









**School Name:** Lamberts Mill Academy

**District Name:** Union County Educational Services Commission

**School Year:** July 1, 2024 - June 30, 2025

**Preliminary Determination**

Did your school district's policy permit the use of a preliminary determination for reports of HIB during the 2024-2025 school year? Yes

During the 2024-2025 school year, how many times was a preliminary determination made in your school that an incident or complaint was outside the scope of the definition of HIB and did not need to be investigated as HIB? 1

**School Name:** Hillcrest Academy-South

**District Name:** Union County Educational Services Commission

**School Year:** July 1, 2024 - June 30, 2025

**Core Element #1: HIB Programs, Approaches or Other Initiatives (N.J.S.A. 18A:37-17a)**

<b>Indicators</b>	<b>Score (0-3)</b>
A. The school annually <i>established</i> HIB programs, approaches or other initiatives.	2
B. The school annually <i>implemented</i> and documented HIB programs, approaches, or other initiatives.	2
C. The school annually <i>assessed</i> HIB programs, approaches or other initiatives.	2
D. The school's HIB programs, approaches or other initiatives were designed to <i>create school-wide</i> conditions to prevent and address HIB.	3
E. The school safety/school climate team (SS/SCT) <i>identified patterns</i> of HIB and <i>reviewed</i> school climate and school policies for the prevention of HIB.	2
SUB-TOTAL (possible 15)	11

**Core Element #2: Training on the BOE-approved HIB Policy and Procedures (N.J.S.A. 18A:37-17b and c)**

<b>Indicators</b>	<b>Score (0-3)</b>
A. School employees, contracted service providers and volunteers were provided <i>training</i> on the HIB policy.	1
B. The HIB policy training included instruction on preventing HIB on the basis of <i>protected categories</i> enumerated in the ABR and <i>other distinguishing characteristics</i> that may incite incidents of discrimination or HIB.	1
C. The HIB policy was <i>discussed</i> with students, in accordance with the district's process for these discussions.	3
SUB-TOTAL (possible 9)	5







**School Name:** Hillcrest Academy-South

**District Name:** Union County Educational Services Commission

**School Year:** July 1, 2024 - June 30, 2025

**Preliminary Determination**

Did your school district's policy permit the use of a preliminary determination for reports of HIB during the 2024-2025 school year? Yes

During the 2024-2025 school year, how many times was a preliminary determination made in your school that an incident or complaint was outside the scope of the definition of HIB and did not need to be investigated as HIB? 0

**School Name:** Work Readiness Academy

**District Name:** Union County Educational Services Commission

**School Year:** July 1, 2024 - June 30, 2025

**Core Element #1: HIB Programs, Approaches or Other Initiatives (N.J.S.A. 18A:37-17a)**

<b>Indicators</b>	<b>Score (0-3)</b>
A. The school annually <i>established</i> HIB programs, approaches or other initiatives.	3
B. The school annually <i>implemented</i> and documented HIB programs, approaches, or other initiatives.	3
C. The school annually <i>assessed</i> HIB programs, approaches or other initiatives.	3
D. The school's HIB programs, approaches or other initiatives were designed to <i>create school-wide</i> conditions to prevent and address HIB.	3
E. The school safety/school climate team (SS/SCT) <i>identified patterns</i> of HIB and <i>reviewed</i> school climate and school policies for the prevention of HIB.	3
SUB-TOTAL (possible 15)	15

**Core Element #2: Training on the BOE-approved HIB Policy and Procedures (N.J.S.A. 18A:37-17b and c)**

<b>Indicators</b>	<b>Score (0-3)</b>
A. School employees, contracted service providers and volunteers were provided <i>training</i> on the HIB policy.	3
B. The HIB policy training included instruction on preventing HIB on the basis of <i>protected categories</i> enumerated in the ABR and <i>other distinguishing characteristics</i> that may incite incidents of discrimination or HIB.	3
C. The HIB policy was <i>discussed</i> with students, in accordance with the district's process for these discussions.	3
SUB-TOTAL (possible 9)	9

**School Name:** Work Readiness Academy

**District Name:** Union County Educational Services Commission

**School Year:** July 1, 2024 - June 30, 2025

**Core Element #3: Other Staff Instruction and Training Programs (N.J.S.A. 18A:6-112, N.J.S.A. 18A:37-22d, N.J.S.A. 18A:37-26a, N.J.S.A. 18A:37-21d, N.J.S.A. 18A:26-8.2)**

<b>Indicators</b>	<b>Score (0-3)</b>
A. Each teaching staff member completed at least 2 hours of <i>instruction in suicide prevention that included information on HIB</i> , in each five-year professional development period.	3
B. Each teaching staff member completed at least 2 hours of <i>instruction on HIB prevention</i> , in each five-year professional development period.	3
C. The school anti-bullying specialist (ABS) was given <i>time during the usual school schedule</i> to participate in in-service training in preparation to act as the ABS.	2
D. The members of the school safety/school climate team (SS/SCT) were provided with professional development in effective practices of successful school climate programs or approaches.	2
E. School building leaders* have received information on the prevention of harassment, intimidation and bullying as part of their training on issues of school ethics, school law and school governance.	3
SUB-TOTAL (possible 15)	13

