

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

January 2020 – June 2020

Presented by:

Dr. Julie Glazer, Superintendent

Joseph Cappello, Anti-Bullying Coordinator

December 21, 2020



Harassment, Intimidation And Bullying



Anti-Bullying Staff

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

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

- **Lincoln: 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

- Incident did not meet the criteria of a H.I.B. event or code of conduct violation (misunderstanding, conflict).

HIB Event

- Incident did meet the criteria of a H.I.B. event as defined by the Anti-Bullying Bill of Rights / district policy.

Code of Conduct Violation

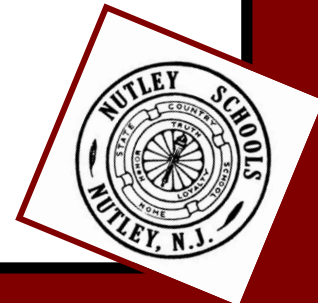
- Incident did not meet the criteria of a H.I.B. event, but identified as a code of conduct violation.



H.I.B. Statistics

January 2020 – June 2020

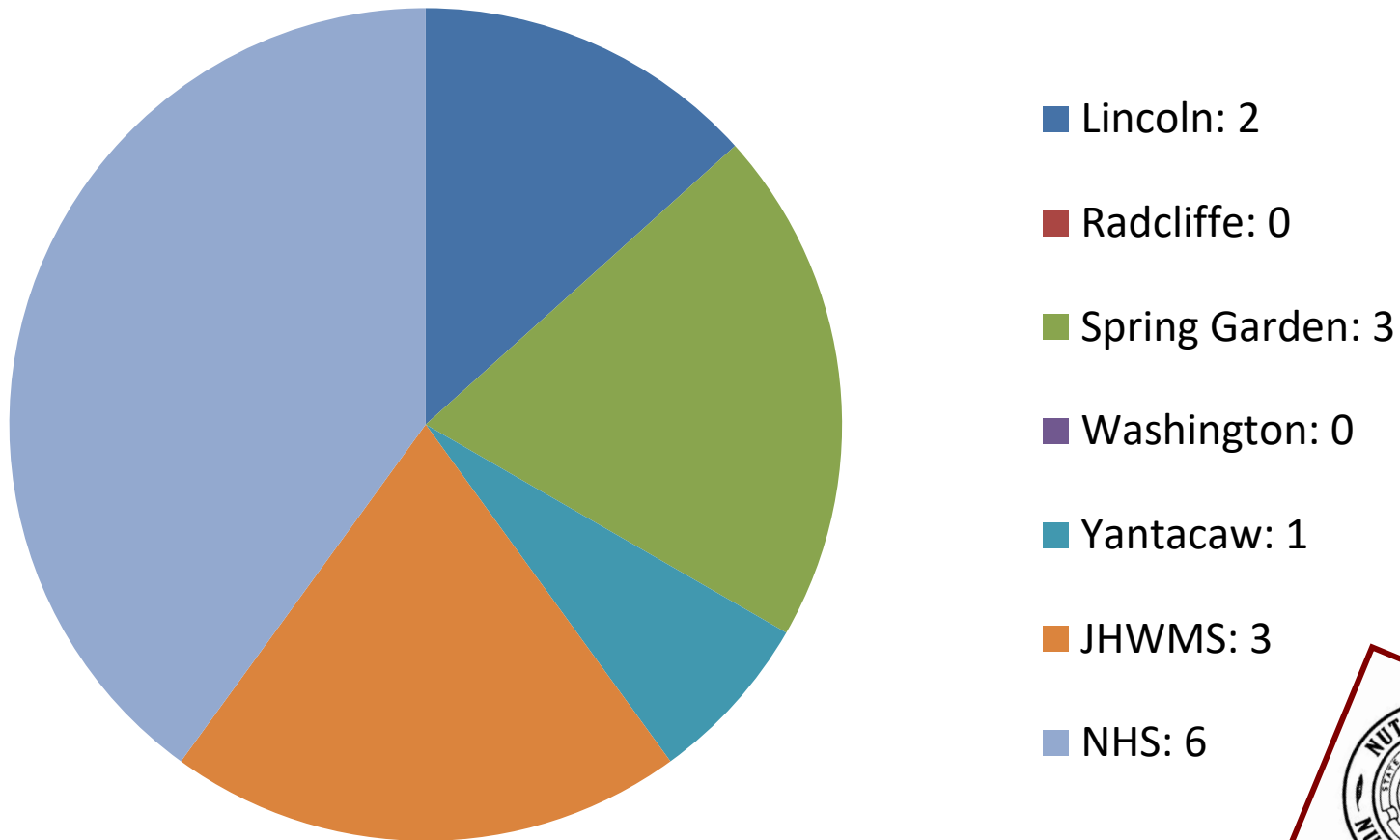
Bi-Annual Report: Harassment, Intimidation and Bullying



