HIB Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act 2020-2021

MONTCLAIR PUBLIC SCHOOL DISTRICT
Board of Education Presentation
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Process Involved

• Beginning in the spring, School Safety/School Climate Teams (SS/SCT) in each building met to complete the assessment rubrics that featured:
  • 8 Core Elements
  • 26 Indicators each with a rating from 0-3 for total of 78 (School score of 52 would meet all requirements)
    • 0 – Does not meet the requirements
    • 1 – Partially Meets the Requirements
    • 2 – Meets all Requirements
    • 3 – Exceeds All Requirements

• District & School Trainings and Programs reported to NJDOE twice a year

• Assessment covers the 2020-2021 school year
Core Elements & Indicators

• #1 HIB Programs, Approaches or Other Initiatives
  • Have schools established, implemented and assessed programs? Are they designed to prevent and address HIB? Has the SS/SCT looked for patterns and reviewed school climate and policies?

• #2 Training on the BOE Approved HIB Policy and Procedures
  • Was training provided? Did it include training on the protected categories? Was it discussed with students?
Core Elements & Indicators

• #3 Other Staff Instruction & Training Programs
  • Has each staff member received two (2) hrs. training on HIB prevention and does training include suicide prevention? Does the SST get PD to support the programs?

• #4 Curriculum & Instruction on HIB and other related information & Skills
  • Do we provide age appropriate instruction? Are we observing the Week Of Respect?
Core Elements & Indicators

• **#5 HIB Personnel**
  • Does each school have an ABS and SS/SCT and do they meet twice a year at the school and district level?

• **#6 School Level HIB Incident Reporting**
  • Do the schools implement the district procedure?
Core Elements & Indicators

• **#7 HIB Investigation Procedures**
  • Do the schools follow the district policy by notifying parents, completing the investigation in 10 days, preparing the report for the superintendent?

• **#8 HIB Reporting**
  • Is there a procedure for staff reporting HIB and are we posting the grades on the school and district website?
# School Self-Assessments 2020-2021

<table>
<thead>
<tr>
<th>School</th>
<th>Possible Score</th>
<th>Actual Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Montclair High School</td>
<td>78</td>
<td>62 (+4)</td>
</tr>
<tr>
<td>Glenfield Middle School</td>
<td>78</td>
<td>51 (+2)</td>
</tr>
<tr>
<td>Renaissance Middle School</td>
<td>78</td>
<td>62 (-6)</td>
</tr>
<tr>
<td>Buzz Aldrin Middle School</td>
<td>78</td>
<td>75 (+3)</td>
</tr>
<tr>
<td>Nishuane Elementary School</td>
<td>78</td>
<td>60 (+8)</td>
</tr>
<tr>
<td>Chares H. Bullock Elementary School</td>
<td>78</td>
<td>60 (+4)</td>
</tr>
<tr>
<td>Hillside Elementary School</td>
<td>78</td>
<td>42 (-9)</td>
</tr>
<tr>
<td>Bradford Elementary School</td>
<td>78</td>
<td>72 (+1)</td>
</tr>
<tr>
<td>Edgemont Elementary School</td>
<td>78</td>
<td>63 (+1)</td>
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<tr>
<td>Watchung Elementary School</td>
<td>78</td>
<td>67 (+10)</td>
</tr>
<tr>
<td>Northeast Elementary School</td>
<td>78</td>
<td>63 (-3)</td>
</tr>
</tbody>
</table>
Remediation Recommendations

While completing the assessment, we learned that our schools have areas to focus on including but not limited to:

**Professional Development**

- Additional trainings and programs

- Provide ongoing age-appropriate instruction on HIB in accordance with NJ Student Learning Standards
Reporting Compliance

• Each school must post the grades they will be receiving from the NJDOE on their own website.

• The district must post the overall District and School grades on the website.
**Personnel**

- An Anti-Bullying Specialist at the high school who is preferably a Counselor; consider two trained ABS’s minimum at each school

- A permanent district-wide Anti-Bullying Coordinator
Climate and Culture

• Greater support for School Safety/School Climate Teams

• Follow the practice of the new law for student climate survey
Questions?

• Special thanks to:
  • School Safety/School Climate Teams
  • Building Administrators
  • Building Anti-Bullying Specialists
  • Board of Education’s Climate and Culture Committee
  • Superintendent of Schools