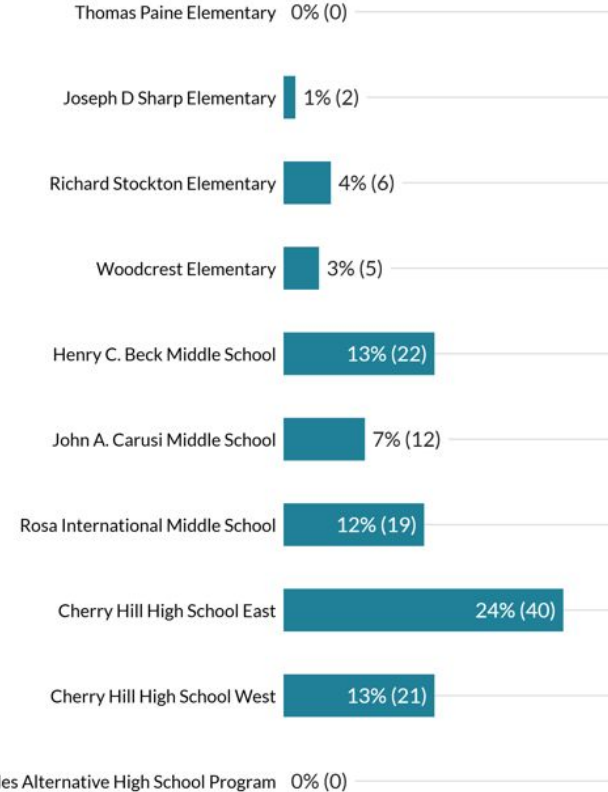
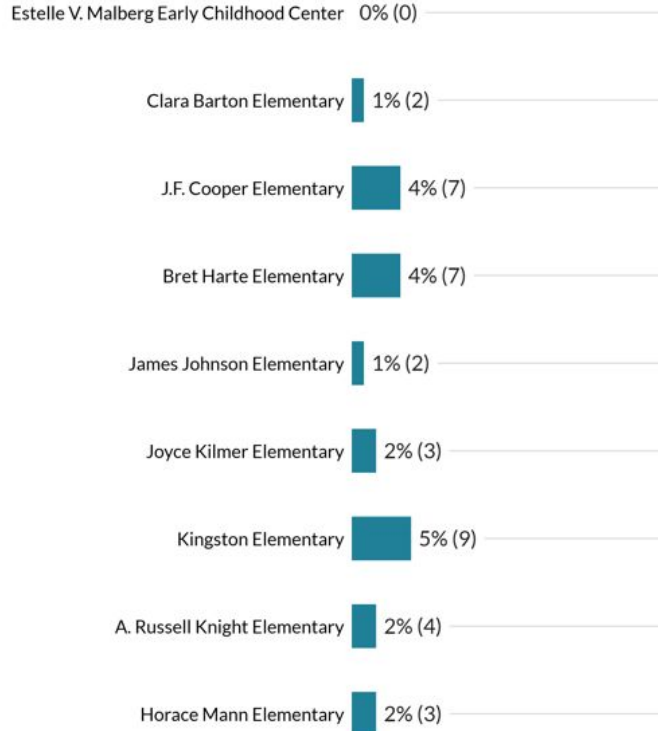


# PARTICIPATION

## Breakdown of Participation



What school (s) are you associated with?





## PARTICIPATION

### Breakdown of Participation



What is your student's (s) gender?



**187**  
Responses

%		Answer <i>(Multiple select)</i>
74%	(139)	Male
50%	(93)	Female
0%	(0)	Non-binary/Other
4%	(7)	Prefer not to say

What is your ethnic background?

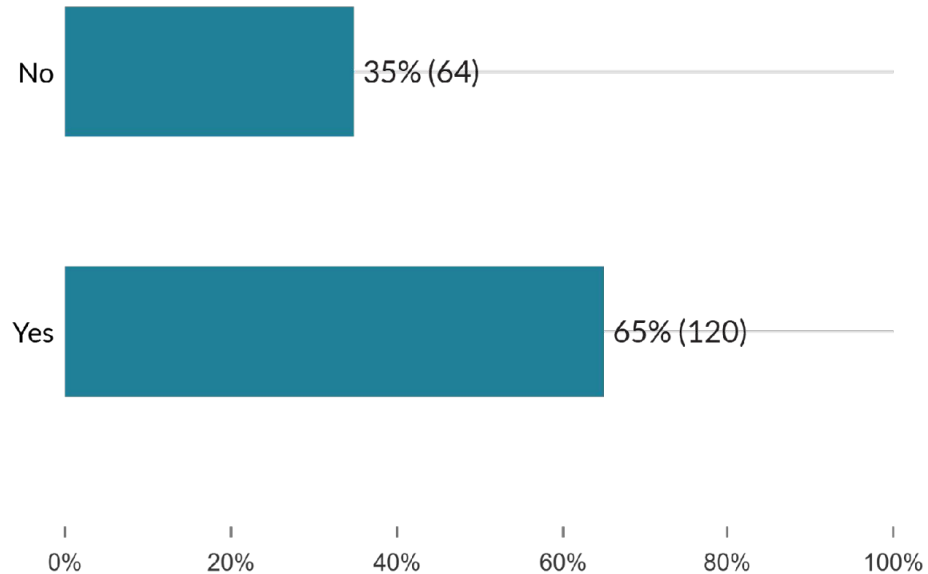


**174**  
Responses

%		Answer <i>(Multiple select)</i>
15%	(26)	African American/Black
11%	(19)	Hispanic/Latino
65%	(113)	Caucasian/White
10%	(18)	Asian
1%	(1)	Native American
5%	(9)	Other

