



HARASSMENT, INTIMIDATION & BULLYING (HIB) School Self Assessments

School Year 2015-2016

WAYNE TOWNSHIP PUBLIC SCHOOLS

Paula D. Clark, Esq. – District Compliance/HIB Coordinator

NJDOE School Self-Assessment for Determining Grades

- All New Jersey Public Schools are required to complete an annual Self-Assessment to determine compliance under the Anti-Bullying Bill of Rights Act.



EVALUATE PERFORMANCE

- Each School must evaluate performance in eight core areas or elements, listed below.
(The total possible score is 78)
 1. HIB Programs, Approaches or Other initiatives
 2. Training on the BOE – Approved HIB Policy
 3. Other Staff Instruction and Training Programs
 4. Curriculum and Instruction on HIB and Related Information and Skills
 5. HIB Personnel
 6. School-Level HIB Incident Reporting Procedure
 7. HIB Investigation Procedure
 8. HIB Reporting



EVALUATE PERFORMANCE

- School Scores must be presented annually at a public Board of Education meeting;
- School Scores must be reported annually to the New Jersey Department of Education by September 30th.



Wayne Township Public Schools

School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act

District and School Grade Report 2015-2016

School Name	Core Element 1 Max = 15	Core Element 2 Max = 9	Core Element 3 Max = 15	Core Element 4 Max = 6	Core Element 5 Max = 9	Core Element 6 Max = 6	Core Element 7 Max = 12	Core Element 8 Max = 6	School Grade Max = 78
Albert Payson Terhune	13	9	14	6	8	6	12	6	74
James Fallon	14	8	14	6	9	6	12	6	75
John F. Kennedy	13	7	14	6	8	6	12	6	72
Lafayette	14	7	15	6	9	6	12	6	75
Packanack	14	7	14	6	7	6	12	6	72
Pines Lake	14	8	15	6	9	6	12	6	76
Randall Carter	14	8	15	6	9	6	12	6	76
Ryerson	13	8	13	6	9	6	12	6	73
Theunis Dey	15	8	14	6	9	6	12	6	76
Anthony Wayne	14	6	12	6	9	6	12	6	71
George Washington	14	8	15	6	9	6	12	6	76
Schuyler Colfax	13	8	14	5	9	6	12	6	73
Wayne Hills	12	7	13	6	9	6	11	6	70
Wayne Valley	13	8	12	5	9	6	12	6	71

14 Schools

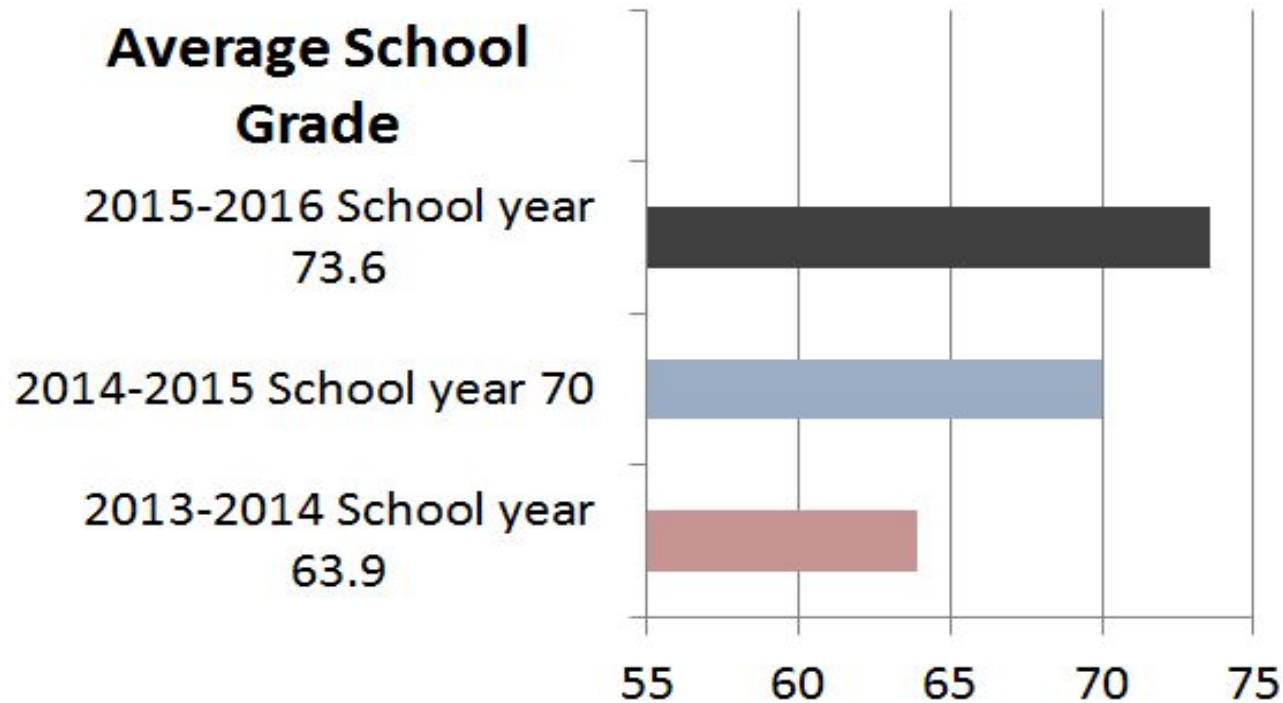
Average School Grade: 73.6

2015-2016

SUMMARY OF HIB REPORTS

Quantity of Reports Received and Investigated	Investigation Findings	Confirmed HIB by Grade Level
94	Confirmed HIB= 36 No HIB = 58 38.29% confirmed as HIB	Elementary K-5 = 7 (19.4%) Middle School Gr. 6-8 = 18 (50%) High School Gr. 9-12 = 11 (30.6%)

