



Denville Schools HIB Process, Procedures, Prevention

February 21, 2018- SEPAC



Safety and Security

- **ALICE**
- **Staff PD**
- **Mental Health- St. Clares- clearance**
- **Security**
- **Construction**
- **Police**
- **Go Guardian**
- **YEA- United Way Character Program**



Law and History of HIB in NJ

Anti-Bullying Bill of Rights Act of 2010 (amended 2012)

<http://www.state.nj.us/education/students/safety/behavior/hib/>

- Training- required annual training
- Reporting- all cases must be reported to the BOE and NJDOE
 - Superintendent reports to the public twice per year in Winter and Summer
- Policies- all districts must have policies on HIB and make sure staff are familiar
- Grading- all districts must complete self-grading and report to the public



Ryan's Story



Julia Cook



Programs Prevention



Mike Hoose- Union
County Prosecutor's
Office Cyber Unit



Programs and Prevention Continued



Movie Viewing and Discussion

Sponsored by DEA, PASS, & Valleyview PTA



Valleyview Events

- Prior to school starting- A Student was inspired to make positive message signs around the building.
- Valleyview “Rocks” Kindness- ongoing all year- tied into VV Values recognition program.
- Peer Buddies- Ongoing program to encourage and help end social isolation of students.
- September-December- NY Jets Upstander of the Week- Recognized a student every week
- Week of Respect Activities October 2- October 6- Student lead and driven- Wear Blue, Chalk it up day
- Oct 12 Yaya Baker- Spoke about Positive messages
- October 25- S.N.A.P. training Special Needs Activity/Athletic Program that Peer Buddies were presented.
- November 15- Ryan’s Story - all students saw the presentation from John Halligan
- February 5-9- “Start with Hello”- Team Green Day, Name Tag Day, Signed pledge and hung on wall
- February 9- “No one Eats alone day”- Mixed it up at Recess, cooperative games.



Lakeview Events

- **Back to School Night:** SEL, Morning Meetings, Reviewed HIB Law
- **Morning Meetings** in every classroom in addition to Bus Morning Meetings
- **Week of Respect:** Kindness Ninja Assembly
 - Over 6000 Acts of Kindness, Collected over 500 pairs of shoes for children in Africa as well as hundreds of school supplies for Hurricane Victims.
- **Community Support:** Season of Giving, Food pantry & Toy Collection
- **Student Leadership:** Peer Mentors, Start With Hello Ambassadors, Kindness Crew & SMILES (New Student Buddies)
- **Character Education:** Bullying K-5 & Cyberbullying 3-5
- **Start With Hello:** Character Education on Community & inclusiveness
 - SWH greeters, Community Building Assemblies, Shout Out compliments & poster contest
- **Pep Rally:** School Pride & Spirit



Riverview Events

- Back to School Night Presentation included-RV Character Ed/Social Emotional Learning Initiative and school vision statement as well as HIB policy
- Community Whole School Meeting-HIB Law and Riverview R.O.C.K.E.T. Acronym-voted on RV Mascot
- Mascot present at major events to celebrate RV pride and ROCKET behavior
- Awarded 2018 New Jersey School of Character
- Morning meetings occurring throughout the school every morning in all homerooms
- Week of Respect-Kindness Ninja Assembly-spread kindness
- Review Data from Student/Staff Survey by School Climate by Student and Staff teams with United Way



Personnel

- All school districts are required to have an Anti-Bullying Coordinator (ABC) Mrs. Johnson
- All schools are required to have an Anti-Bullying Specialist (ABS)
 - RV- Mr. McCabe
 - LV- Mrs. Warner and Mrs. Hall
 - VV- Mrs. Kane and Mrs. McDonald
- The Anti-Bullying Specialist Should be a School Counselor, School Psychologist, or other appropriately trained staff. The ABS will come from a student advocacy point of view



Process

- Incident reported to staff or reported by staff- can be anonymous
- Incident assigned to ABS- investigation started within 1 day
- Parents of alleged victim and alleged perpetrator are called and notified of investigation
- Initial letters sent to parents of alleged victim and alleged perpetrator
- ABS investigates incident, interviews witnesses, collects evidence (parents of witnesses are not informed)
- ABS reports findings to Principal- case must be finalized in 10 days (some exceptions apply)
- Prior to completing the investigation, the Principal may institute consequences and remedial measures if Code of Conduct violations are found



Process continued

- Principals report case to ABC and Superintendent
- ABC and Superintendent review case findings, consequences, and remedial measures and ask follow up questions
- Superintendent may recommend additional consequences and remedial measures if needed
- Superintendent reports case to the BOE with names redacted
- Superintendent's office sends 2nd parent letter to schools with outcome and appeals process for mailing- before letter sent principal calls parents to inform of outcome
- At the next meeting the BOE approves the case and final outcome letters are sent from superintendent's office
- Appeal Process found on district website- BOE hearing is step one



HIB Legal Definition:

Must meet All 3 of the following:

1. The reported act must be “motivated by any actual or perceived characteristic”
2. Take place on school property, school-sponsored functions, bus, or off school grounds but impacts student(s) in school
3. Substantially disrupts or interferes with orderly school operation or student rights



HIB Legal Definition

Must meet 1 of the following:

1. Reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a student or damaging the student's property, or placing a student in a reasonable fear of physical or emotional harm to his person or damage to his property
2. Has the effect of insulting or demeaning any student or group of students;
or
3. creates a hostile educational environment for the student by interfering with a student's education or by severely or pervasively causing physical or emotional harm to the student.



Code of Conduct

Incidents that do not meet the legal definition of HIB may still be addressed through the Student Code of Conduct:

http://www.denville.org/UserFiles/Servers/Server_81878/File/First%20Day%20Packet/StudentCodeOfConduct.pdf



District Information and Presentations

Website: http://www.denville.org/district/anti_bullying_information

Information included:

- Personnel
- Presentations
- Grades
- Process and Procedures
- HIB BOE Policy and BOE Regulation
- Anonymous Bullying Report Form
- Resources and other helpful information



Students with disabilities

- All investigation procedures from the Anti-Bullying Bill of Rights Law Must Be followed
- Consequences and remedial measures should be determined with consideration to disability
- When the accused or victim has a disability, the ABS and administration will consult with the student's case manager during the investigation
- Modifications to disciplinary procedures may also be included in a student's IEP