



# District Bullying Prevention Plan 2013-2014

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Presented to Board of Education  
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District Anti-Bullying Coordinator

# Rutgers University's Bullying Prevention Institute

- During the '12-'13 SY, we participated along with eight (8) other NJ school districts selected
- Our District Team Members were
  - Maureen Weir, Principal, WHHS
  - Roger Rogalin, Principal, PACK
  - Gail Gultz, Teacher, JFK
  - Michelle Giarusso, Anti-Bullying Specialist, AWMS
  - Kate Kay, Guidance Supervisor
  - Mike Zaconne, SRO, WVHS
  - Naomi Conklin, District Anti-Bullying Coordinator

# VISION

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THAT WAYNE TOWNSHIP PUBLIC SCHOOLS WILL BE A PLACE WHERE EVERYONE – STUDENTS, STAFF, ADMINISTRATION, PARENTS, BOARD OF EDUCATION MEMBERS, AND ALL OF THE COMMUNITY – HELP EACH OTHER RESPECT OTHERS



# MISSION

- To support our Vision of schools where all persons Help Each Other Respect Others, ensure student comfort and safety by
  - Achieving a better understanding of HIB and school climate across the district;
  - Dedicating resources to HIB programs and training;
  - Investigating student concerns fairly; and
  - Emphasizing the right of every student to learn in a respectful educational environment.

# TO DEVELOP PLAN, THE DISTRICT TEAM CONDUCTED A NEEDS ASSESSMENT

- Review of HIB Data
  - Incidents per school
  - Category
  - Location
  - Responses
- Administration of NJ School Climate Survey
  - Students, Parents & Staff
  - Indicators: Safety, Peer to Peer Relationships, Teachers and Learning, Organization, Community Engagement
  - Analysis by BPI Consultant

# HIB DATA

- HIB Incidents SY'12-'13:
  - 35 incidents of HIB affirmed by the Board of Education
  - 104 incidents investigated
  - Discrimination on basis of perceived disability, sexual orientation and religion/ethnicity
  - Cyber conduct

# SURVEY DATA

- Total Survey Participants:
  - 3,284 Students (~ 8,500)
  - 1,420 Parents (~ 10,000)
  - 99 Staff (~ 1,500)
- Peer to Peer relationships are greatest area of concern for students across instructional levels
- Parents are largely pleased with our schools

# THE TEAM ALSO CONSIDERED RISK FACTORS FOR HIB BY LOOKING AT :

- Individual Student Data maintained by Guidance Counselors
- Crisis Intervention Data
- Be Proud Program
- Discipline Referrals
- Violence, Vandalism, Substance Abuse Incidents



# We also considered COMMUNITY FACTORS:

- Crime statistics and community policing information as shared by SROs, particularly useful at the secondary level
- Community Outreach efforts
  - Police Athletic League
  - Boys & Girls Club
  - Wayne Alliance for the Prevention of Alcohol Abuse
- PTO Cultural Workshops as opportunities to supplement instructional program

# OUR TEAM'S CONCLUSIONS:

- A majority of our Students feel safe and comfortable in school.
- Peer to Peer Interactions should be emphasized in HIB Intervention, Prevention and Training programs to better support our HIB and School Climate initiative.
- Our Parents feel very positive about and are very involved in the school life of our Students.

# GOALS

- FOCUSING ON ENSURING TRUSTED ADULTS IN SCHOOL FOR STUDENT REPORTING OF HIB WILL IMPROVE STUDENT PERFORMANCE
- INCREASING SCHOOL STAKEHOLDER AWARENESS ABOUT STUDENT ONLINE BEHAVIOR IS KEY TO PREVENTION AND INTERVENTION IN HIB
- INCREASED PARENT AWARENESS ABOUT HIB AND SCHOOL CLIMATE POLICY AND PROCEDURES IS CRITICAL TO BETTER COMMUNICATION IN A TIMELY AND MEANINGFUL MANNER

# GOAL 1: TRUSTED ADULTS FOR STUDENT REPORTING AND IMPROVED STUDENT PERFORMANCE

- Continue Work of District Level HIB Team with Emphasis on HIB program at the Secondary Level
- Measure by Surveys, Analysis of HIB Investigation Data, School Counselor and SAC Data
- Strategies:
  - Update existing programs: Social Emotional Character Development
  - Acquire/implement NJ Bar Foundation's integrated "Bully Busting" curriculum
  - Implement with Staff input
  - Explore Anonymous Tip mechanism
  - Compile central repository of supplemental materials

## GOAL 2: INCREASED AWARENESS OF STAKEHOLDERS ABOUT STUDENT ONLINE BEHAVIOR

- Continue Existing Programs/Practices in cooperation with Technology Department initiatives
- Continue District outreach through social media (Facebook, Twitter)
- Partner in Community Events sponsored by Wayne Police Dept.
- Reach out to Passaic County Prosecutors Office
- Increase Social Media conduct Education
- Revise Policy on Use of Personal Computers

## GOAL 3: INCREASE PARENT AWARENESS ABOUT HIB POLICY & PROCESS – IMPROVE COMMUNICATION

- Continue offering Parent Trainings
- Additional trainings for School Safety Teams with Parent representation
- Revise Student Codes of Conduct
- Increase Cooperation with Community Groups
- Repeat Parent Surveys