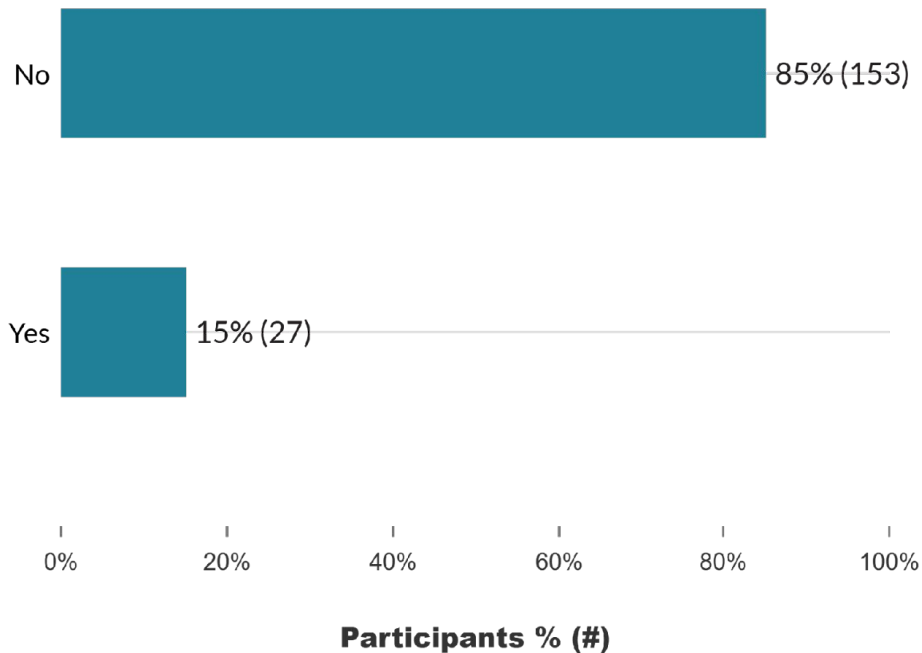


Have you and your child/ren been involved in more than one (1) Harassment, Intimidation, and Bullying (HIB) incident?



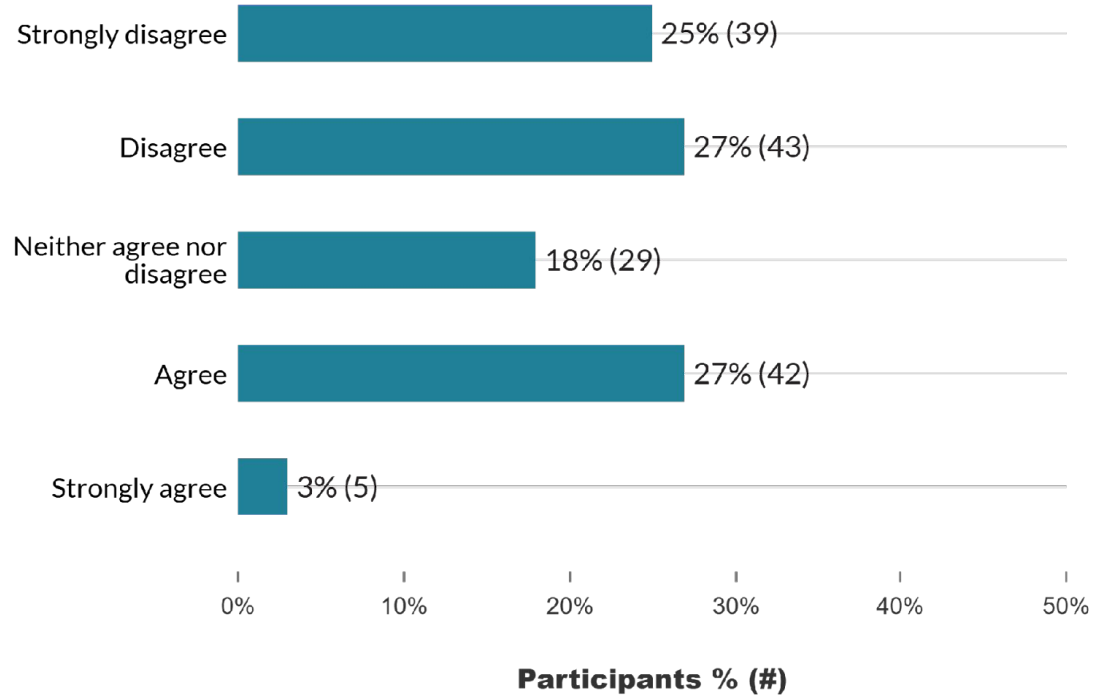


Have you and your child/ren submitted an HIB appeal and participated in an HIB hearing?