**Core Element #4: Curriculum and Instruction on HIB and Related Information and Skills (N.J.S.A. 18A:37-29)**

<b>Indicators</b>	<b>Score (0-3)</b>
A. The school <i>provided ongoing, age-appropriate instruction</i> on preventing HIB in accordance with the New Jersey Student Learning Standards.	3
B. The school observed the " <i>Week of Respect</i> ," during the week beginning with the first Monday in October of each year, <i>recognizing the importance of character education</i> by providing age-appropriate instruction focusing on HIB prevention.	3
SUB-TOTAL (possible 6)	6

**School Name:** Work Readiness Academy

**District Name:** Union County Educational Services Commission

**School Year:** July 1, 2024 - June 30, 2025

**Core Element #5: HIB Personnel (N.J.S.A. 18A:37-20a, N.J.S.A. 18A:37-20c, N.J.S.A. 18A:37-21a)**

<b>Indicators</b>	<b>Score (0-3)</b>
A. The principal <i>appointed</i> a school anti-bullying specialist (ABS).	3
B. The ABS <i>met</i> at least two times per school year with the district anti-bullying coordinator (ABC).	3
C. The school safety/school climate team (SS/SCT) <i>met</i> at least two times per school year to develop, foster and maintain a positive school climate by focusing on the ongoing, systemic process and practices in the school and to address school climate issues including HIB.	3
	SUB-TOTAL (possible 9) 9

**Core Element #6: School-Level HIB Incident Reporting Procedure (N.J.S.A. 18A:37-15b(5), N.J.S.A. 18A: 37-15b(6)(a))**

**Option B**

<b>Indicators</b>	<b>Score (0-3)</b>
A. The school has a process for ensuring that staff are implementing the district's procedure for reporting HIB that includes all required elements.	3
B. The school fosters a positive school climate that encourages reports of all concerning behaviors, including HIB, AND implements effective prevention strategies which resulted in no incidents of HIB.	3
	SUB-TOTAL (possible 6) 6



**School Name:** Work Readiness Academy

**District Name:** Union County Educational Services Commission

**School Year:** July 1, 2024 - June 30, 2025

### **Preliminary Determination**

Did your school district's policy permit the use of a preliminary determination for reports of HIB during the 2024-2025 school year? Yes

During the 2024-2025 school year, how many times was a preliminary determination made in your school that an incident or complaint was outside the scope of the definition of HIB and did not need to be investigated as HIB? 0



**School Name:** Westlake

**District Name:** Union County Educational Services Commission

**School Year:** July 1, 2024 - June 30, 2025

**Core Element #3: Other Staff Instruction and Training Programs (N.J.S.A. 18A:6-112, N.J.S.A. 18A:37-22d, N.J.S.A. 18A:37-26a, N.J.S.A. 18A:37-21d, N.J.S.A. 18A:26-8.2)**

<b>Indicators</b>	<b>Score (0-3)</b>
A. Each teaching staff member completed at least 2 hours of <i>instruction in suicide prevention that included information on HIB</i> , in each five-year professional development period.	2
B. Each teaching staff member completed at least 2 hours of <i>instruction on HIB prevention</i> , in each five-year professional development period.	3
C. The school anti-bullying specialist (ABS) was given <i>time during the usual school schedule</i> to participate in in-service training in preparation to act as the ABS.	3
D. The members of the school safety/school climate team (SS/SCT) were provided with professional development in effective practices of successful school climate programs or approaches.	2
E. School building leaders* have received information on the prevention of harassment, intimidation and bullying as part of their training on issues of school ethics, school law and school governance.	3
SUB-TOTAL (possible 15)	13

**Core Element #4: Curriculum and Instruction on HIB and Related Information and Skills (N.J.S.A. 18A:37-29)**

<b>Indicators</b>	<b>Score (0-3)</b>
A. The school <i>provided ongoing, age-appropriate instruction</i> on preventing HIB in accordance with the New Jersey Student Learning Standards.	2
B. The school observed the <i>"Week of Respect,"</i> during the week beginning with the first Monday in October of each year, <i>recognizing the importance of character education</i> by providing age-appropriate instruction focusing on HIB prevention.	3
SUB-TOTAL (possible 6)	5

**School Name:** Westlake

**District Name:** Union County Educational Services Commission

**School Year:** July 1, 2024 - June 30, 2025

**Core Element #5: HIB Personnel (N.J.S.A. 18A:37-20a, N.J.S.A. 18A:37-20c, N.J.S.A. 18A:37-21a)**

<b>Indicators</b>	<b>Score (0-3)</b>
A. The principal <i>appointed</i> a school anti-bullying specialist (ABS).	3
B. The ABS <i>met</i> at least two times per school year with the district anti-bullying coordinator (ABC).	3
C. The school safety/school climate team (SS/SCT) <i>met</i> at least two times per school year to develop, foster and maintain a positive school climate by focusing on the ongoing, systemic process and practices in the school and to address school climate issues including HIB.	2
	SUB-TOTAL (possible 9) 8

