

Keeping Our Children Safe

The Harassment, Intimidation & Bullying Law

February 8, 2012

Program Overview

- Philosophy of Caring at Verona Public Schools
- Harassment, Intimidation and Bullying (HIB) Law
- Verona Public Schools Policy and Procedures
 - Code of Conduct
 - Reporting
 - Investigation
- Verona Police Department-24/7
- Generation Text On-Line
- Mr. John Quattrocchi, President Verona Board of Education

Verona Public Schools

Philosophy of Caring

BRIEF HISTORY

- ❑ **2002:** NJ Enacted the public Anti-Bullying Statute
- ❑ **2007:** Amended to include electronic forms of communication
“Cyber Bullying”
- ❑ **2008:** Requirements to distribute the policy to parents and
publicize on website

HIB Definition

"Harassment, intimidation or bullying" means ANY gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents, that is reasonably perceived as being motivated either by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic, that takes place on school property, at any school-sponsored event, on a school bus, or off school grounds that substantially disrupts or interferes with the orderly operation of the school or the rights of other students and that any reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming the student or damaging the student's property, or placing a student in reasonable fear of physical or emotional harm to his person or damage to his property.

Our Continued Efforts

<i>Law Revisions</i>	<i>Continued</i>	<i>New</i>	<i>How</i>
<u>ANY</u> gesture written, verbal, physical and electronic	X		
Whether it be a single incident or a series	X		
Off School Grounds	X	X	Reported to DOE
Physical or Emotional Harm	X		Reported to DOE
Investigation	X	X	Anti-Bullying Specialist
Reporting	X	X	Anti-Bullying Coordinator

New Staff Roles

District Bullying Coordinator

- Review of all investigations
- Collaborate with Bullying Specialists
- Provides data in collaboration to the Superintendent and NJDOE
- Responsible for coordinating and strengthening policies to prevent, identify and address HIB

Bullying Specialists

- Assigned to each building
- Receives the referral from the Principal
- “Lead Investigator” - Interviews all participants in a case
- Primary person responsible for identification, prevention of the HIB law

School Safety Team

- Review of investigations and complaints
- Identify patterns and trends in referrals
- Make recommendations to address and strengthen HIB
- Educate the Community
- Review and strengthen school climate and policies

High School Prevention Measures

- Peer Mediation
- Lunch Bunch
- Do Anything Nice Club
- Heroes & Cool Kids
- Student Ambassadors
- Striving for Success
- Academic Mentors in Training
- Peer Leadership
- Class Meetings
- Individual and Group Counseling
- Community Programing
- Gay Straight Alliance Club
- Intensive Training
- Week of Respect
- Violence Awareness Week
- Affirmative Action Lesson Plans

Elementary School Prevention

- Star Club
- Class Meetings
- Week of Respect
- Posters / Bulletin Boards
- Guest Speakers
- Teacher Training
- Intensive Staff Training on Investigating HIB
- Support Services/Counseling by Social Worker
- Peace Pals
- Book Buddies
- Violence Awareness Week
- Affirmative Action Lesson Plans

Middle School Prevention

- The Best Club - Self Esteem
- Class Meetings twice a year: review of discipline policy & HIB Issues
- Week of Respect
- No-Name Calling Week
- Posters / Bulletin Boards
- Advisories for all grades
- Guest Speakers :
 - Michael Fowlin – Self Esteem
 - John Halligan – HIB and Suicide Prevention
 - Parry Aftab- Cyber Bullying
- Teacher Training
- Intensive Guidance Training on Investigating HIB
- Support Services/Counseling by Guidance/Social Worker
- Heroes and Cool Kids - 5th graders.
- Lunch Bunch
- Dream Team
- Stars Program - recognizes students who demonstrate good character.

Anticipated Presentations

- Andy Yeager - "Sticks and Stones": Cyberbullying/Internet Safety.
- Alexis DiMartino - Perils of Sexting

HIB Report Timeline

Date of Incident:

Observation/Incident Reported



Concern



Redirect



Referral to Administrator



HIB Report Timeline (cont'd.)

INVESTIGATION

- Conducted by School Anti-Bullying Specialist
- Must be completed within 10 days
- Principal assigns disciplinary and/or remedial consequences if necessary



Superintendent



Board of Education: Next BOE Meeting



HIB Report Timeline (cont'd.)

