

Nutley School District Bi-Annual H.I.B. Report:

January 2017 – June 2017

Presented by:

Dr. Julie Glazer, Superintendent

Joseph Cappello, Anti-Bullying Coordinator

November 20, 2017



Definition:

**Harassment,
Intimidation
And
Bullying**



Violates the law if it is:

Definition of H.I.B.

Any gesture, any written, verbal, or physical act, or any electronic communication whether it be a single incident or a series of incidents that:

1. Is reasonably perceived as being motivated by either any actual or perceived characteristic...or

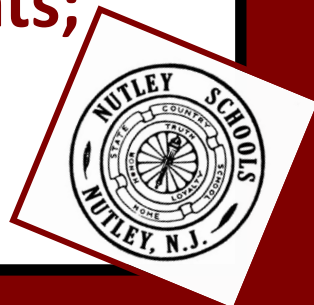
By any other distinguishing characteristic; and that



Violates the law if it is:

Definition of H.I.B.

2. Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds that
 - (a) substantially disrupts or interferes with the orderly operation of the school or
 - (b) the rights of other students; and that



Violates the law if it is:

Definition of H.I.B.

3. One of the following:

- ☐ 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/her person or damage to his/her property; or
- ☐ Effect of insulting or demeaning any student or group of students; or
- ☐ Create a hostile educational environment for the student by interfering with a student's education or by severely or pervasively causing physical or emotional harm.



Characteristics under the Anti-Bullying Bill of Rights:

- ☐ Race
- ☐ Color
- ☐ Religion
- ☐ Ancestry
- ☐ National Origin
- ☐ Sexual Orientation
- ☐ Gender
- ☐ Gender Identity and Expression
- ☐ Mental, Physical or Sensory Disability
- ☐ Any other distinguishing characteristic



Any other Distinguishing Characteristics

Any and all other actual or perceived personal characteristics, behaviors, beliefs affiliations, including, but not limited to:

- **Height/Weight**
- **Socio-Economic Status**
- **Hair Color / Style**
- **Birth Mark / Freckles**
- **Accent / Lisp / Stutter**
- **Way someone walks**
- **Academics**



Anti-Bullying Staff

➤ **Anti-Bullying Coordinator: Joseph Cappello**

➤ **Anti-Bullying Specialists/Investigators:**

- **Lincoln School: Nancy Thunell**
- **Radcliffe: Lauren Fontana**
- **Spring Garden: Kelli Cerniglia**
- **Washington: Kelli Cerniglia**
- **Yantacaw: Lauren Fontana**
- **JHWMS: Alisa Gennace**
- **NHS: Lisa Cassilli**