**Core Element #6: School-Level HIB Incident Reporting Procedure (N.J.S.A. 18A:37-15b(5), N.J.S.A. 18A: 37-15b(6)(a))**

**Option B**

<b>Indicators</b>	<b>Score (0-3)</b>
A. The school has a process for ensuring that staff are implementing the district's procedure for reporting HIB that includes all required elements.	2
B. The school fosters a positive school climate that encourages reports of all concerning behaviors, including HIB, AND implements effective prevention strategies which resulted in no incidents of HIB.	2
	SUB-TOTAL (possible 6) 4



**School Name:** Westlake

**District Name:** Union County Educational Services Commission

**School Year:** July 1, 2024 - June 30, 2025

**Preliminary Determination**

Did your school district's policy permit the use of a preliminary determination for reports of HIB during the 2024-2025 school year? Yes

During the 2024-2025 school year, how many times was a preliminary determination made in your school that an incident or complaint was outside the scope of the definition of HIB and did not need to be investigated as HIB? 1



**School Name:** Crossroads School

**District Name:** Union County Educational Services Commission

**School Year:** July 1, 2024 - June 30, 2025

**Core Element #3: Other Staff Instruction and Training Programs (N.J.S.A. 18A:6-112, N.J.S.A. 18A:37-22d, N.J.S.A. 18A:37-26a, N.J.S.A. 18A:37-21d, N.J.S.A. 18A:26-8.2)**

<b>Indicators</b>	<b>Score (0-3)</b>
A. Each teaching staff member completed at least 2 hours of <i>instruction in suicide prevention that included information on HIB</i> , in each five-year professional development period.	3
B. Each teaching staff member completed at least 2 hours of <i>instruction on HIB prevention</i> , in each five-year professional development period.	3
C. The school anti-bullying specialist (ABS) was given <i>time during the usual school schedule</i> to participate in in-service training in preparation to act as the ABS.	3
D. The members of the school safety/school climate team (SS/SCT) were provided with professional development in effective practices of successful school climate programs or approaches.	2
E. School building leaders* have received information on the prevention of harassment, intimidation and bullying as part of their training on issues of school ethics, school law and school governance.	3
SUB-TOTAL (possible 15)	14

**Core Element #4: Curriculum and Instruction on HIB and Related Information and Skills (N.J.S.A. 18A:37-29)**

<b>Indicators</b>	<b>Score (0-3)</b>
A. The school <i>provided ongoing, age-appropriate instruction</i> on preventing HIB in accordance with the New Jersey Student Learning Standards.	3
B. The school observed the <i>"Week of Respect,"</i> during the week beginning with the first Monday in October of each year, <i>recognizing the importance of character education</i> by providing age-appropriate instruction focusing on HIB prevention.	3
SUB-TOTAL (possible 6)	6

**School Name:** Crossroads School

**District Name:** Union County Educational Services Commission

**School Year:** July 1, 2024 - June 30, 2025

**Core Element #5: HIB Personnel (N.J.S.A. 18A:37-20a, N.J.S.A. 18A:37-20c, N.J.S.A. 18A:37-21a)**

<b>Indicators</b>	<b>Score (0-3)</b>
A. The principal <i>appointed</i> a school anti-bullying specialist (ABS).	3
B. The ABS <i>met</i> at least two times per school year with the district anti-bullying coordinator (ABC).	3
C. The school safety/school climate team (SS/SCT) <i>met</i> at least two times per school year to develop, foster and maintain a positive school climate by focusing on the ongoing, systemic process and practices in the school and to address school climate issues including HIB.	3
	SUB-TOTAL (possible 9) 9

**Core Element #6: School-Level HIB Incident Reporting Procedure (N.J.S.A. 18A:37-15b(5), N.J.S.A. 18A: 37-15b(6)(a))**

**Option B**

<b>Indicators</b>	<b>Score (0-3)</b>
A. The school has a process for ensuring that staff are implementing the district's procedure for reporting HIB that includes all required elements.	3
B. The school fosters a positive school climate that encourages reports of all concerning behaviors, including HIB, AND implements effective prevention strategies which resulted in no incidents of HIB.	3
	SUB-TOTAL (possible 6) 6



**School Name:** Crossroads School

**District Name:** Union County Educational Services Commission

**School Year:** July 1, 2024 - June 30, 2025

**Preliminary Determination**

Did your school district's policy permit the use of a preliminary determination for reports of HIB during the 2024-2025 school year? Yes

During the 2024-2025 school year, how many times was a preliminary determination made in your school that an incident or complaint was outside the scope of the definition of HIB and did not need to be investigated as HIB? 0









**School Name:** Hillcrest Academy-North

**District Name:** Union County Educational Services Commission

**School Year:** July 1, 2024 - June 30, 2025

**Preliminary Determination**

Did your school district's policy permit the use of a preliminary determination for reports of HIB during the 2024-2025 school year? Yes

During the 2024-2025 school year, how many times was a preliminary determination made in your school that an incident or complaint was outside the scope of the definition of HIB and did not need to be investigated as HIB? 1