Audubon Public School District

School Self Assessment for Determining Grades under the Anti-Bullying Bill of Rights

District and School Grade Report
2024-2025 School Year

Board of Education Meeting
September 2025

HIB District Personnel

Audubon Jr.–Sr. High School
School Principal – Jeff Lebb
Anti–Bullying Specialists
Mike Tomasetti Nick May
Wendy VanFossen Christine DiMedio

Mansion Avenue School
School Principal – Bonnie Smeltzer
Anti–Bullying Specialists
Cara Novick Rachel Simonetti

Haviland Avenue School & Audubon Park Preschool
School Principal – Barbara Ledyard
Anti–Bullying Specialist
Maria McCutcheon

HIB District Coordinator
Frank Corley

Important Information

Beginning with the September 2011-2012 school year, the Audubon School District has implemented the requirements found in the Anti-Bullying Bill of Rights Act.

The Audubon School District has made continued progress in addressing and improving harassment, intimidation and bullying (HIB) and the school climate and culture by:

- Implementing the mandatory training of all school personnel in the areas of HIB.
- Utilizing the web-based program HIBster for the purpose of reporting, collecting and documentation of all HIB related investigations.
- Adhering to the state designated timelines for reporting and investigating all HIB related incidents and activities.
- Completion of required state reports for each school to determine district and state grades.
- Completing of required state reports to explain and detail district training and related programs and activities.

Important Information

- The appointment of school Anti-Bullying Specialist(s) (ABS) at each building.
- The appointment of a district Anti-Bullying Coordinator (ABC).
- Completion of the required School Safety Team meetings to review and ensure each school is adhering to similar expectations and state demands.
- Constant communication between the District Anti-Bullying Coordinator and School Anti-Bullying Specialists to review each investigation and findings.
- Adherence to the required 10 day investigation timeline for all investigations in district

ASD Demonstrated Strengths

While completing the New Jersey state required self-assessment, we learned that the school district and individual schools have demonstrated strengths in the following areas:

- Continuation of Student Recognition programs, in each building, to promote a positive climate in the Audubon School District.
- The review of our elementary programs based on the tenets of the National School Character initiative and further refinement of the MAS and HAS PBIS (Positive Behavioral Interventions and Supports) programs
- Enhanced counseling requirements for all students involved in HIB related behaviors to help prevent future incidents.
- Executive Summary Board Report each month to offer more relevant information to the Board of Education about the HIB investigations in district.

What is HIB?

Harassment, Intimidation or Bullying "HIB" means any gesture, any written, verbal or physical act, or any electronic communication , as defined in N.J.S.A. 18A:37-14, whether it be a single incident or a series of incidents, that is:

1. reasonably perceived as being motivated either by 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, as provided for in N.J.S.A. 18A:37-15.3, that substantially disrupts or interferes with the orderly operation of the school or the rights of other students; and that

3. 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 reasonable fear of physical or emotional harm to his person or damage to his property; or

4. has the effect of insulting or demeaning any student or group of students; or

5. 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.

ASD Demonstrated Strengths

IMPORTANT TRENDS

- 33% decrease in reported HIB cases in district over the past two years (33 - 22)
- 50% decrease in confirmed HIB cases in district over the past two years (12 - 6)
- With the increase in technology and cyberbullying incidents nationwide, these are incredible statistics.

2024-2025 School Year

School	Confirmed	Non-HIB	Total
AHS	6	5	11
HAS	0	0	0
MAS	0	11	11
District	**6**	**14**	**22**

2023-2024 School Year

School	Confirmed	Non-HIB	Total
AHS	4	7	11
HAS	0	0	0
MAS	4	10	14
District	**8**	**17**	**25**

2022-2023 School Year

School	Confirmed	Non-HIB	Total
AHS	5	14	19
HAS	0	0	0
MAS	7	7	14
District	**12**	**21**	**33**

AHS Initiatives

- Continued incorporation of individual teacher lessons
- Daily Announcements that focus on topics of harassment, intimidation and bullying, tolerance, character education, respect, cyber-safety and digital citizenship.
- THE WAVE newsletter for Audubon Jr.-Sr. High School with a section each month called CHARACTER COUNTS, dedicated to information on HIB and Character Education.
- Celebration of The Week of Respect where all Social Studies teachers designed grade level appropriate lessons on tolerance, respect and kindness.
- Seasonal SPIRIT WEEKS and PEP RALLIES to bring the school together, provide theme dress up days, incorporate class colors and acknowledge seasonal athletes.
- Celebration of World Kindness Day in all lunches with initiatives by the STARS members.
- Grade Level Meetings two times per year to go over school expectations, including respect, kindness and HIB reporting

AHS Initiatives

- Celebration of the National Day of Silence to spread awareness about the effects of bullying and harassment of the lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ) students.
- Black History Month topics discussed during the month of February
- Conflict resolution sessions by both administration and counselors with individual or groups of students that focus on tolerance, respect, acceptance and working together
- Students of the Month to acknowledge students for academic excellence, improvement in grades or behavior or helpfulness to others
- Monthly Teacher and Staff of the Month acknowledgements at faculty meetings to promote positivity among our staff
- Monthly staff meetings where the faculty is updated on HIB issues, initiative, trends and educational information
- Partnership with Volunteer Center of South Jersey to provide restorative opportunities to our students