H.I.B. Statistics

January 2017 – June 2017

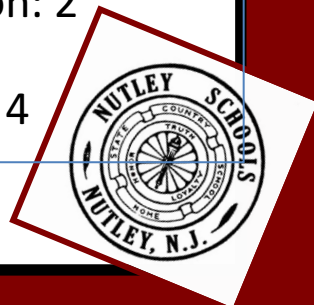
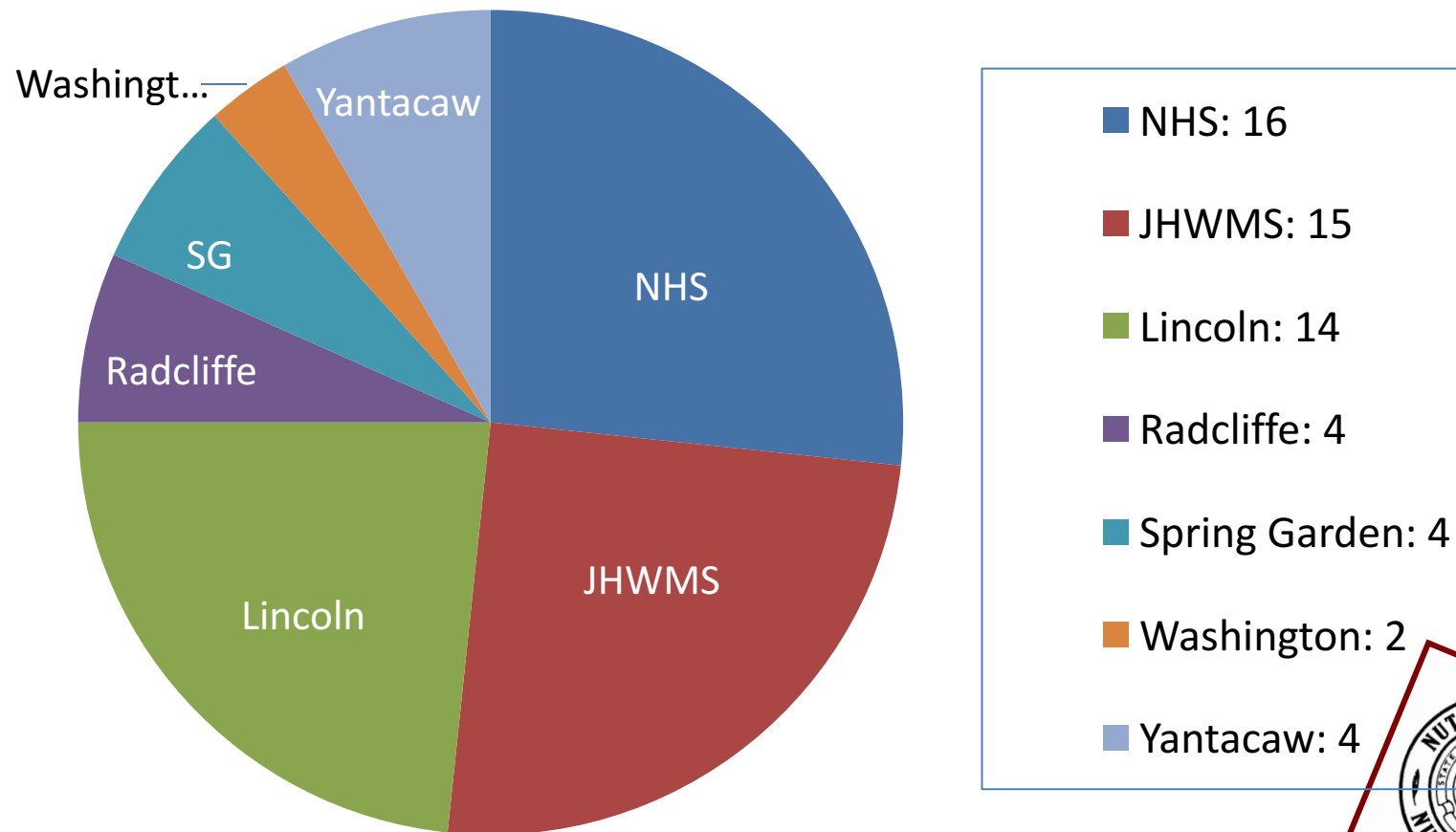
Bi-Annual Report: Harassment, Intimidation and Bullying



