

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

January 2018 – June 2018

Presented by:

Dr. Julie Glazer, Superintendent

Joseph Cappello, Anti-Bullying Coordinator

November 19, 2018



Anti-Bullying Staff

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

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

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



Investigation Findings

☐ Non-HIB Event

- Misunderstanding, conflict, etc.

☐ HIB Event

- Defined as per Anti-Bullying Bill of Rights/
District HIB Policy

☐ Code of Conduct Violation

- Any other Code of Conduct violation
- Does not meet the criteria for HIB



H.I.B. Statistics

January 2018 – June 2018

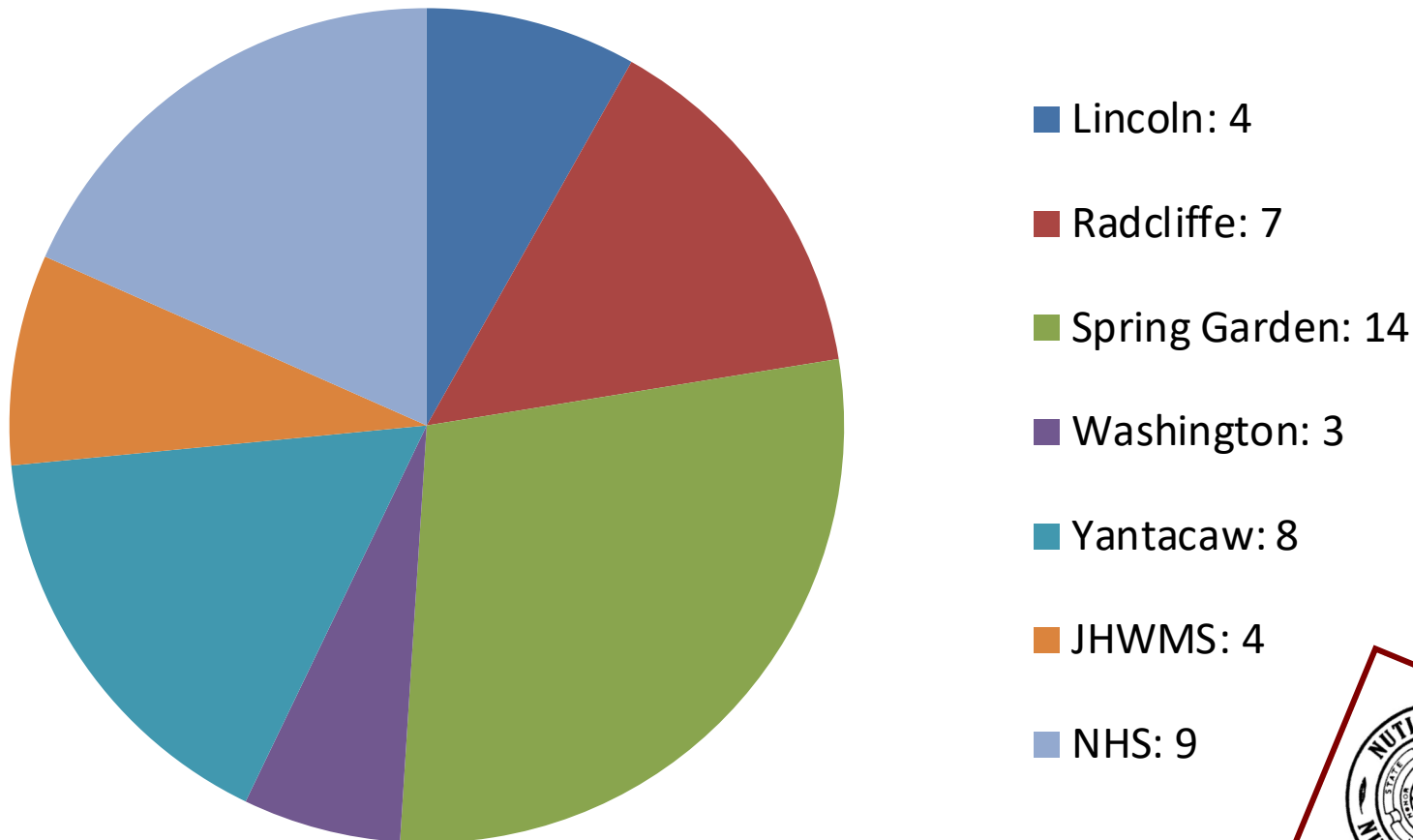
Bi-Annual Report: Harassment, Intimidation and Bullying