MAS Initiatives

- Students of the Month nominated by their peers who embody good character
- Monthly staff meetings to update the staff on HIB information
- Mansion Avenue School Anti-Bullying Pledge each morning during the morning announcements
- ROAR (Respect, Ownership, Achievement and Responsibility) rallies to focus on PBIS initiatives
- Good Character Announcements read in the morning that focus on character traits or celebrations of the month
- Group guidance lessons delivered to all students in grades 3-6 which focused on social and emotional learning
- A comprehensive PBIS program to promote positive behavior and focus on effective interventions for at-risk students. Theme is ROAR (Respect, Ownership, Achievement and Responsibility)
- Celebration of Autism Awareness Month where lessons, activities and a virtual library was provided to all students

MAS Initiatives

- Group guidance lessons delivered to all students in grades 3-6 which focused on social and emotional learning
- A comprehensive PBIS program to promote positive behavior and focus on effective interventions for at-risk students. Theme is ROAR (Respect, Ownership, Achievement and Responsibility)
- Celebration of Autism Awareness Month where lessons, activities and a virtual library was provided to all students
- Celebration of Black History Month where quotes were read on morning announcements and lessons were taught in all classrooms
- Community Circles were instituted in 6th grade to discuss important topics including relationships, tolerance and HIB related topics
- HIB Intervention Program was devised to offer additional support and counseling for students who were confirmed HIB offenders
- Helping Paws Club was used to provide students volunteer opportunities
- The Spirit Committee, made up of 6th grade students, was used to promote the PBIS program during the monthly ROAR rallies

HAS Initiatives

- Character Education sessions by counselor for all grade levels with a monthly focus:
  - September discussion of school rules (Be safe, Respectful and Responsible) and PBIS initiatives
  - October focus on Respect and Differences
  - November focus on Responsibility
  - December focus on Trustworthiness
  - January focus on Feelings – Strategies for Anger, Worry and Sadness
  - February focus on Caring and Kindness
  - March focus on Fairness in playing games and responsibility for making a mistake, taking ownership and being a good sport
  - April focus on Citizenship and how our actions can make a positive impact on our school and community
  - May focus on school wide rules and Character Ed lessons
- There are a bevy of associated activities each month, differentiated by grade level, with meaningful activities to expand on these topics.

Audubon High School Grade Comparison

	2021-2022	2022-2023	2023-2024	2024-2025
HIB Programs, Approaches or Other Initiatives (Max 15)	4	8	14	14
Training on the BOE-Approved HIB Policy (Max 9)	3	7	7	7
Other Staff Instruction and Training Programs (Max 15)	9	11	13	13
Curriculum & Instruction on HIB and Related Information and Skills (Max 6)	3	3	5	5
HIB Personnel (Max 9)	5	9	9	9
School-Level HIB Incident Reporting Procedure (Max 6)	4	5	6	6
HIB Investigation Procedure (Max 12)	7	12	12	12
HIB Reporting (Max 6)	4	5	6	6
District Grade (Max 78)	39	60 (+21)	72 (+12)	72

Mansion Avenue School Grade Comparison

	2021-2022	2022-2023	2023-2024	2024-2025
HIB Programs, Approaches or Other Initiatives (Max 15)	**13**	**14**	14	14
Training on the BOE-Approved HIB Policy (Max 9)	6	6	7	7
Other Staff Instruction and Training Programs (Max 15)	12	10	13	13
Curriculum & Instruction on HIB and Related Information and Skills (Max 6)	6	5	5	5
HIB Personnel (Max 9)	9	8	9	9
School-Level HIB Incident Reporting Procedure (Max 6)	4	6	6	6
HIB Investigation Procedure (Max 12)	11	12	12	12
HIB Reporting (Max 6)	4	6	6	6
District Grade (Max 78)	65	67 (+2)	72 (+7)	72

Haviland Avenue & Audubon Park School Grade Comparison

	2021-2022	2022-2023	2023-2024	2024-2025
HIB Programs, Approaches or Other Initiatives (Max 15)	13	11	14	14
Training on the BOE-Approved HIB Policy (Max 9)	9	7	7	7
Other Staff Instruction and Training Programs (Max 15)	14	13	13	13
Curriculum & Instruction on HIB and Related Information and Skills (Max 6)	6	5	5	5
HIB Personnel (Max 9)	9	9	9	9
School-Level HIB Incident Reporting Procedure (Max 6)	6	6	6	6
HIB Investigation Procedure (Max 12)	12	12	12	12
HIB Reporting (Max 6)	6	5	6	6
District Grade (Max 78)	75	68 (-7)	72 (+7)	72

Areas of Improvement

While completing the New Jersey state required self-assessment, we learned that the school district and individual schools would like to improve in the following areas:

- Enhanced district training for all newly hired staff
- Creating avenues to better educate our parents/guardians and therefore further supporting our students and school on the topics of harassment, intimidation and bullying, character education, respect, cyber-safety and digital citizenship
- Involving parents/guardians to help monitor websites, applications and social media venues on student phones and other devices
- As a district, continue to review existing and implement new student programs on HIB related topics