



# *Harassment, Intimidation, & Bullying (HIB)*

## *District Self Assessment 2024-2025 School Year (7/1/24 - 6/30/25)*

*Presented:  
October 27, 2025*



# Why Self Assess?

- ▶ Developed in response to the requirements within the Anti-Bullying Bill of Rights Act (ABR) for school and district grading.
- ▶ Self-Assessment is intended to help schools and school districts evaluate efforts in implementing the ABR.
- ▶ Self-Assessment serves as an opportunity for schools and school districts to reinforce and strengthen HIB prevention and intervention, policies and practices.



# Self-Assessment rating scale

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



# Core Element #1

## HIB Program, Approaches, or other initiatives

- Establishes, Implements and Assesses: HIB programs, approaches, and initiatives
- HIB programs, approaches and initiatives create school-wide conditions to prevent and address HIB
- School Safety Team identifies patterns of HIB and reviews climate and policies to prevent HIB

Score: 15/15

Accomplished: Formalized feedback process & incorporated trends from Climate Surveys

Focus: Further differentiate surveys based on building



## Core Element #2

### Training on the BOE-approved HIB Policy

- Employees, contracted service providers and volunteers are provided training on HIB policy
- HIB policy training includes instruction on preventing HIB on the basis of protected categories enumerated in the ABR and other distinguishing characteristics
- HIB policy was discussed with students, in accordance with the district's process for these discussions.

Score: 9/9



## Core Element #3

### Other Staff Instruction & Training Programs

- The school provided ongoing, age-appropriate instruction on preventing HIB in accordance with the Core Curriculum Content Standards.
- Each teaching staff member completed at least 2 hours of instruction in suicide prevention, HIB prevention
- The school observed the “Week of Respect,” during the week beginning with the first Monday in October of each year
- The ABS was given time to participate in in-service training
- *Members of the school safety team (SST) were provided with professional development in effective practices of successful school climate programs or approaches*
- School leaders have received information on the prevention of HIB

Score: 14/15

Focus Area: Procure a training for SST members at an hour convenient for parents on the Team.

Action being taken: Quarterly ABS meetings w/ABC →  
Training on 3/3 PD Day w/NJ State Bar Assn.



## Core Element #4

# Curriculum and Instruction on HIB and Related Information and Skills

- Schools provided ongoing, age-appropriate instruction on preventing HIB
- Schools observed the “Week of Respect,” in October recognizing the importance of character education by providing age-appropriate instruction focusing on HIB prevention.

Score: 6/6



# Core Element #5

## HIB Personnel

- The principal appointed an ABS.
- The ABS met at least two times per school year with the district ABC.
- The SST met at least 2 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.

Score: 9/9

(Average # of SST meetings in 2023-24 = 3.2)



## Core Element #6

### School-Level HIB Incident Reporting Procedure

- Implemented the procedure for reporting HIB include all required elements.
- Implemented the procedure for reporting new information on a prior HIB report.

Score: 6/6



# Core Element #7

## HIB Investigation Procedure

- Notified parents of alleged offenders and victims
- Completion of the investigation within 10 school days of the written incident report.
- Preparation of a written report on the findings of each HIB investigation.
- Results of the investigation reported to the CSA within 2 school days of completion of the investigation.

Score: 12/12



# Core Element #8

## HIB Reporting

- Has a procedure for ensuring that staff member reports include the required information for all incidents
- Official grades from the NJDOE, for the Self-Assessment from the previous reporting period, are posted

Score: 6/6

***Overall score: 77 / 78***



# 2020-Present Accomplishments

- ▶ Send ABSs to professional development
  - ▶ Complete. ABSs are provided with training from various providers.
- ▶ Assist ABSs with interview process
  - ▶ Complete. ABC has conducted interviews with ABSs during specific cases.
- ▶ ABC and ABSs meet, at a minimum, 4 times a year, as a whole group
  - ▶ Complete. Meetings are held 4 times per year.
- ▶ Amend HIB reporting documents – infusing best practices found internally or from other districts
  - ▶ Complete. We now use Hibster.



# 2020-Present Accomplishments, Cont'd

- ▶ Adopt a reliable, anonymous reporting protocol
  - ▶ Complete. Available on district website.
- ▶ Facilitate 1 School Safety Team professional development meeting for all schools
  - ▶ Will be achieved on 3/3/26
- ▶ Provide parent training on HIB law, policies and prevention
  - ▶ Completed at the building level.
- ▶ Conduct school and district climate surveys
  - ▶ Complete. Surveys administered spring 2024
    - ▶ Data used to inform “Culture Club” and programming
    - ▶ Will separate feedback (PK-5) by building, spring 2026



# *Thank You!*

*Daniel O'Keefe, PhD*

*Anti-Bullying Coordinator (ABC)*

*PK-12 Supervisor: Social Studies, World Language/ESL, & Business*

## Anti-Bullying Coordinators (ABS):

HV: Nubia Fonseca

NB: Misty Lynes

SJG: Jacki Griffith

PV: Terri Praschak

PTHS: Kim Buscher