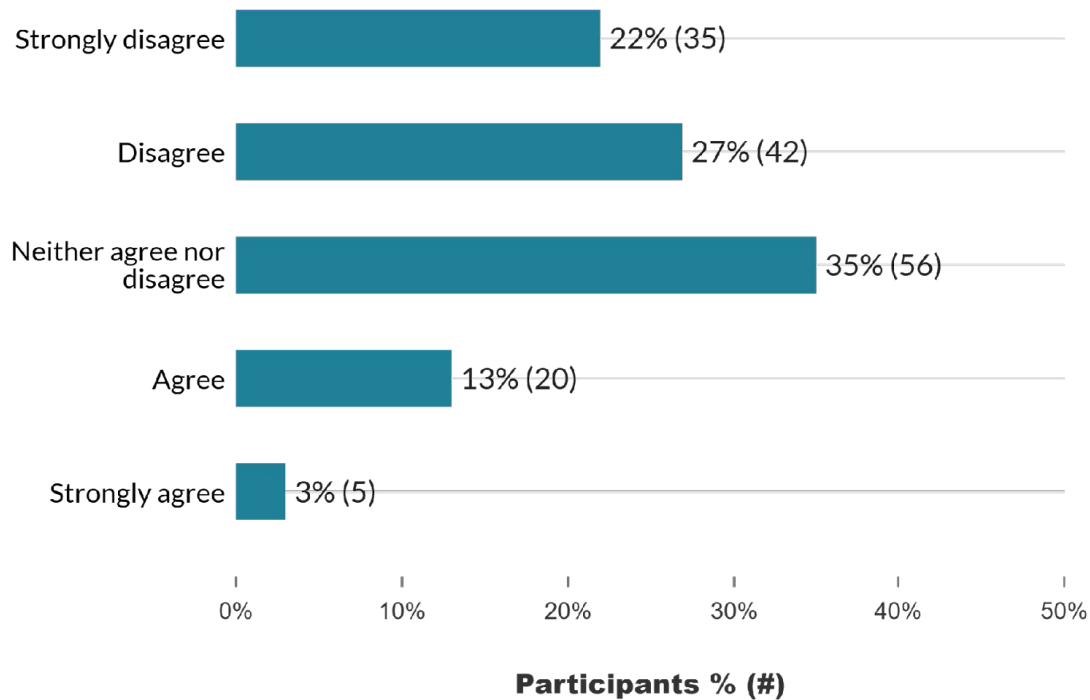


The HIB Investigation process was explained to me in a way I could easily understand.



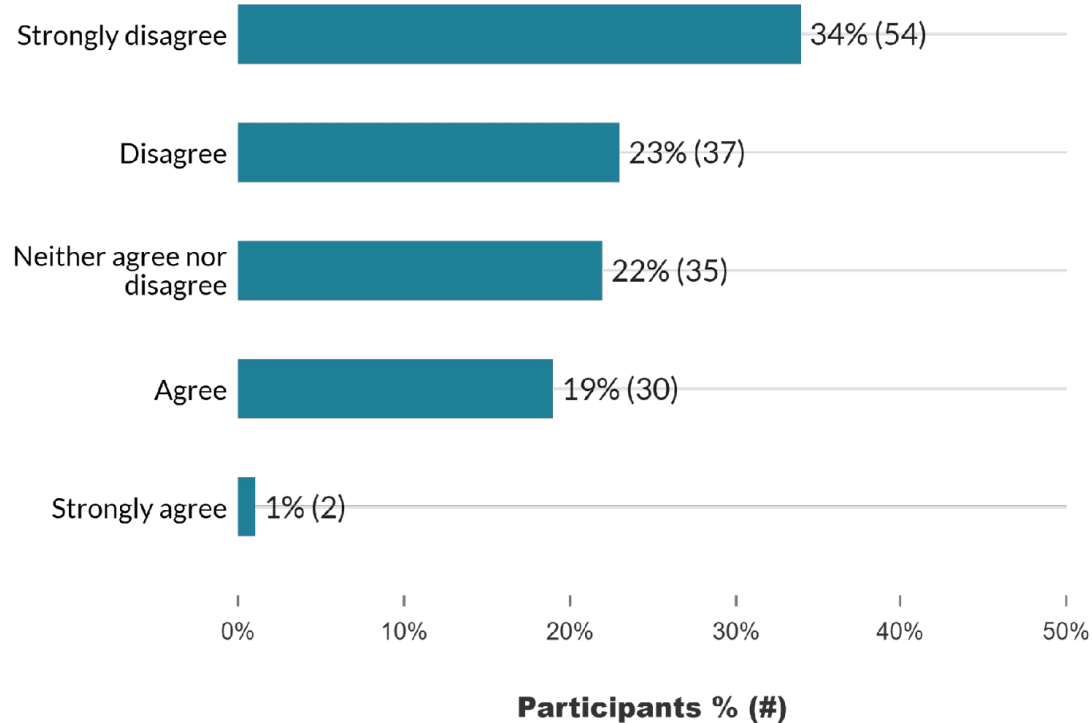


The HIB Appeal process was easy to navigate and understand.



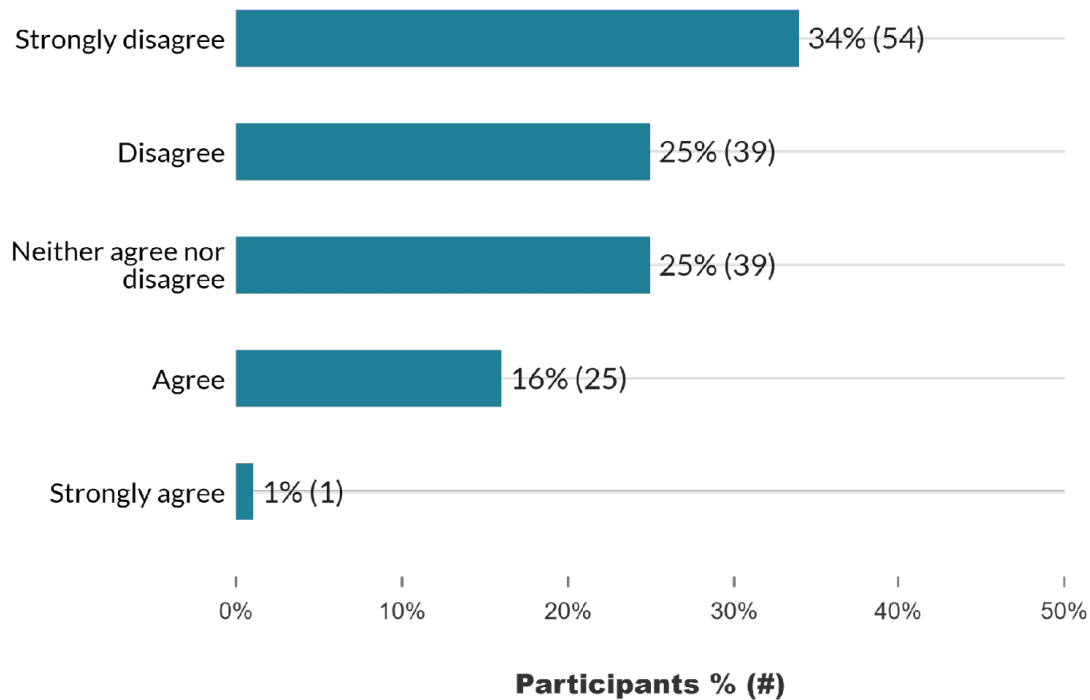


I received updates throughout the process in a timely manner.