Parent Notification



No Appeal: Disciplinary/Remedial Consequences Imposed

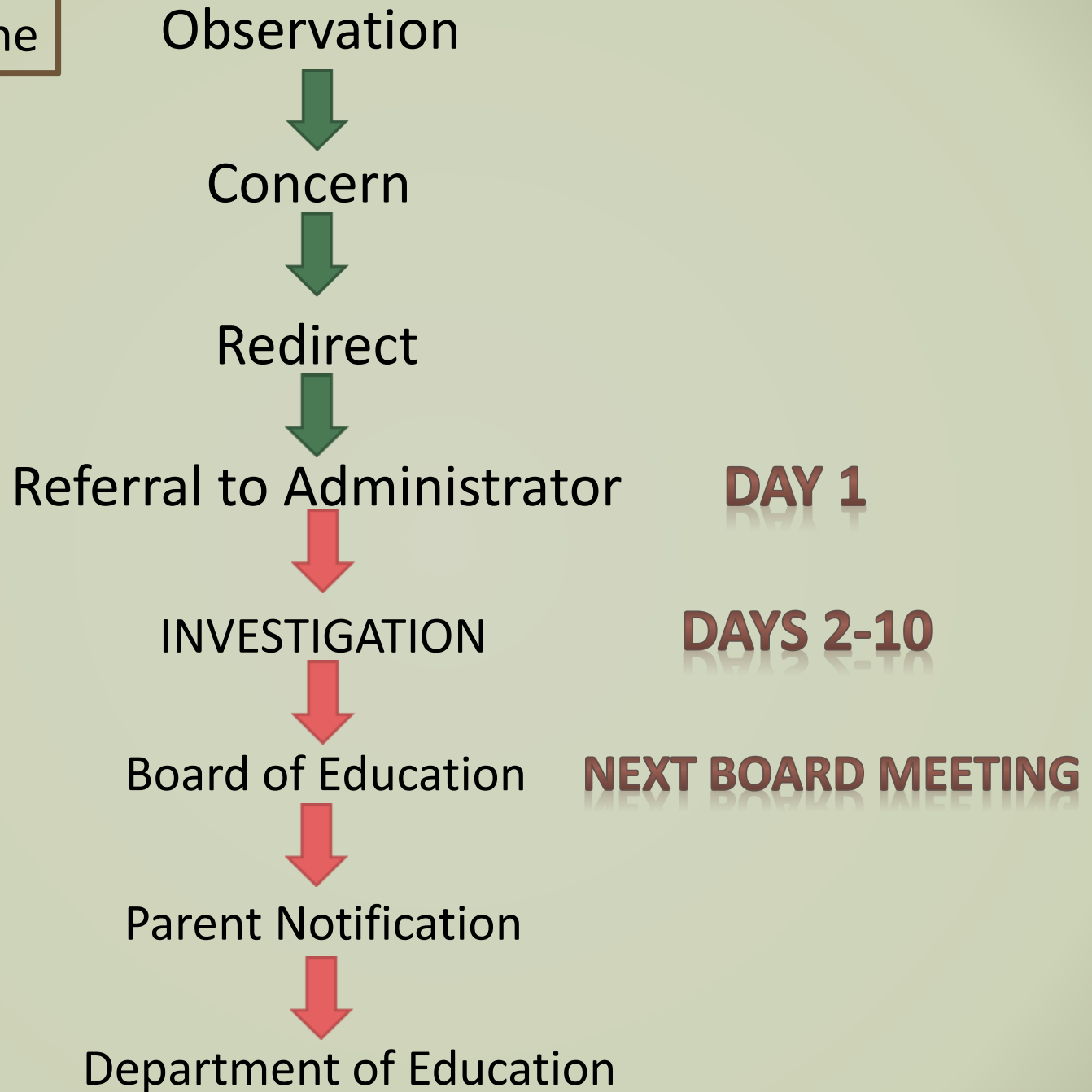


Appeals to Local and State Board of Education



Department of Education: Reporting cases

Report Timeline



Remedial Measures

A Collaborative Approach

- Principal
- Assistant Principal
- Parents
- School Counselor
- School Psychologist
- Social Worker
- Case manager
- Student Assistance Counselor
- Teachers
- Coaches
- Affirmative action officer
- Community resources

When Consequences Are Needed

- Consequences in accordance with the levels of discipline
 - Warnings or reprimands
 - Guidance referrals
 - Student assistance coordinator referrals
 - Parent conferences
 - Special assignments addressing particular behaviors
 - Detentions
 - Referral to the principal or assistant principal's office
 - Referral to the affirmative action officer
 - Academic/social/athletic probation
 - In-school suspensions
 - Out-of-school suspensions
 - Police referral
 - Expulsion

Verona Police Department

- ~ Memorandum of Agreement between the police and school
- ~ 24/7 Bullying Law

Featured Guest, Jill Brown



Final Thoughts

Mr. John Quattrocchi, President

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Verona Public Schools



Verona Municipal Alliance Committee



Verona Safety Committee