Upward Trend in Average School Self-Assessment Scores



Anti-Bullying Bill of Rights Self-Assessment Ratings and Prevention Program Highlights

- All Anti-Bullying Specialists have or will this year complete HIB Specialist Certification Training;
- All School Climate Teams (SCT) received specialized training this year
 - All SCT will develop *Action Plans* to Promote Positive School Climate and Cultures;
- All paraprofessionals, bus drivers and before and aftercare workers were recently trained;
- All cafeteria and lunch aides at each school are being HIB trained;
- More Programs and Initiative Sharing across Schools is taking place;
- More Parent Outreach and Communication.

Sample School Initiatives – Positive Climates and HIB Prevention

- ***AP Terhune***

- “Okay or Not Okay?” - activity to consider the difference between innocent joking and bullying
- Brainstorm “come-back” statements to empower students to stand up for themselves and others

- ***James Fallon***

- Training 3-5 graders, staff and CPA on Conflict Resolution

- ***JFK***

- Focusing on “Six Paws of Character” (Trustworthiness, Respect, Responsibility, Fairness, Caring and Citizenship)
- Student Discipline Reflections based on Character

- ***Lafayette***

- Monthly Incentive Program to Reward Positive Character Traits
 - Daily quotes, monthly parent newsletter, students receive certificates and are featured on the school website
- Reinforce Structure and Expectations for Lunch and Recess

- ***Packanack***

- “Positive Peers Club” - older students working with younger students on prosocial skills; peer modeling

Sample School Initiatives – Positive Climates and HIB Prevention

- **Randall Carter**
 - Creating a “Positive Behavior Intervention System” (PBIS)
 - Framework on Motivating and Recognizing Exceptional Behaviors in Our School Community
 - Develop and Implement a MultiCultural Day
 - Share Various Cultures, Customs and Traditions
- **Ryerson**
 - Enhance School Connections through school “branding”
 - Vision
 - Motto
 - Possibly a New Mascot
 - To Be Worked on By a Committee of Students, Parents and Staff Members
- **Theunis Dey**
 - “Student TRRIC-sters” initiative - recognizes students who exemplify school core values, including Respect for Others.
 - Service Learning PROjects Focusing on Caring for our Earth

Sample School Initiatives – Positive Climates and HIB Prevention

- ***Pines Lake***
 - Ensure all students have a “trusted adult” in the school setting
 - Resource for issues of concern
 - Support 5th grade mentors in transferring the skills they learn to younger students
- ***George Washington***
 - Highlighting the Strength of Community and Positive Relationships as a theme
 - “Operation Giveback” - students and staff joining together to give back to members of the armed forces (5K for Wounded Warriors, Veterans’ Assembly, Jeans for Joes fundraiser)
- ***Schuyler Colfax***
 - All students will be paired with a trusted adult
 - A “Responsibility Matrix” has been created and included in student planners
- ***Anthony Wayne***
 - Developing Increased Awareness and Appreciation for Understanding of Cultural Differences
 - Guidance lessons on teaching tolerance
 - Develop Respect for Digital Citizenship
 - Lessons on Cyberbullying and Positive Online Behavior

Sample School Initiatives – Positive Climates and HIB Prevention

- ***Wayne Hills High School***
 - Enhance School Climate through Relationship Building Activities
 - Door Decorating
 - Halloween Costume Contest
 - Staff and Student Teams at Sporting Events
 - Discuss Preventing HIB and Understanding the Law at all Grade Level Class Meetings
- ***Wayne Valley High School***
 - Individual Classroom Lessons on First Day Re: Reducing HIB and Promoting Positive School Climates
 - Student outreach through Clubs like Leo Club, Peer Leaders and We Act

Week of Respect and Violence Awareness Week

- ***Week of Respect*** (Oct. 3-7)
 - Recognizes the Importance of Character Education
 - Focus on Instruction and Programming to prevent HIB
- ***School Violence Awareness Week*** (Oct. 17-21)
 - Activities to address Preventing School Violence
 - Opportunities for Student Discussion about Conflict Resolution, Student Diversity and Tolerance
- Programming and Activities at all District Schools

Anti-Bullying Specialists

District HIB Coordinator – Paula D. Clark, Esq.

ELEMENTARY SCHOOLS

- A.P. Terhune
- James Fallon
- John F. Kennedy
- Lafayette
- Packanack
- Pines Lake
- Randall Carter
- Ryerson
- Theunis Dey
- *Christine Cordeira*
- *Denise Malone*
- *Nicholas Cano*
- *Billie Liquori*
- *Lauren Reszka*
- *Karen Olaya*
- *Francesca Russo*
- *Simone Edwards*
- *Josephine Ramirez*

Anti-Bullying Specialists

MIDDLE SCHOOLS

- Anthony Wayne
- George Washington
- Schuyler Colfax
- Michele Giarusso
- Donna Santangelo
- Laura Kuhn

HIGH SCHOOLS

- Wayne Hills
- Wayne Valley
- Donna King
- Felicia Miller

“What we do, how we speak, and what opportunities we provide our staff, students, and communities all affect the climate of our school.”

- Sean Slade



QUESTIONS

