



School District of South Orange & Maplewood

Anti-Bullying Bill of Rights Act (ABR)
Self-Assessment

2017-2018 School Year

N.J.S.A. 18A:17-46

Board of Education Meeting
October 15, 2018



HIB Self Assessment Summary

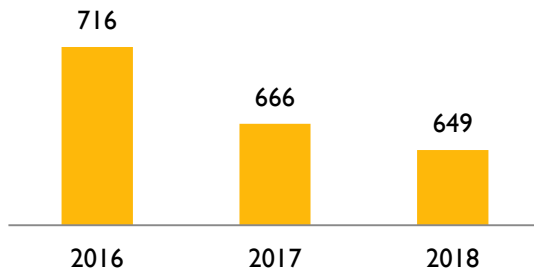
Period of July 1, 2016– June 30, 2018
By School

SCHOOLS	Columbia High School			Maplewood Middle School			South Orange Middle School			Clinton Elementary			Jefferson Elementary			Marshall Elementary			Montrose Early Childhood Center			Seth Boyden Elementary			South Mountain Elem/Ax			Tuscan Elementary					
	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018			
CORE ELEMENTS																																	
Core Element #1: HIB Programs, Approaches or Other Initiatives	14	12	14	12	14	12	13	13	13	15	15	13	15	12	11	12	12	9	12	10	10	14	15	11	14	14	12	15	14	14			
Core Element #2: Training on the BOE- approved HIB Policy	9	8	9	7	8	6	8	8	9	9	9	8	9	7	8	8	3	6	9	6	6	7	7	8	9	9	8	7	8	9			
Core Element #3: Other Staff Instruction and Training Programs	14	12	14	11	12	10	14	15	14	15	14	14	15	11	14	14	7	10	12	10	10	14	14	14	13	13	15	15	14	14			
Core Element #4: Curriculum and Instruction on HIB and Related Information and Skills	5	4	4	5	6	5	6	6	6	6	6	5	5	5	5	6	5	5	6	4	4	5	4	6	6	6	6	6	6	6			
Core Element #5: HIB Personnel	8	7	9	6	8	6	9	9	8	9	7	9	9	8	8	7	0	5	8	5	6	9	8	8	9	9	8	9	9	8			
Core Element #6: School-Level HIB Incident Reporting Procedure	5	5	6	5	6	4	5	6	5	6	6	5	6	6	6	5	6	5	5	4	4	6	6	5	6	6	6	6	6	6			
Core Element #7: HIB Investigation Procedure	11	10	6	9	10	8	9	9	8	12	12	11	12	9	11	9	8	8	10	8	8	12	12	12	12	12	11	12	12	12			
Core Element #8: HIB Reporting	6	6	5	6	6	4	6	6	6	6	6	5	6	6	6	6	6	4	5	5	4	6	6	5	6	6	6	6	6	5			
TOTALS	72	64	67	61	70	55	70	72	69	78	75	70	77	64	69	67	47	52	67	52	52	73	72	69	75	75	72	76	75	74			

How did we do compared to the last 2 years?

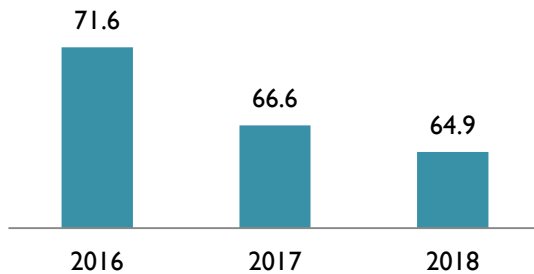
District Self Assessment Score Totals

■ District Self Assessment Score Totals



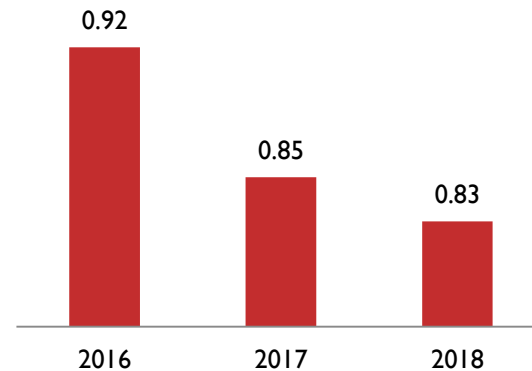
District Self Assessment Score Average

■ District Self Assessment Score Average



District Grade

■ District Grade



Overview of Self-Assessment Scores

- The District continues to meet or exceed the requirements for reporting, training, programs, etc. as required by the Anti-Bullying Bill of Rights Act in most areas.
- Specific Areas under the Self-Assessment are summarized as follows:
 - Element # 1: HIB Programs, Approaches or Other Initiatives – Met or exceeded requirements
 - Element #2: Training on the HIB Policy – District as a whole met requirements.
 - Element #3: Staff Instruction & Training Programs. – Met or exceeded requirements.
 - Element #4: Curriculum & Instruction on HIB – Met or exceeded requirements

Overview (Cont'd.)

- Element #5: HIB Personnel – Met or exceeded requirements; schools were more compliant with appointing an ABS and having their school safety team meetings. Schools should continue to focus on building relationships with parents to better help them understand HIB. Individual parent/community forums were held at each school level to support this. Support by the parents was not overwhelming and additional efforts to reach out to parents will be done this school year.
- Element #6: School level HIB reporting procedures – Met requirements; This is an area of concern. In most cases ABS staff experienced difficulty in completing investigation reports – some due to lack of access to students and other reasons. Training this year will focus on completing investigations using the available resources – all while following the appropriate timelines.

Overview (Cont'd.)

- Element #7: HIB Investigation Procedures – All schools did not meet the requirements in this area. This component is related to #6 – following procedure. Additional emphasis needs to be placed on completing a thorough investigation – including the follow-up with parents by administrators. There continues to be confusion on what can and cannot be discussed with parents as well as who has this responsibility. This area will be addressed through continued trainings with school and administrative staff.
- Element #8: HIB Reporting – All schools did not meet the requirements in this area. HIB investigation reports continue to be submitted late to the Superintendent, which in turn means reports are not submitted within the timeframe to the Board, nor to parents. Additionally, ABS' should carefully proofread reports prior to submission to ensure accuracy and that all of the allegations are addressed thoroughly.

For the 2018-19 School Year

- The District continues to provide training to administrative, teaching and support staff to ensure compliance with the Anti-Bullying Bill of Rights Act.
- The Q&A developed last year will be re-distributed to parents this year as a reminder and to provide clarification as to the HIB process.
- For the 2018-2019 school year, we are rolling out a new software, HIBster, to facilitate reporting, investigation and reports. Training of DAT is scheduled for October 18th. Additional trainings will be held on November 6th, a PD Day, and then follow-up trainings in each school will be conducted. The HIBster software will assist the ABS and administrative staff in timeline compliance, thorough investigations, and accurate, comprehensive reports. Additionally, follow-up reporting to parents will be easier.