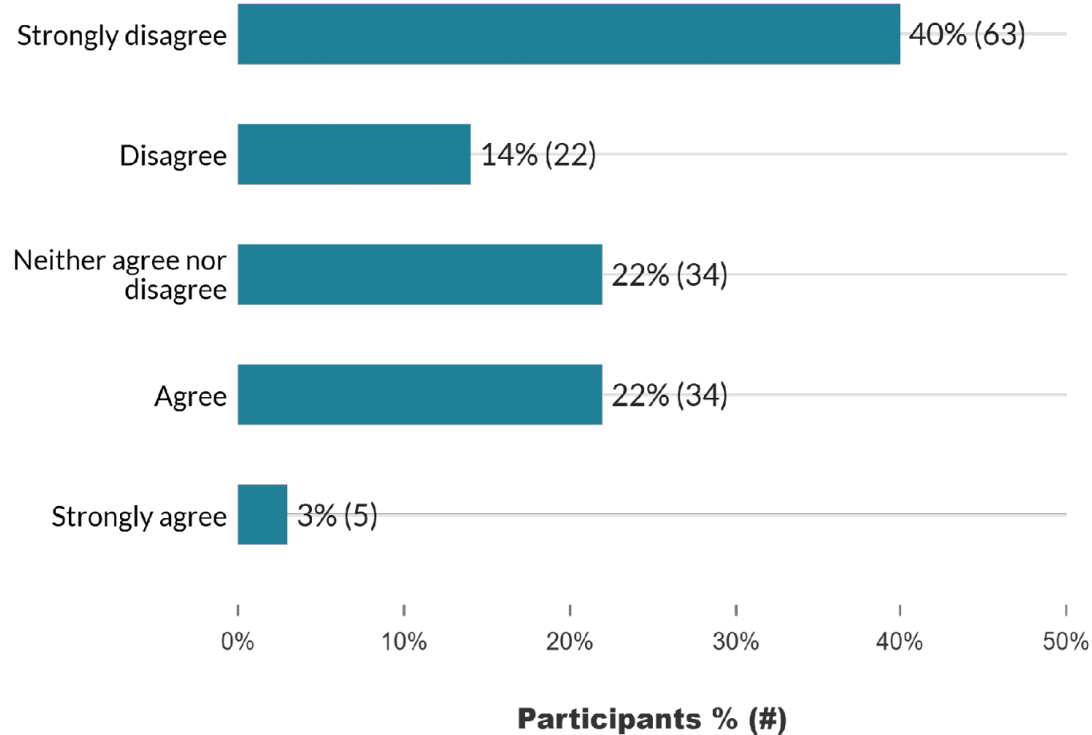


The HIB Letters provided sufficient information.



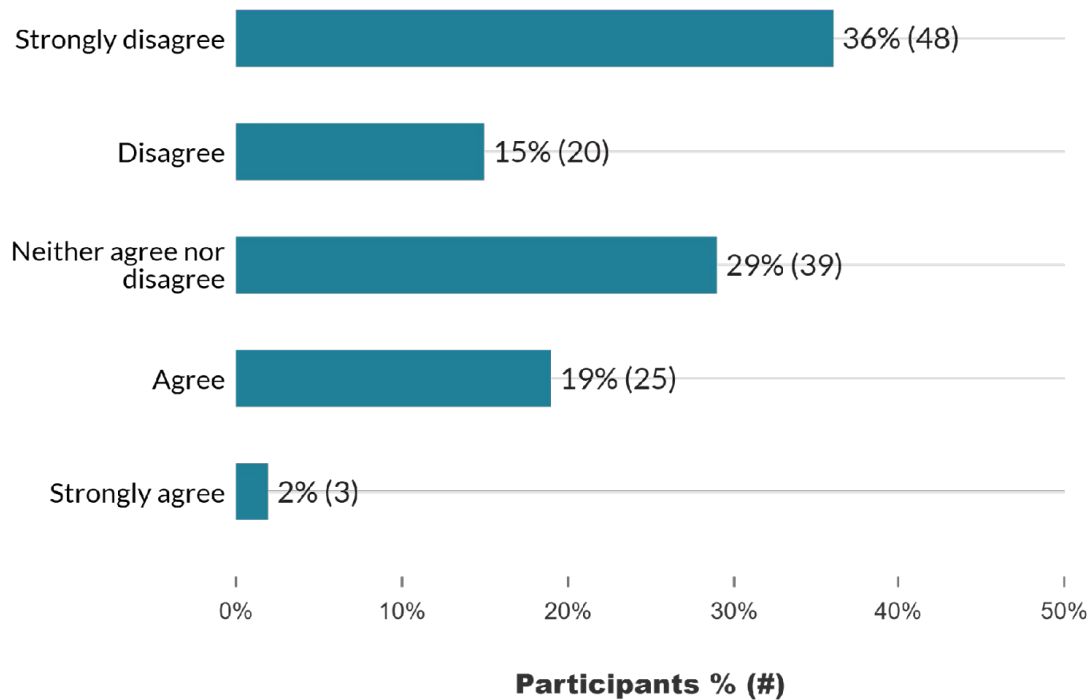


I understood the actions the school took after the HIB incident was reported.



