

The Nutley School District Bi-Annual H.I.B. Report: September 2018 – December 2018

Presented by:

Dr. Julie Glazer, Superintendent

Joseph Cappello, Anti-Bullying Coordinator

March 18, 2019



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



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



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:

3. One of the following:

Definition of H.I.B.

- ☐ 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.



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



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**



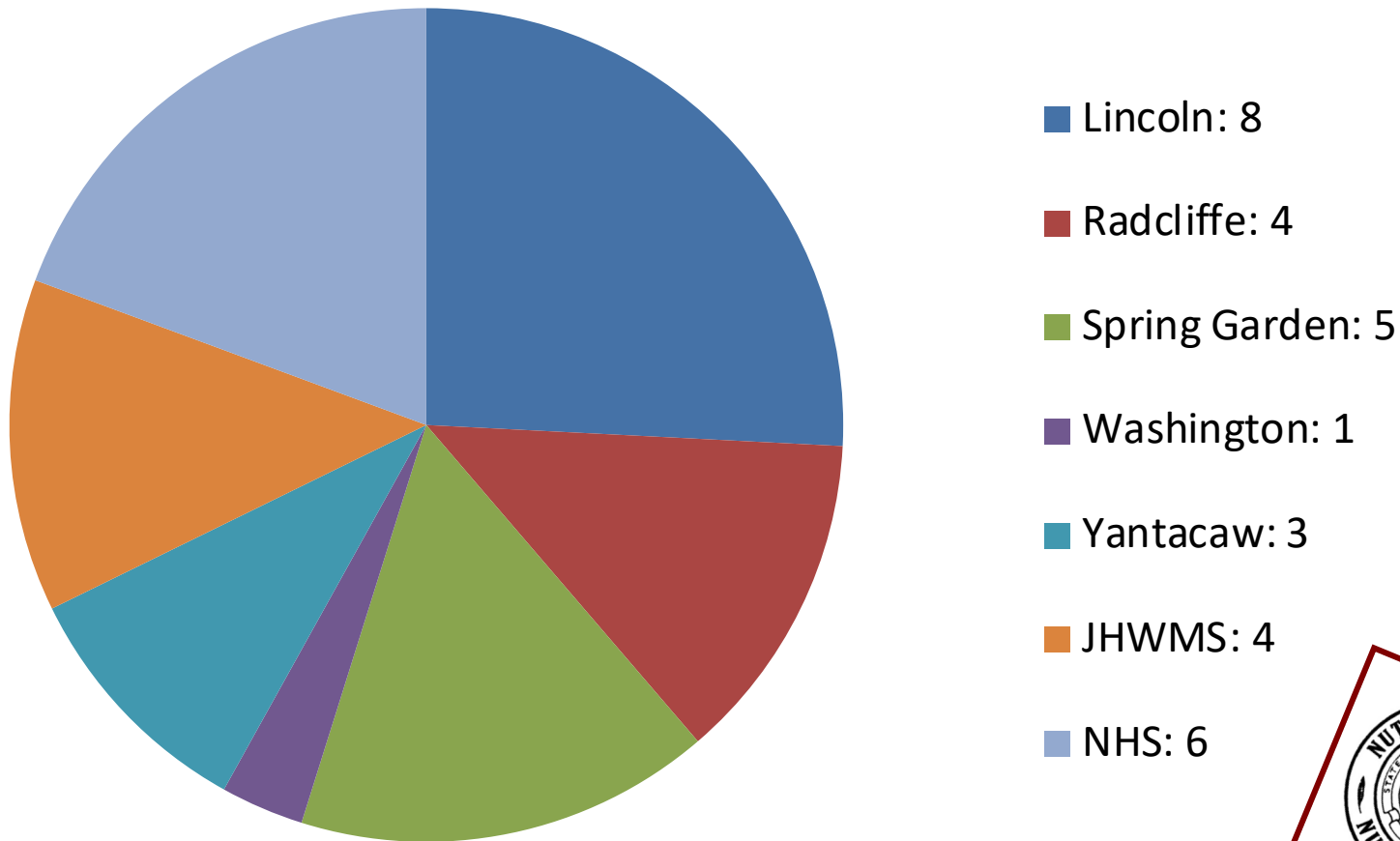
H.I.B. Statistics
September 2018 –
December 2018
Bi-Annual Report:
Harassment, Intimidation
and Bullying



