Harassment, Intimidation & Bullying Investigations, Trainings, & Programs

(January-June 2025 HIB ITP)

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District Anti-Bullying Coordinator

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Overview

- HIB Statutory Definition
- Investigations, Trainings, and Programs (ITP)
- Self-Assessment Grades
- How to Report

HIB Statute Review

What exactly constitutes HIB? (Part 1 of 2)

- Gesture
- Written, verbal, or physical act
- Electronic communication

Whether it be a single incident or a series of incidents, reasonably perceived as being motivated by an actual or perceived characteristic such as:

- Race
- Color
- Religion
- Ancestry
- National origin
- Gender
- Sexual orientation
- Gender identity
- Gender expression
- Mental, physical, or sensory disability
- Or *any other distinguishing characteristic*

HIB Statute Review

What exactly constitutes HIB? (Part 2 of 2)

- Takes place on school property, at a school-sponsored function, on a school bus, or off school grounds
- Substantially disrupts or interferes with the orderly operations of the school or rights of other students

AND

- A reasonable person should know under the circumstances that the act(s) will have the effect of *at least one* of the following:
  - Physically or emotionally harming a student or damaging the student's property, or
  - Placing a student in reasonable fear of physical or emotional harm, or
  - Has the effect of insulting or demeaning any student or group of students, or
  - Creates a hostile educational environment for the student

Anti-Bullying Specialists:

Anti-Bullying Specialists:
- conduct investigations
- chair the building school safety/climate teams
- implement trainings and programs

Anti-Bullying Specialists receive mandated training in:
- HIB law and protocols
- Conducting interviews & investigations

The Anti-Bullying Coordinator:
- collaborates with the school ABSs, the BOE, and the superintendent of schools to prevent, identify, and respond to HIB of students in the district
- provides HIB data to the NJDOE
- meets twice annually with the ABSs to discuss and strengthen procedures and policies to prevent, identify, and address HIB in the district.

Anti-Bullying Specialists (ABS)

OHES	Wendy Gelinas, Melissa Patane, & Amanda Huelbig
VES	Lauren Fornal and Jolene Schantz
LMS	Kevin Armstrong and Brian Cooper
UMS	Allison Doyle-Smith, Jeanne Fedun
MHS	Keith Glock, Maureen Conway
District	Cory Delgado, Anti-Bullying Coordinator

Period 2: Investigations (January - June 2025)

Building	Reported	Affirmed	Rejected
Orchard Hill Elementary School	8	0	5
Village Elementary School	34	2	4
Lower Middle School	67	3	5
Upper Middle School	13	6	0
High School	10	0	1
District Totals Pd. 2:	142	11	15

Trainings

Period 2 Trainings (including but not limited to):

- Anti-Bullying Bill of Rights w/ Stephen Fogarty (district/school administrators)
- Anti-Bullying Bill of Rights w/ Somerset County Superintendents Association (district/school administrators)
- Peer Relationships & Conflict Resolution (school administrators and Anti-Bullying Specialists)
- School Climate and Culture Improvement (school administrators and Staff)
- Strategies for HIB prevention (school administrators and staff)

Period 2: Trainings (January - June 2025)

Building	Trainings
Orchard Hill Elementary School	2
Village Elementary School	3
Lower Middle School	1
Upper Middle School	2
High School	4
District-Wide	1
District Training Totals Pd. 2:	13

Programs

Period 2 Programs (including but not limited to):

- Observation of various history, heritage, & awareness months (District-Wide)
- Jared Campbell Assembly (OHES)
- Great Kindness Challenge (OHES)
- Seeing Eye Assembly (VES)
- Author Visit: Bullying & Acceptance (VES)
- The Social Institute lessons (LMS)
- Morning Meetings (LMS)
- Community Rallies (UMS)
- Paws for a Cause (UMS)
- Peer Leadership Outreach (MHS)

Period 2: Programs (January - June 2025)

Building	Programs
Orchard Hill Elementary School	3
Village Elementary School	3
Lower Middle School	8
Upper Middle School	4
High School	9
District-Wide	0
District Training Totals Pd. 2:	38

HIB Self-Assessment Report

The Self Assessment is a report card filled out primarily by the school safety team that documents compliance with the ABBR that is then graded by the State. HIB Grade Reports are posted on the MTSD district website.



Elements of the Self-Assessment (Max Scores Possible per Element)

HIB programs, approaches or other initiatives	15
Training on the BOE approved HIB policy	9
Other staff instruction and training programs	15
Curriculum and instruction on HIB and related information and skills	6
HIB personnel	9
School level HIB incident reporting procedure	6
HIB investigation procedure	12
HIB reporting	6
Total Max Score Possible	**78**

24-25 Self-Assessment Grades

School	Grade
OHES	75
VES	75
LMS	76
UMS	76
MHS	76
District Grade	76

Self-Assessment Grades
Historical Data By School

	20-21	21-22	22-23	23-24	24-25
OHES	74	76	76	76	75
VES	75	73	73	75	75
LMS	77	77	77	77	76
UMS	75	74	74	75	76
MHS	76	77	77	76	76

Who Can Report? How Do I Report?

- Any student, parent, staff member or community member can report
  - Students, parents, and community members can choose to report anonymously
  - Staff members *cannot* report anonymously

– The report can be verbal or written and be reported to any staff member

- HIB District Website- Hibster (uses NJDOE mandated reporting forms)