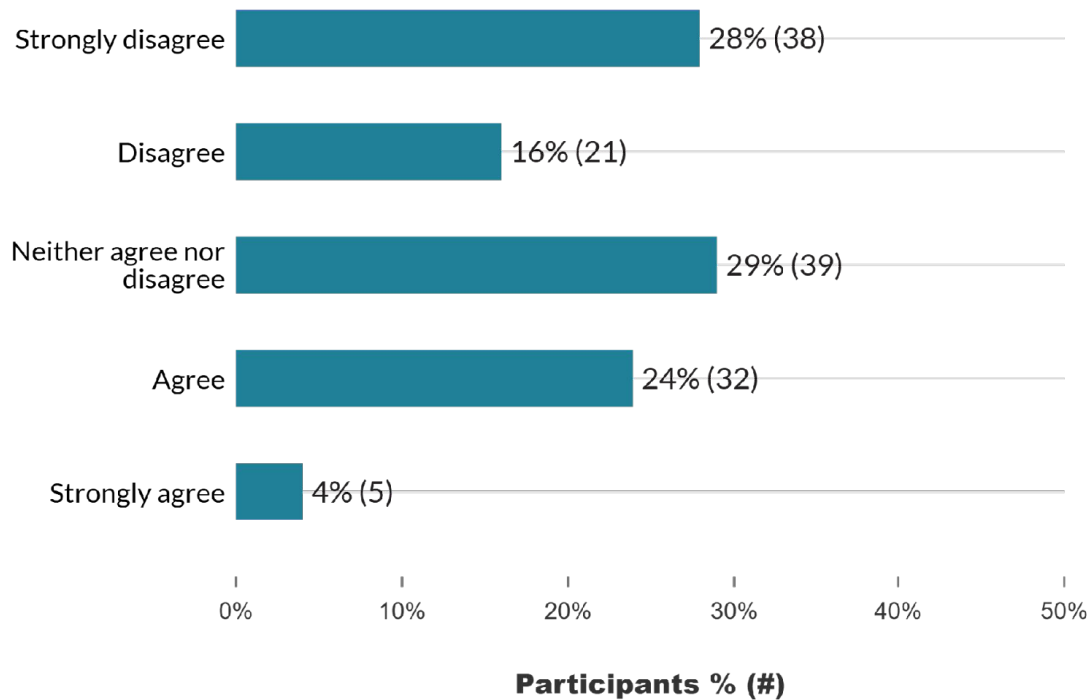


School staff provided sufficient emotional support for my child during the investigation.



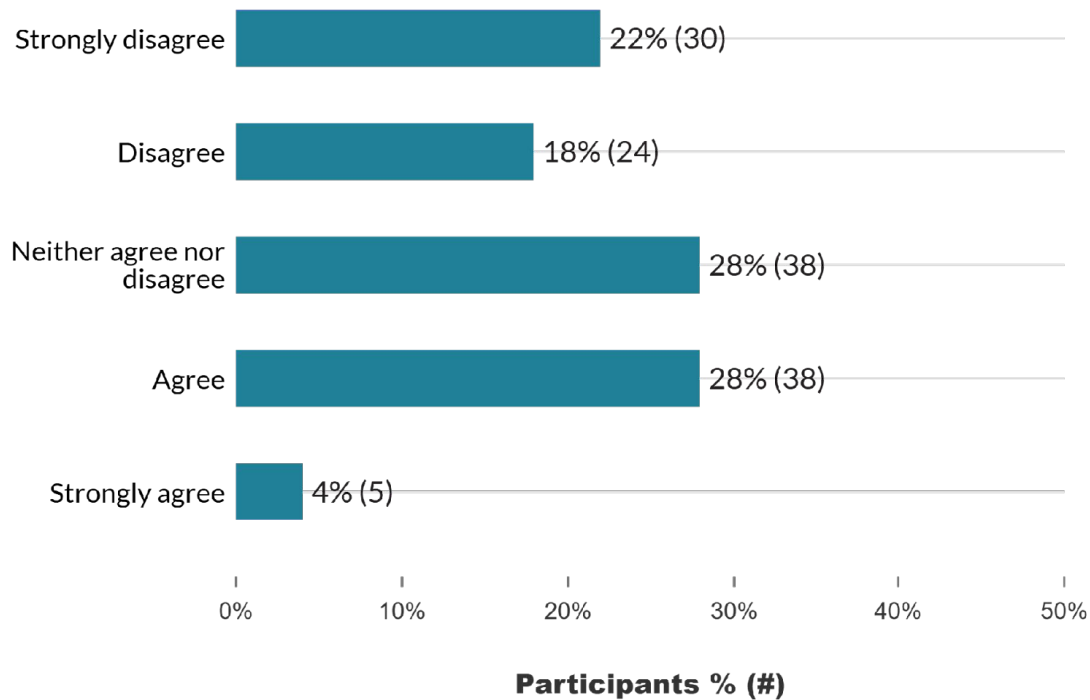


I felt the school took my concerns seriously throughout the process.



