

# **HIB SELF-ASSESSMENT 2024-2025**

**OCTOBER 27,  
2025**



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# Process for Determining Scores

- Guidelines provided by the NJDOE for completion of self-assessment
- Rubric for scoring with evidence documents
- Completed in each school with School Climate and Safety Teams
- Reviewed at District wide Anti-Bullying Specialist meetings

# Process for Determining Scores

- Scores presented at Board of Education meeting for acceptance
- Self-Assessment results submitted to NJDOE website for final submission
- Official grade report is posted to district website once NJDOE makes it available

# Self-Assessment Scoring Rubric

## 8 Core Elements

1. HIB Programs, Approaches or Other Initiatives
2. Training on the BOE-approved HIB Policy
3. Other Staff Instruction and Training Programs
4. Curriculum & Instruction on HIB and Related Information/ Skills
5. HIB Personnel
6. School-Level HIB Incident Reporting Procedure
7. HIB Investigation Procedure
8. HIB Reporting

# Indicators and Grading Scales

Each of the 8 core elements has several indicators-  
26 total indicators in the assessment

0	Does Not Meet the Requirements
1	Partially Meets the Requirements
2	Meets All Requirements
3	Exceeds Requirements

# Overall Score Totals

0	Does Not Meet the Requirements
1	Partially Meets the Requirements
2	Meets All Requirements
3	Exceeds Requirements

Final Score 52

Final Score 78

# HIB Self-Assessment Scores 2024-2025

School Name	Element 1	Element 2	Element 3	Element 4	Element 5	Element 6	Element 7	Element 8	School Grade
CMS	15	8	15	6	9	6	12	6	77
Mountain View	15	8	14	6	9	6	12	6	76
Sandshore	15	9	15	6	9	6	12	6	78
Tinc Rd	15	7	15	6	9	6	12	6	76
Middle School	15	9	13	6	9	6	12	6	76
High School	15	7	14	6	8	6	12	6	74
								District	76

# **HIB Investigation Procedures**

# HIB Definition NJ

Harassment, Intimidation, or Bullying means any gesture, any written, verbal or physical act, or any electronic communications, whether it be a single incident or a series of incidents that....

# HIB Definition NJ

.... is reasonably perceived as being motivated 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;

# HIB Definition NJ

AND ...takes place on school property, at any school sponsored function, or off school grounds

# HIB Definition NJ

AND ... substantially disrupts or interferes with the orderly operation of the school or the rights of other students.

# “Bullying” or “Conflict”?

**Examining our common language**

Peer conflict is a natural part of life for children and for adults. School should be a safe place to learn the skills needed to manage conflict. Sometimes, peer conflicts escalate and need adult intervention.

# “Bullying” or “Conflict”?

Examining our common language

H.I.B. stands for Harassment, Intimidation,

Bullying: Using any of those three words when describing an incident means you are reporting a potential act of HIB and we will follow our HIB Policy by beginning an “investigation”.

# HIB “Investigation”

## What does this mean?

- School Counselors will speak to the students involved to let each student tell their story.
- They will take notes to help them decide if the actions meet the HIB **definition**.
- A report is written within 10 school days and given to the Principal.

# HIB “Investigation”

## What does this mean?

- Consequences are given based on the Code of Conduct.
- Sometimes, the incident does not meet the HIB definition, but it does break a rule in the Code of Conduct
- An “unfounded” HIB does not mean there was no action taken.
- We can disclose whether action was taken but we cannot disclose the specific consequences for another child.

# HIB “Investigation”

## What happens next?

- Parents are notified of the outcome by phone call (email if no contact is made) and mailed letter.
- The report is submitted to the Superintendent and Anti-Bullying Coordinator
- Summary report is submitted to the Board of Education at the next meeting
- Parents/ guardians may appeal the determination

# Reporting potential HIB



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The MOTSD, a guiding and unifying partner in a dynamic community, educates, challenges and inspires learners within a safe, nurturing environment to discover and develop their unique abilities as literate, ethical and contributing citizens of the world.

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# Reporting potential HIB

Code of Conduct  
concerns can also  
be reported here

## HIB / Peer Conflict Information

- ▶ [Contacts](#)
- ▶ [Assessment Results](#)
- ▶ [HIB Policy](#)
- ▶ [Guidance for Parents on the Anti-Bullying Bill of Rights Act \(P.L.2010, C.122\)](#)
- ▶ [Code of Conduct](#)

[REPORT AN ACT OF HARASSMENT, INTIMIDATION & BULLYING](#)

[REPORT A CODE OF CONDUCT VIOLATION](#)

# Reporting Potential Code of Conduct Incident

- Can report online, via email, phone call
- “Investigation” will still occur
- Students each tell about their story to a counselor, administrator, or teacher
- Code of Conduct will be followed
- Outcomes reported to parents/ guardians



*Children learn best when  
they are happy, healthy,  
and safe...*

*We are here to  
help.*