H.I.B. Statistics

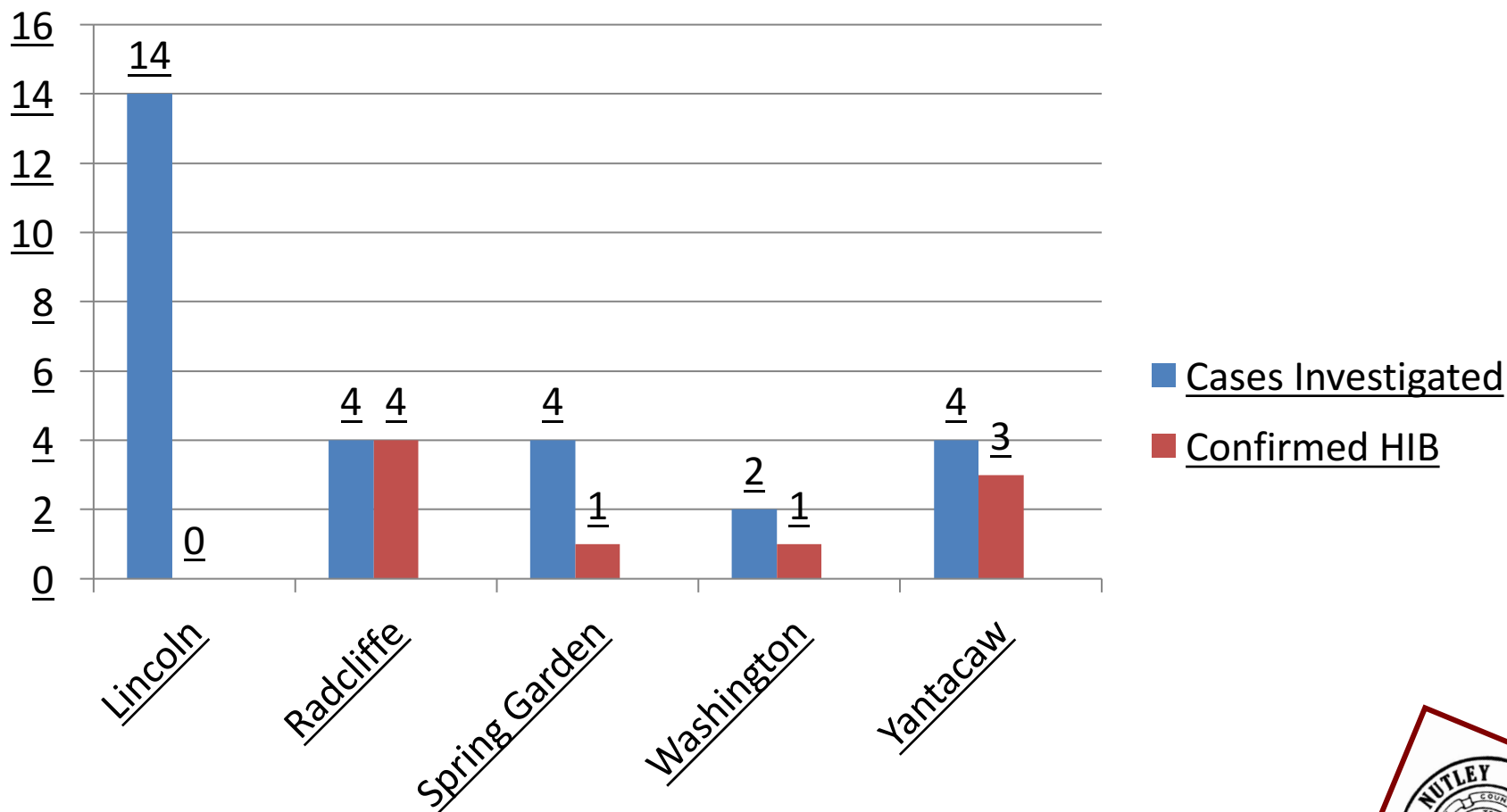
January 2017 – June 2017

Total Number of HIB Cases Investigated: 59



Elementary Level

January 2017 – June 2017



Elementary Level

Protected Characteristics

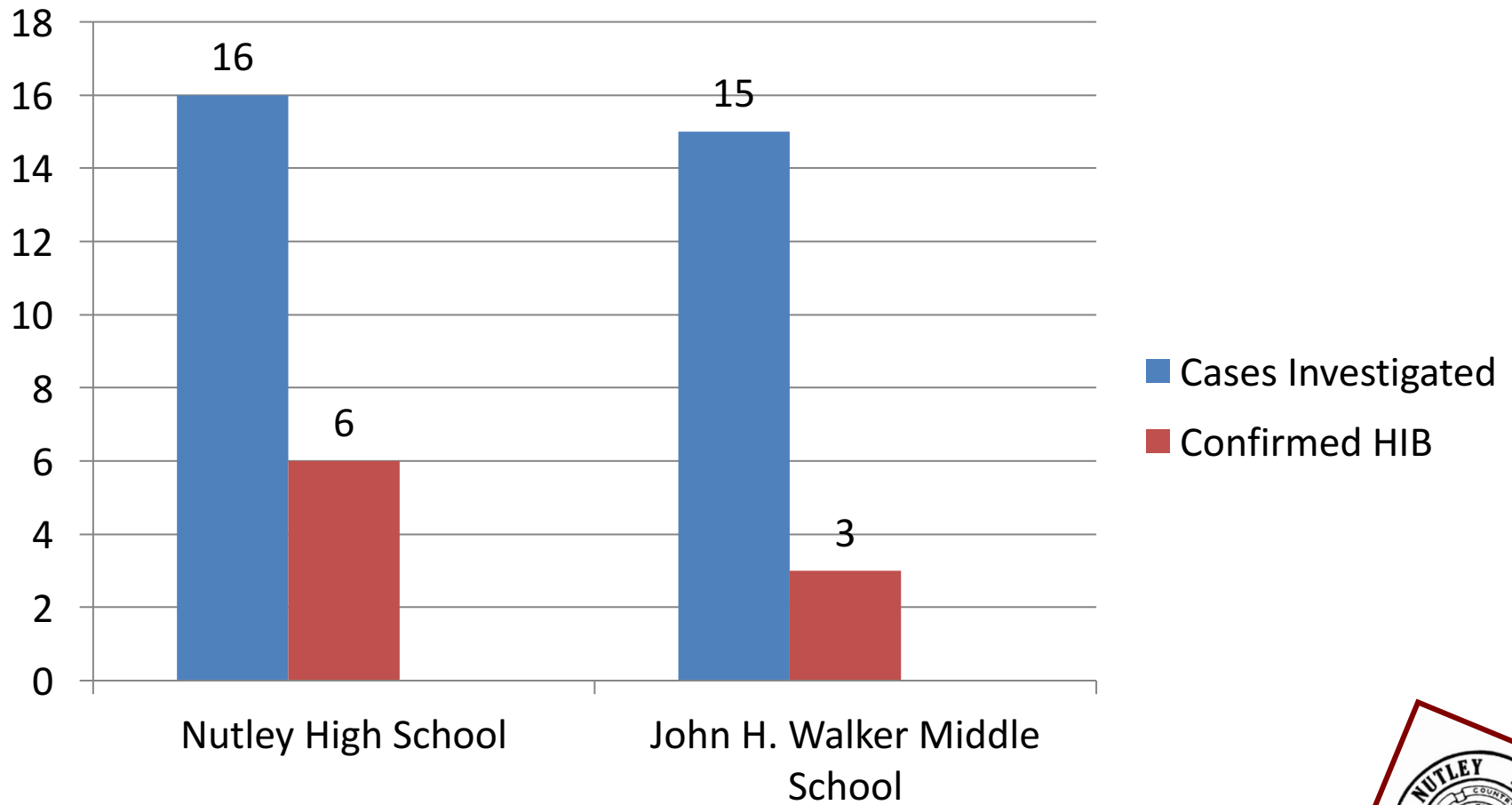
Confirmed HIB cases (9) motivated by either any actual or perceived PROTECTED CHARACTERISTIC:

- Race - 3
- Color - 3
- Religion - 0
- Ancestry - 0
- National Origin - 0
- Gender - 0
- Sexual Orientation - 0
- Gender identity/expression - 1
- Mental, physical, sensory disability - 0
- Other distinguishing characteristic - 7



Secondary Level

January 2017 – June 2017



Secondary Level

Protected Characteristics

Confirmed HIB cases (9) motivated by either any actual or perceived PROTECTED CHARACTERISTIC:

- **Race - 2**
- **Color – 0**
- **Religion - 0**
- **Ancestry - 1**
- **National Origin - 2**
- **Gender - 0**
- **Sexual Orientation - 2**
- **Gender identity/expression - 0**
- **Mental, physical, sensory disability - 2**
- **Other distinguishing characteristic - 4**



H.I.B. Programs

January 2017 – June 2017

➤ District Wide

- ☐ New Staff HIB Trainings (7)
- ☐ Meetings with Anti-Bullying Specialists
- ☐ Member of the online ABC Association
- ☐ Announcements acknowledging positive accomplishments
- ☐ ABSs offered an opportunity at monthly faculty meetings
- ☐ School Counseling Department Newsletters
- ☐ HIB Link on district website
- ☐ Affirmative Action Training Sessions



H.I.B. Programs

January 2017 – June 2017

➤ Individual Level:

- ☐ **Discipline (loss of privileges, detention, suspension, verbal warning)**
- ☐ **Support services via School Counseling and Special Services Departments**
- ☐ **Assignments (apology letter, research project, reflection essay, reaction essay to an article/book/video)**
- ☐ **Misc. (parent conference; locker, seat and schedule change; staff monitoring, referral to community providers, financial restitution)**
- ☐ **Contact with Nutley Police Department**



H.I.B. Programs

January 2017 – June 2017

➤ Classroom Level:

- ☐ Elementary character education program
- ☐ L.E.A.D. – Law Enforcement Against Drugs
- ☐ JHWMS Advisory Periods (2x per month)
- ☐ Classroom lessons infused into curriculum and as a remedial measure to address an incident

➤ School Level:

- ☐ Clubs
- ☐ Assemblies
- ☐ Fundraisers
- ☐ Theme Days / Spirit Week
- ☐ Raider Recognition



H.I.B. Programs

January 2017 – June 2017

➤ Community Level

☐ **C.H.A.M.P.**

☐ **S.O.S. - Shovel Out Seniors**

☐ **Nutley Municipal Alliance Committee**

☐ **Nutley Athletics – Community Service**

☐ **Buddy Benches Donation**



Week of Respect 2017

➤ District Wide

- *STOMP Out Bullying: BLUE SHIRT DAY* on October 2nd
- PA Announcements
- Media Specialists' Displays

➤ Elementary Level: Discussions of the meaning of respect

- Grades K-2: *Sesame Street: Word on the Street Podcast* -
Ways to show Respect assignment
- Grades 3-6: Kindness video
- Be Kind Challenge

➤ WMS: Advisory lesson *Circles of Strength: What Do You Stand For?* *Circles of Strength* banner and pennants

➤ NHS: Raider Recognition, Character Building Quotes



NJ Dept. of Education

- HIB-ITP report provided to NJDOE (July 2017)
- School Self-Assessment for Determining HIB Grades submitted (August 2017)
- Anti-Bullying Bill of Rights Grades for July 1, 2016 - June 30, 2017 will be posted on the district's homepage and each school's website.
- Grades available in the HIB link found on district's homepage.



Thank You