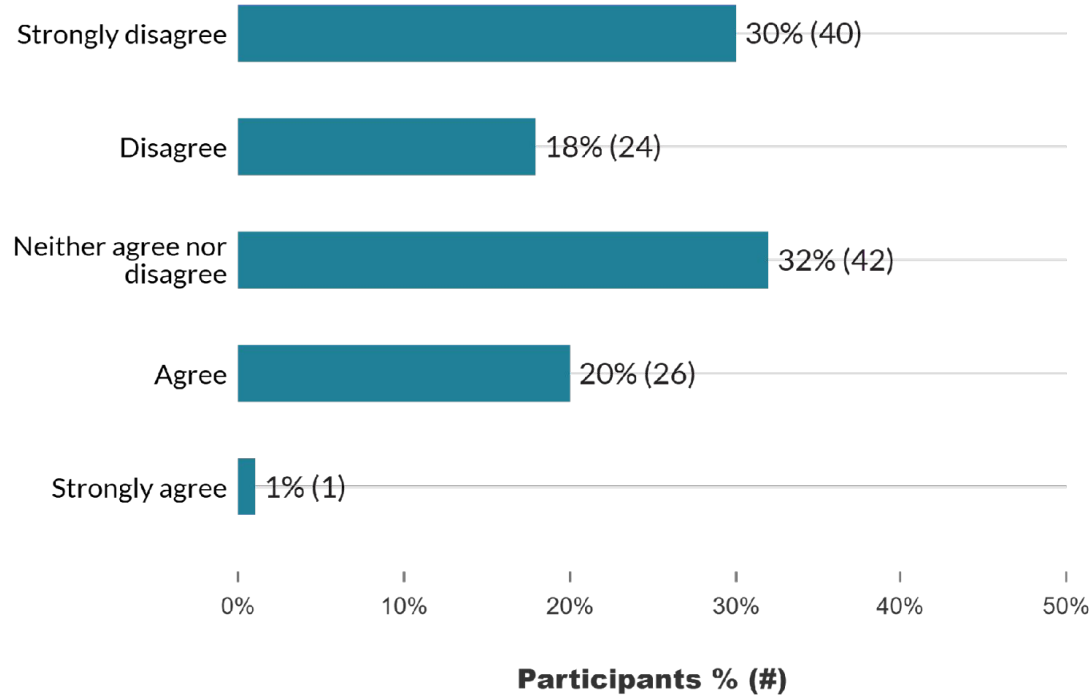


I had access to school personnel when I needed clarification or additional information.



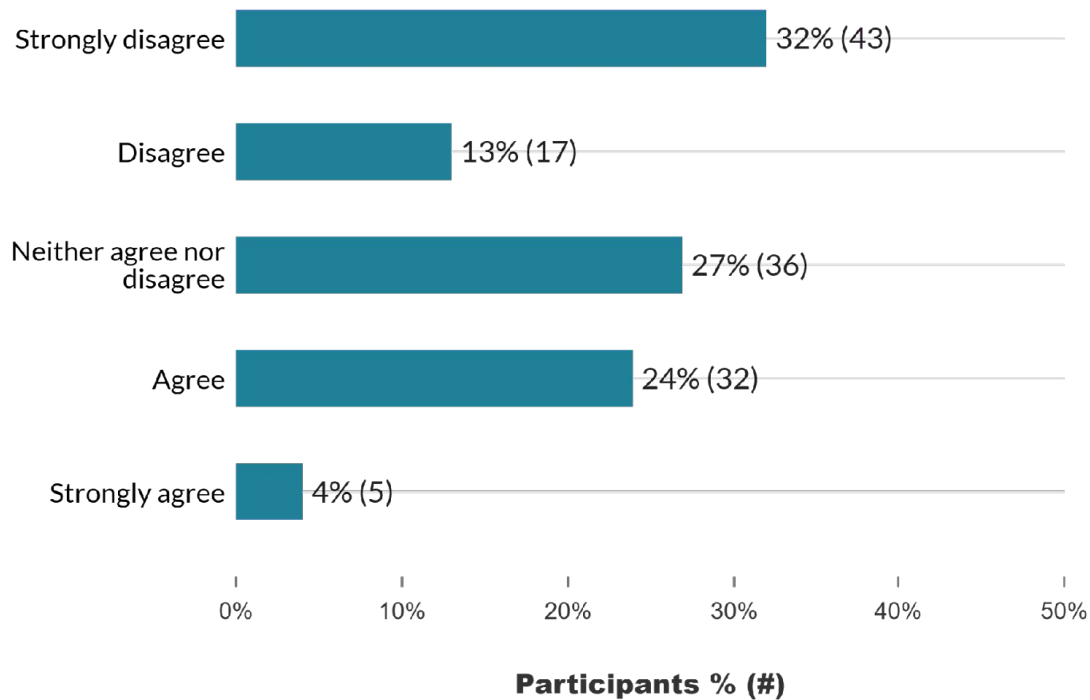


The investigation of the HIB incident was conducted fairly and impartially.



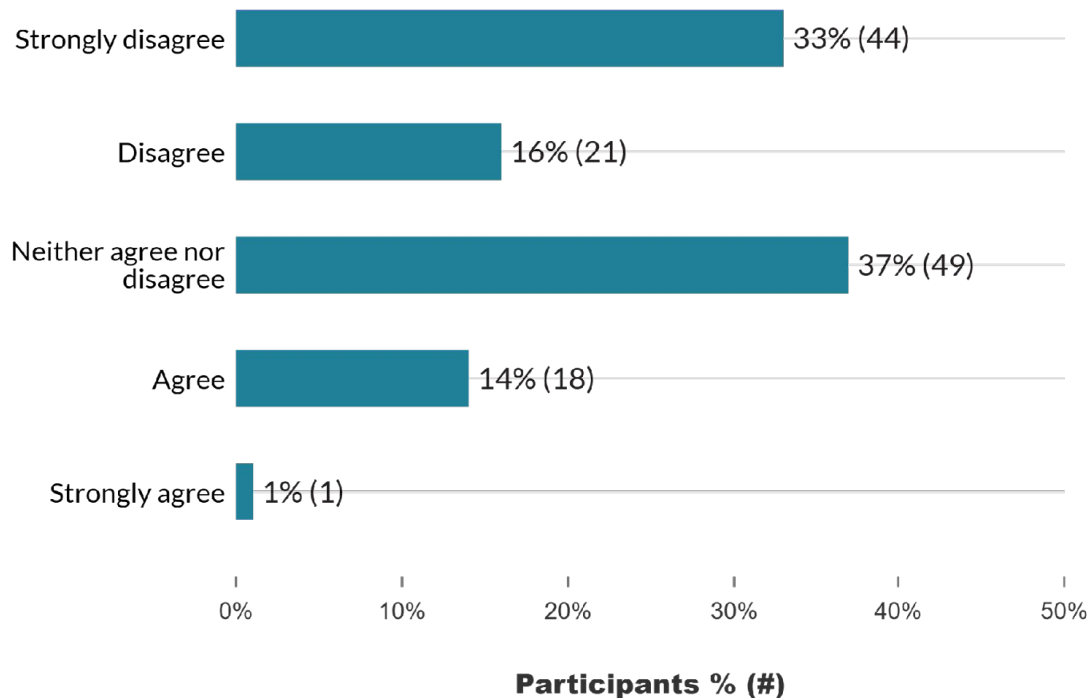


The final resolution of the incident met my expectations.