H.I.B. Statistics

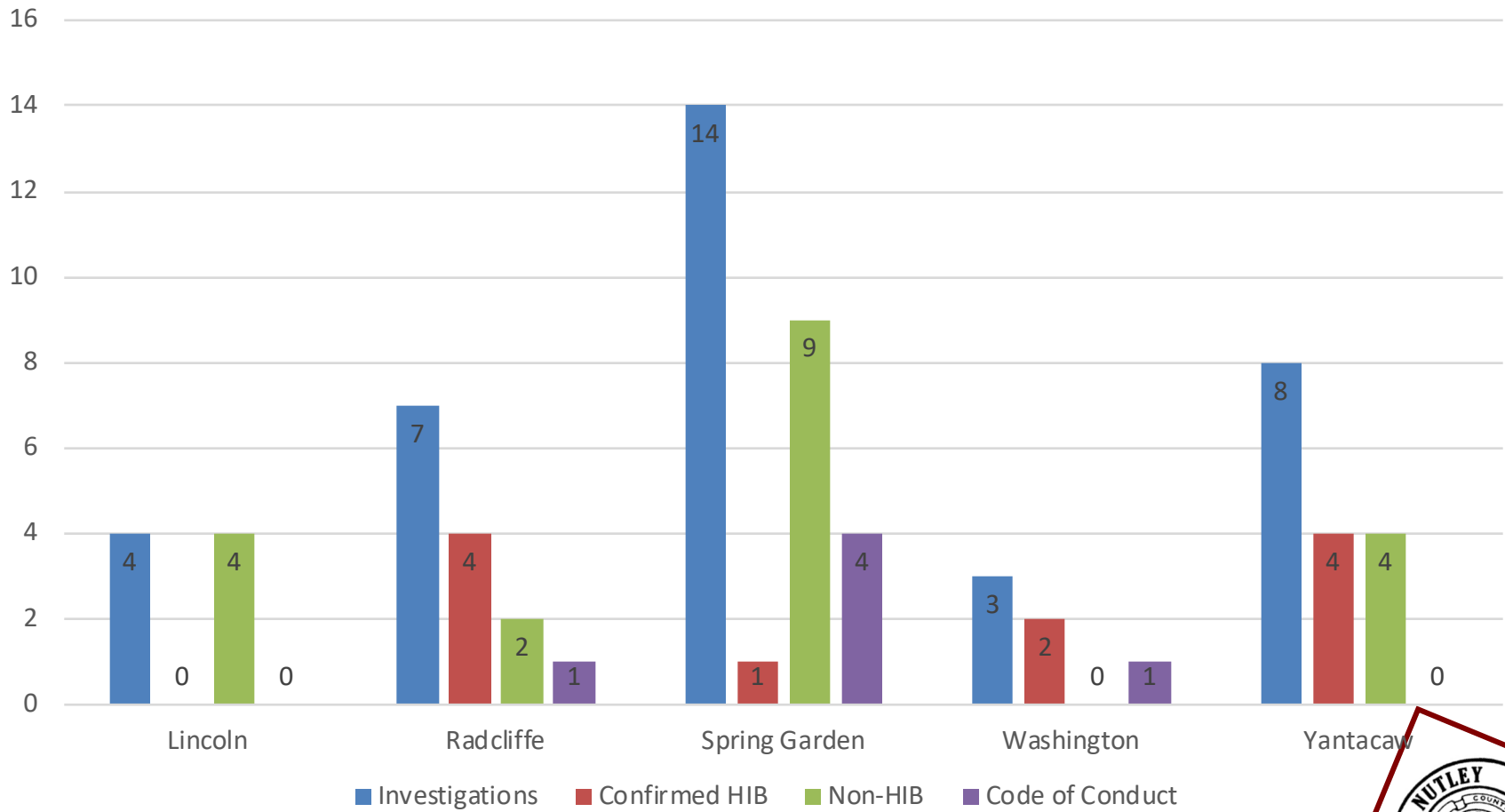
January 2018 – June 2018

Total Number of HIB Cases Investigated: 49



Elementary Level

January 2018 – June 2018

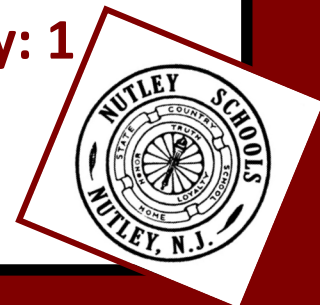