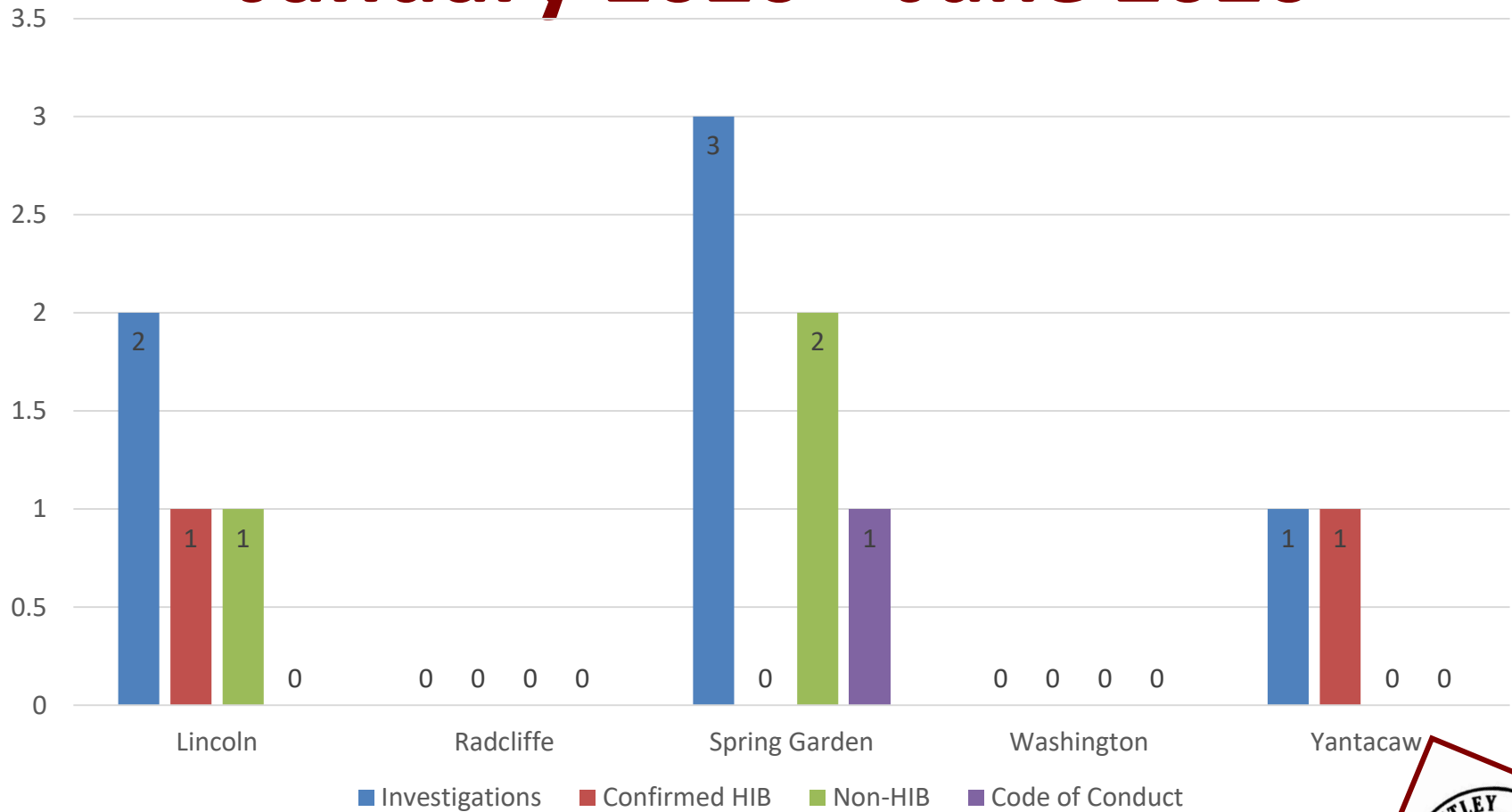
H.I.B. Statistics

January 2020 – June 2020

Total Number of HIB Cases Investigated: 15



Elementary Level January 2020 – June 2020



Elementary Level Protected Characteristics

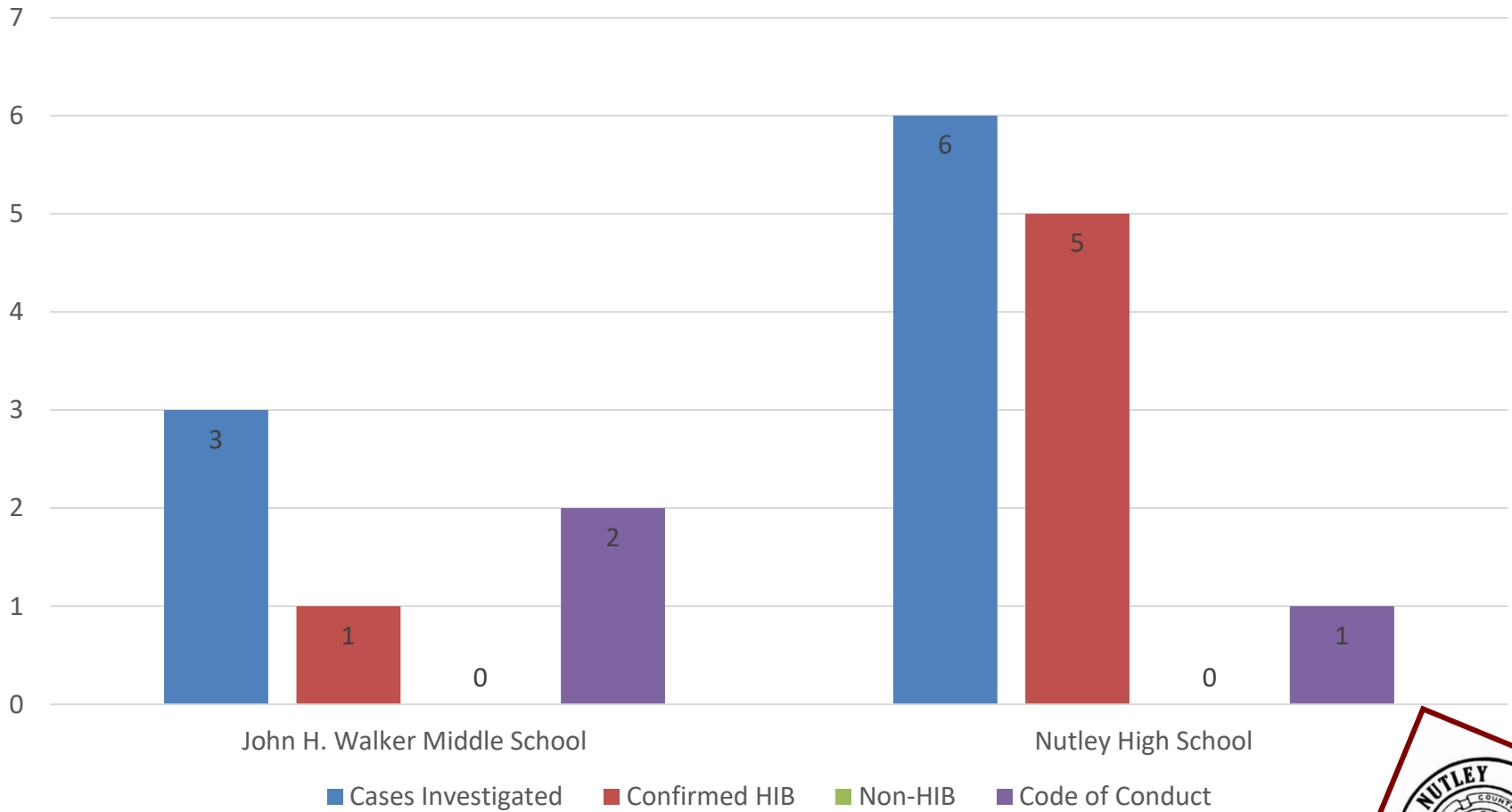
Confirmed HIB cases (2) motivated by either any actual or perceived PROTECTED CHARACTERISTIC:

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



JHWMS and NHS

January 2020 – June 2020



JHWMS and NHS

Protected Characteristics

Confirmed HIB cases (6) motivated by either any actual or perceived PROTECTED CHARACTERISTIC:

- JHWMS (1 case) – National Origin, Ancestry
- NHS (5 cases) – Gender: 2, Race: 3,
Sexual Orientation: 1, Other: 1



Consequences & Remedial Measures

January 2020 – June 2020

- Discipline: lunch detention, central detention, in-school suspension, out-of-school suspension
- School-based counseling - School Counseling and Special Services Departments
- Assignments: class/grade level lessons, reflection assignment, reaction assignment
- Misc: parent contact, parent conference, staff monitoring, verbal warning, referrals to community providers, restitution, Nutley Police Department report



H.I.B. Programs

January 2020 – June 2020

➤ District Wide

- New staff HIB trainings and other trainings
- Meetings with Anti-Bullying Specialists and administrators
- Parent Trainings
- Member of the online ABC Association
- Announcements and social media/website posts acknowledging positive accomplishments
- Mindful Mondays
- Resources on Counseling Department Schoology webpage
- HIB Link on district website



H.I.B. Prevention Programs

January 2020 – June 2020

➤ Classroom Level:

- Elementary character education curriculum/6th Grade advisory periods
- L.E.A.D. – Law Enforcement Against Drugs
- JHWMS Advisory Periods (2x per month)
- NHS Athletics Community Service Projects
- Classroom lessons (K-12) infused into curriculum and as remedial measure to address an incident

➤ School Level:

- Peer to Peer Activities
- Clubs
- Assemblies
- Fundraisers
- Virtual Spirit Week



NJ Department of Education

- **Student Safety Data System (Incidents, Trainings, Programs) report provided to NJDOE in July 2020**
- **School Self-Assessment for Determining HIB Grades presented to BOE in September 2020 and electronically submitted to the NJDOE.**
- **Anti-Bullying Bill of Rights Grades for July 1, 2019 - June 30, 2020 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