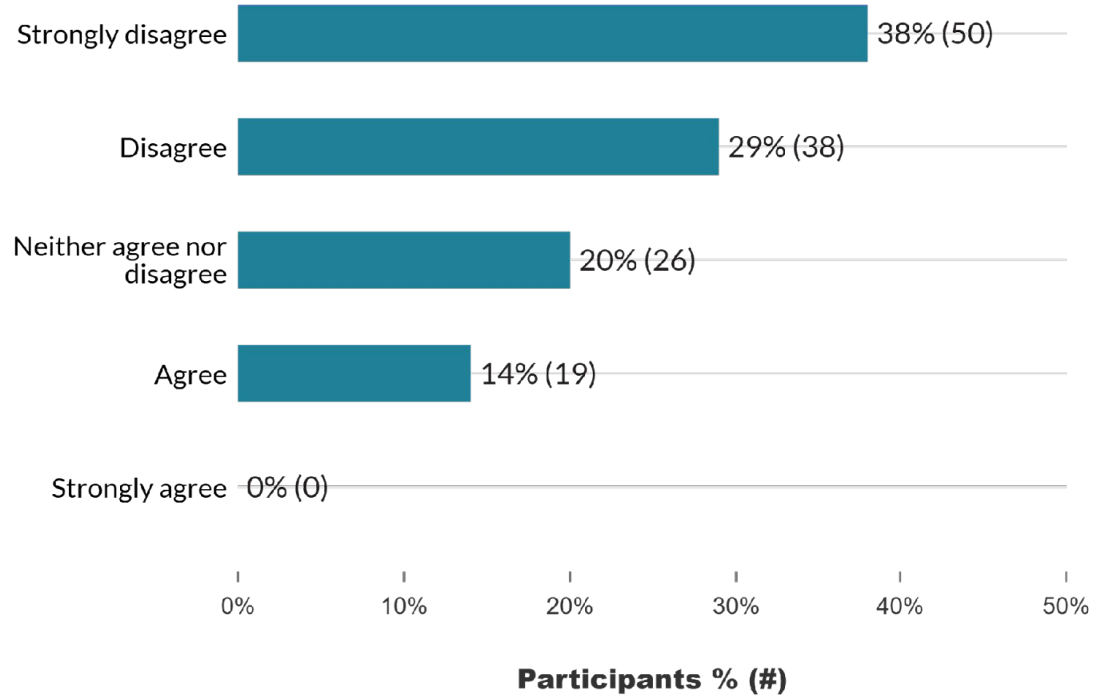


The school took appropriate action to prevent further incidents.



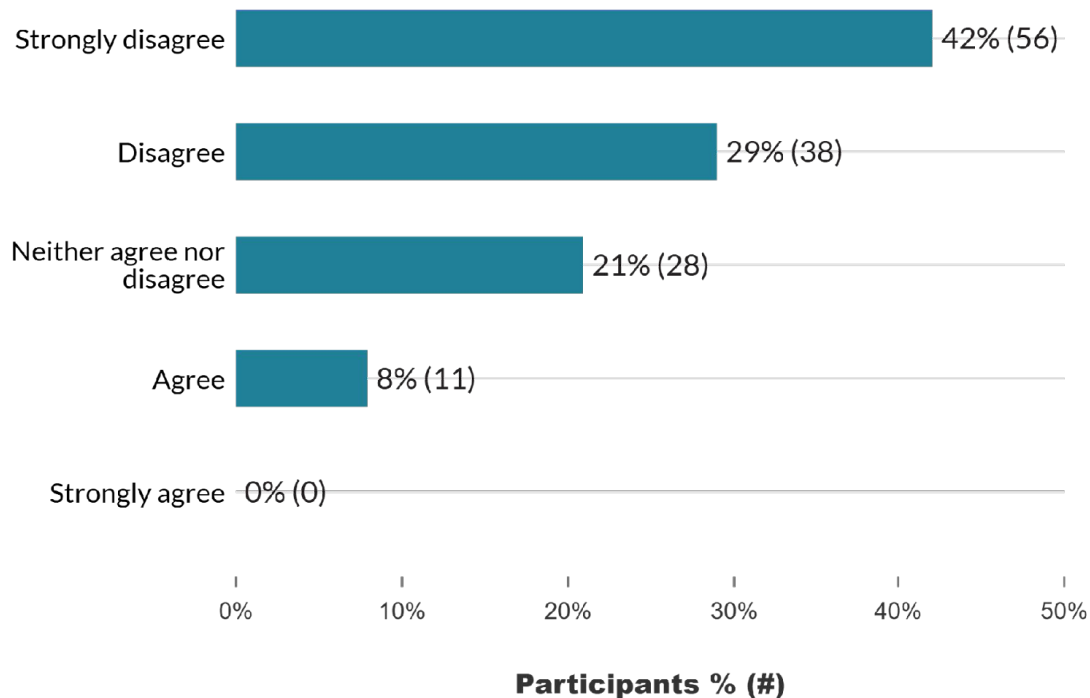


I believe the HIB process was efficient and clear.