Elementary Level

Protected Characteristics

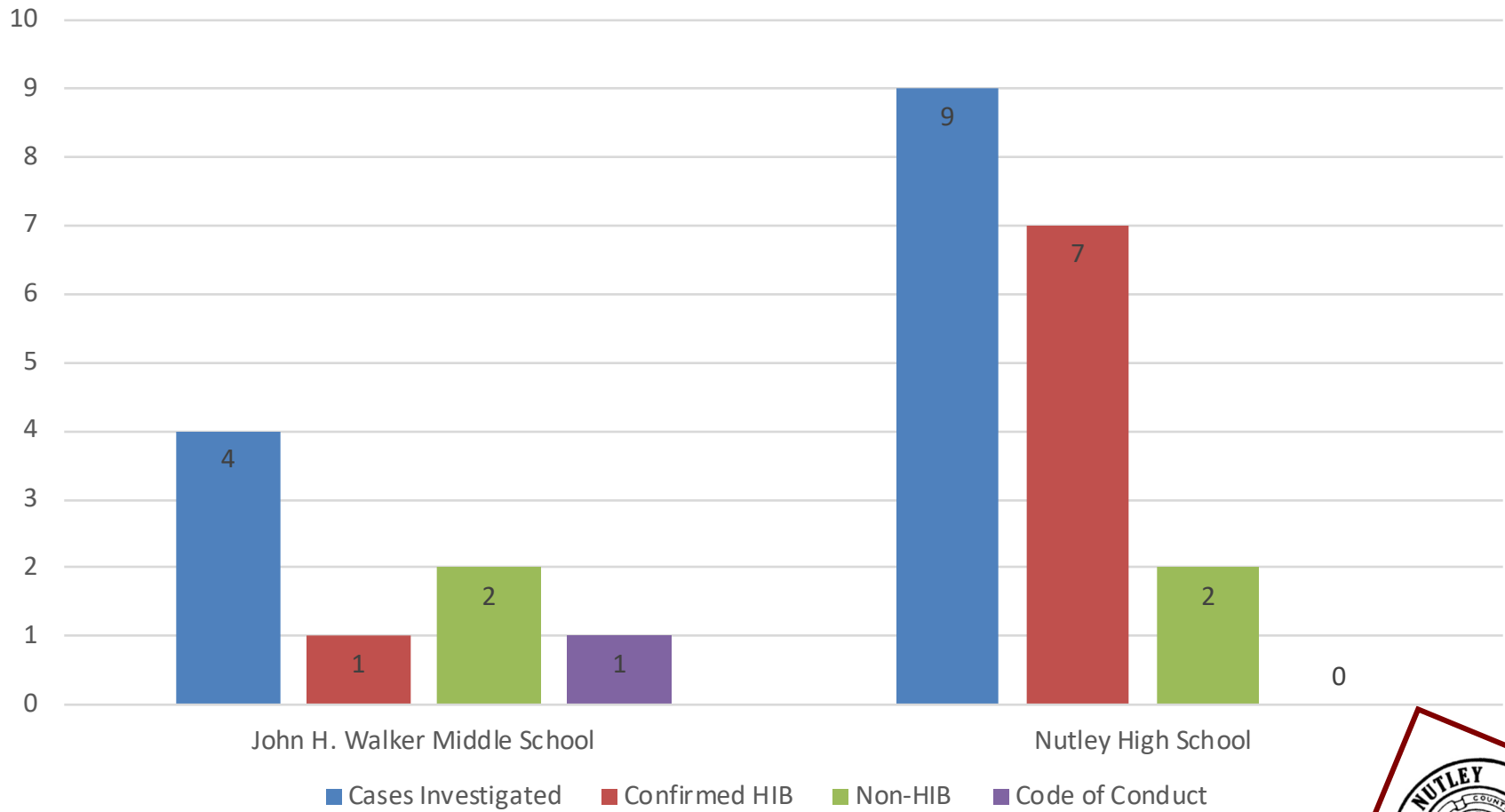
Confirmed HIB cases (11) motivated by either any actual or perceived PROTECTED CHARACTERISTIC:

- Lincoln - N/A
- Radcliffe - (4 cases) Gender: 1, Sexual Orientation: 1, Other: 2
- Spring Garden - (1 case) Race, Color
- Washington - (2 cases) Other: 2
- Yantacaw - (4 cases) Color: 1, Race: 1, Gender: 1, Disability: 1
Sexual Orientation: 1, Other: 3



JHWMS and NHS

January 2018 – June 2018



JHWMS and NHS

Protected Characteristics

Confirmed HIB cases (8) motivated by either any actual or perceived PROTECTED CHARACTERISTIC:

- **JHWMS (1 case) – Sexual Orientation, Other**
- **NHS (7 cases) – Ancestry: 1
Gender: 1
Race: 1
Other: 4**



H.I.B. Remedial Measures

January 2018 – June 2018

➤ Individual Level:

- ☐ **Discipline (loss of privileges, detention, suspension, warning, Nutley PD report)**
- ☐ **Support services via School Counseling and Special Services Departments**
- ☐ **Assignments (apology letter, reflection essay, observe video, reaction essay to a book/video)**
- ☐ **Misc. (parent contact; parent conference; locker, seat and schedule changes; staff monitoring; changing route to class; classroom lesson; referrals to local providers; conflict resolution)**



H.I.B. Programs

January 2018 – June 2018

➤ District Wide

- ☐ **New Staff HIB Trainings**
- ☐ **Meetings with Anti-Bullying Specialists**
- ☐ **Student Trainings**
- ☐ **Member of the online ABC Association**
- ☐ **Announcements and social media/website posts acknowledging positive accomplishments**
- ☐ **HIB Link on district website**
- ☐ **Affirmative Action Training Sessions**



H.I.B. Prevention Programs

January 2018 – June 2018

➤ Classroom Level:

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

➤ School Level:

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



Week of Respect 2018

➤ District Wide

- *STOMP Out* Bullying: BLUE SHIRT DAY on October 1st
- Announcements

➤ Elementary Level: *Believe There is Good in the World* activity

- Grade K-2: *Kindness Counts* video
- Grade 3-6: *Give a Little Love & We Rise by Lifting Others* videos

➤ WMS: Advisory lesson *One School, One Goal: Be Bully Free*

- *One School, One Goal: Be Bully Free* banner and pennants
- Raider Recognition

➤ NHS: Themed Spirit Days, Respect Quotes, Assemblies



NJ Department of Education

- **Student Safety Data System (Incidents, Trainings, Programs) report provided to NJDOE (July 2018)**
- **School Self-Assessment for Determining HIB Grades submitted (August 2018)**
- **Anti-Bullying Bill of Rights Grades for July 1, 2017 - June 30, 2018 have yet to be released by the NJDOE.**
- **Grades will be posted on the district's homepage and each school's website upon release.**



Thank You