H.I.B. Statistics

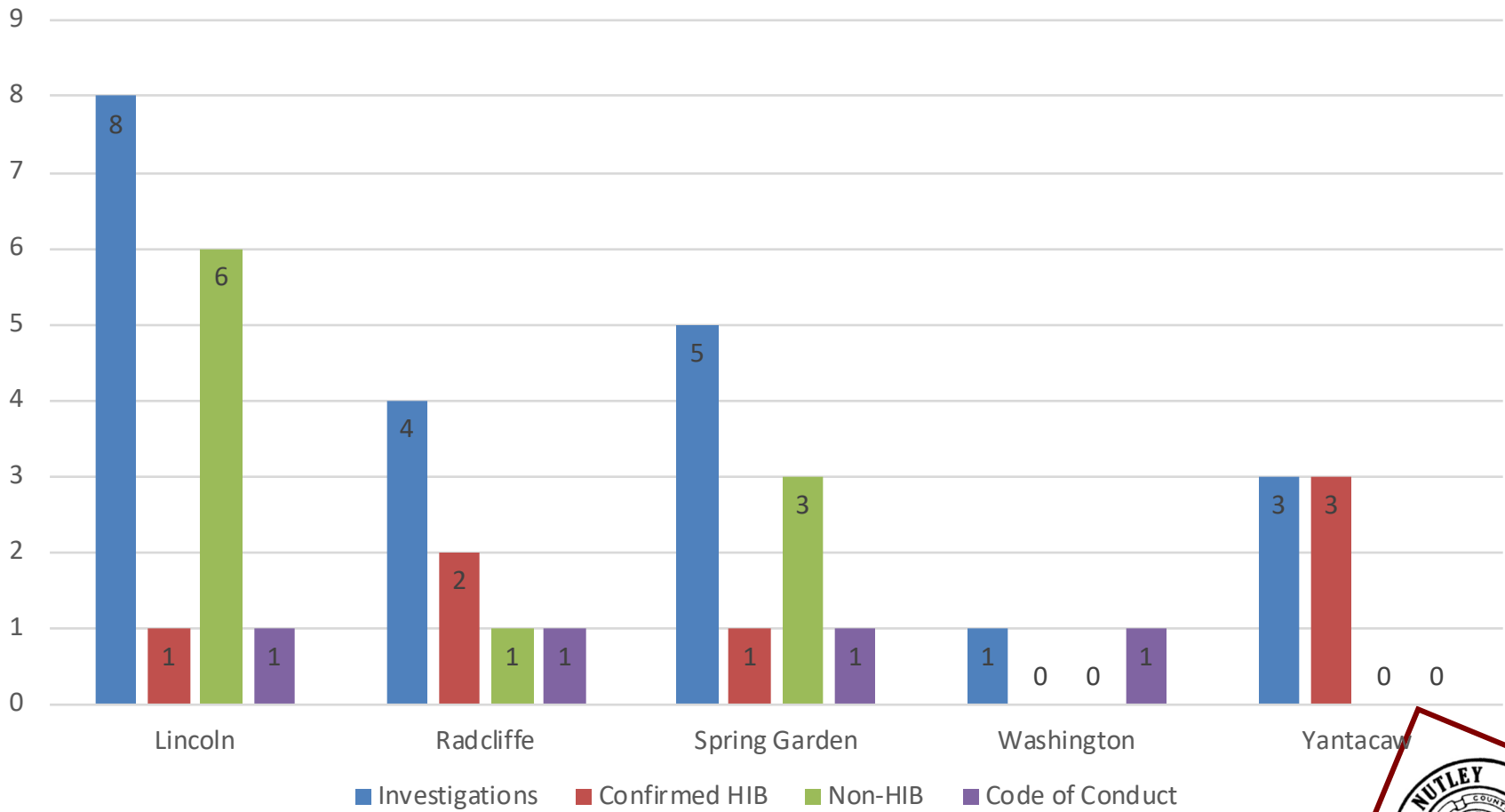
September 2018 – December 2018

Total Number of HIB Cases Investigated: 31



Elementary Level

September 2018 – December 2018



Elementary Level

Protected Characteristics

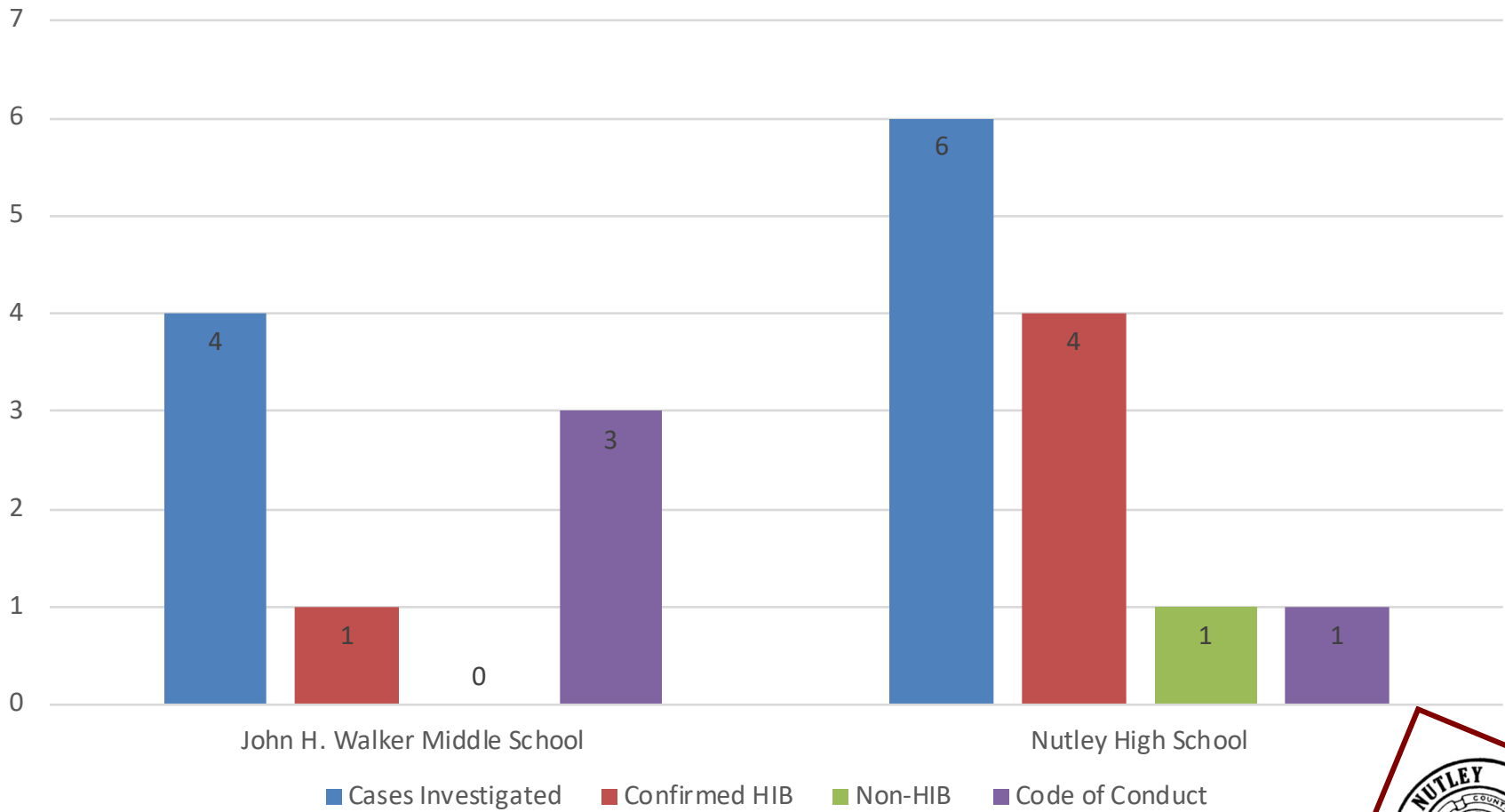
Confirmed HIB cases (7) motivated by either any actual or perceived PROTECTED CHARACTERISTIC:

- Lincoln – (1 case) Disability
- Radcliffe - (2 cases) Sexual Orientation, Other
- Spring Garden - (1 case) Other
- Washington – N/A
- Yantacaw - (3 cases) Race, National Origin,
Sexual Orientation, Other



JHWMS and NHS

September 2018 – December 2018



JHWMS and NHS

Protected Characteristics

Confirmed HIB cases (5) motivated by either any actual or perceived PROTECTED CHARACTERISTIC:

- JHWMS (1 case) – Religion
- NHS (4 cases) – Gender
Other (3)



H.I.B. Remedial Measures

September 2018 – December 2018

➤ Individual Level:

- ☐ **Discipline (loss of privileges, detention, suspension, warning)**
- ☐ **Support services via School Counseling and Special Services Departments**
- ☐ **Assignments (reflection worksheets, apology letter, read and reflect on articles/books, observe and reflect on videos)**
- ☐ **Misc. (parent contact; parent conference; locker change; staff monitoring; classroom lesson; Nutley Police Department report)**



H.I.B. Programs

September 2018 – December 2018

➤ District Wide

- ☐ **New Staff HIB Trainings**
- ☐ **Staff Training: Youth Suicide Prevention
Social Skills/Managing Emotions**
- ☐ **Meeting with Anti-Bullying Specialists**
- ☐ **Student Trainings**
- ☐ **Administrative Team Training**
- ☐ **Member of the online ABC Association**
- ☐ **Announcements and social media/website
posts acknowledging positive accomplishments**
- ☐ **HIB Link on district website**



H.I.B. Prevention Programs

September 2018 – December 2018

➤ Classroom Level:

- ☐ Student HIB trainings/lessons
- ☐ 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