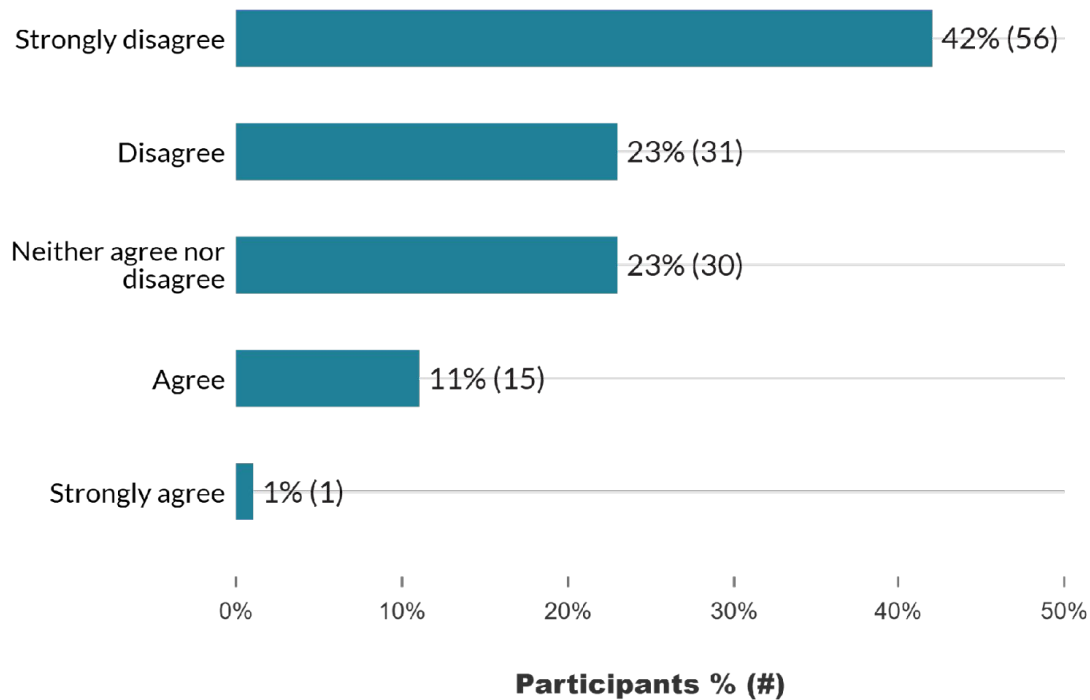


The school's HIB process made me feel more confident about my child's safety at school.



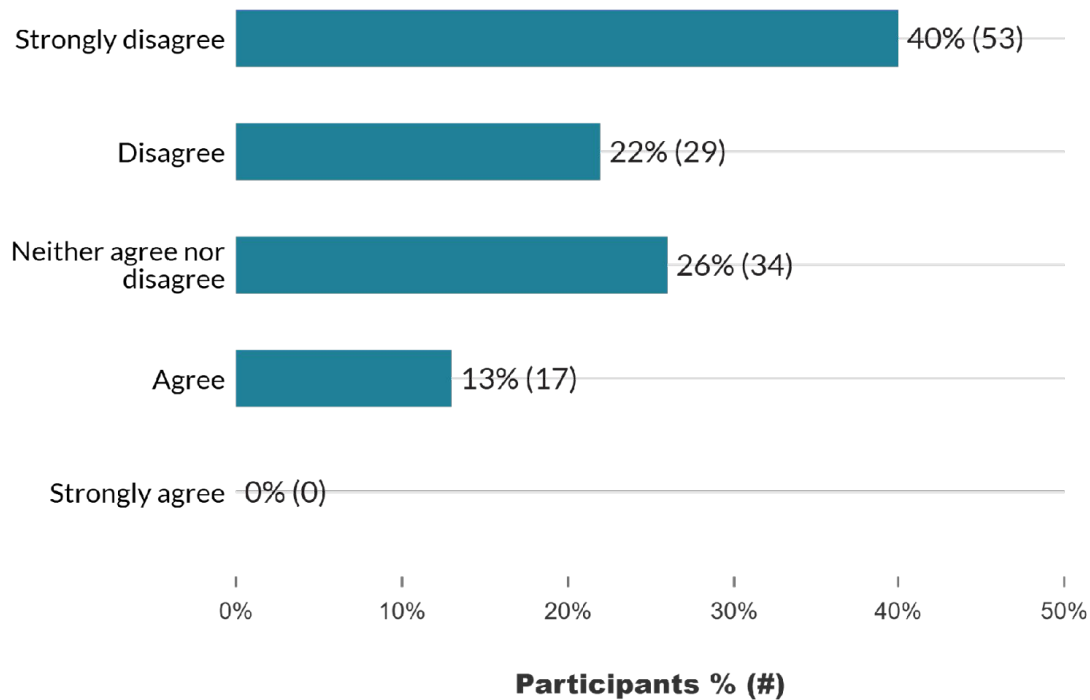


The school provided appropriate follow-up after the resolution of the HIB incident.





I was satisfied with the resources or guidance provided after the HIB process concluded.





## TIME FOR REFLECTION



### Strengths

- Over 63% participation in the survey
- Diversity in respondents
- Decrease in number of founded HIBs from Sept. - Jan, 2024 vs Sept - Jan. 2025
- Feedback from the Parent University Sessions
- Following established timelines and review process
- Teacher education and follow-up by each ABS across the district

### Areas of Growth

- Communication
- Process
- Empathy vs Compliance





### 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 (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 Changes

- Conducted a detailed audit of the implementation of current HIB policies and procedures
- Obtained feedback from families to gather insights on the HIB process
- Identified strengths and weaknesses within the existing HIB framework
- Coordinate a multilayer review of all HIB cases
- Access to NJ4S
- Developed and delivered targeted training sessions for families, students, and staff
- [District website](#)
  - Infographic
  - Parent University Sessions
  - Hearing Process document



## HIB CHANGES & IMPLEMENTATION



### Pending Changes for 2024- 2025 school year

- Updated HIB Letters
- Website crosswalk
- Establish 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
- Developing 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
  - Back to School Night
- Administrative Refresher highlighting changes and communication / process expectations
- ABS Refresher highlighting changes and communication / process expectations
- Information Distributed to All Parents
  - Form will be included in Genesis for every parent to acknowledge
- Student training (continued)
- Implement revised HIB protocols across all schools



## June 10, 2025 Presentation



- Analyze data on HIB incidents, including frequency, nature, resolution times, and outcomes, to identify trends and gaps.
- Creation of an analytical report that identifies common trends in HIB data and next steps for improvement.

