



An Overview of Amendments to Laws on Harassment, Intimidation and Bullying

August 2011
Board Workshop Presentation

The New Law

- ▶ Intent is to strengthen standards for preventing, reporting, investigating, and responding to incidents of bullying and reduce the risk of suicide among students
- ▶ Effective September 2011
- ▶ Changes 13 statutes
- ▶ Affects districts and a number of state agencies, including NJDOE

Major Changes

- ▶ New definition of Harassment, Intimidation, and Bullying (HIB)
- ▶ District Staff Functions
- ▶ Policy and Procedures
- ▶ Programs
- ▶ Training Requirements
- ▶ Public Reporting

New 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 function, on a school bus, or off school grounds* as provided for in section 16 of P.L.2010, CHAPTER 122, that substantially disrupts or interferes with the orderly operation of the school or the rights of other students and that:

New HIB Definition (cont.)

- ▶ A reasonable person should know, under the circumstances, what will have the effect of physically or emotionally harming a 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;
- ▶ Has the effect of insulting or demeaning any student or group of students; or
- ▶ Creates a hostile educational environment for the student by interfering with a student's education or by severely or pervasively causing physical or emotional harm to the student.

New District HIB Policy

▶ Must include:

- *New* HIB definition.
- Must have link to this policy prominently on District Home Page/Web site.
- Expected student behavior – **what does positive behavior look like?**
- Consequences and remedial measures on multiple levels (individual, school, district)
- Our reporting procedure for HIB instances including how we will investigate the matter
- Contacts/Names for new roles at district and school level
- Must be in place by September and submitted to County Superintendent (subsequent annual reviews must also be submitted to County Superintendent within 30 days.)

NOTE: Districts have been advised to move away from “zero tolerance” language

- ▶ Policy must be created in consultation with parents and community members...and this process **MUST** be documented.

New Staff Roles

- ▶ Anti-Bullying Coordinator (District)
- ▶ Anti-Bullying Specialist (School)
- ▶ School Safety Team (School)

Anti-bullying Coordinator

- ▶ Appointed by Superintendent
- ▶ Coordinates and strengthens district HIB policy to prevent, identify, and address HIB
- ▶ Collaborates with anti-bullying specialists, board of education and supt.
- ▶ Meets at least twice a school year with the school anti-bullying specialists
- ▶ Provides data, in collaboration with the supt. to the NJDOE and performs other related duties
- ▶ *PPS Anti-bullying Coordinator: Andre McCollum*

Anti-bullying Specialists

- ▶ Appointed by the principal from currently employed staff
 - Guidance counselor, school psychologist, or other school staff trained as an anti-bullying specialist
- ▶ Chairs the School Safety Team
- ▶ Leads the investigation of reported HIB incidents
- ▶ Acts as the primary school official responsible for preventing, identifying, and addressing incidents of HIB in the school
- ▶ Assists the principal in appropriately applying the range of ways for responding to HIB established by the school board
- ▶ Provides input to local school board on annual re-evaluation, reassessment, and review of policy

School Safety Team

- ▶ Formed to develop, foster, and maintain a positive school climate, including HIB issues
- ▶ Meets at least 2 times per school year
- ▶ Consists of the principal (*or designee, preferably a senior administrator*) and principal appointees: a teacher in the school, the school anti-bullying specialist (*serves as chair*), a parent* of a student in the school, and other members determined by the principal
- ▶ Identifies and addresses patterns of HIB in the school
- ▶ Reviews and strengthens school climate and policies in order to prevent and address HIB

**Parent team members may only participate in activities that do not compromise student confidentiality.*

Mandatory Training

- ▶ Districts are responsible for two training requirements:
 - **Inservice training for all staff** (school leaders, teachers, custodians, district office, etc.)
 - **Training for new employees**
 - Information regarding the school district policy against HIB must be incorporated into a school's employee training program
 - The training program must be provided to full-time and part-time staff, volunteers who have significant contact with students, and those persons contracted by the district to provide services to students
- ▶ **Board Members** – provided by New Jersey School Boards Association in consultation with recognized experts in school bullying

Public Reporting

- ▶ NJ School Report Cards
- ▶ Superintendent to Board of Education
- ▶ Superintendent to NJDOE
- ▶ NJDOE to Senate and Assembly Committees

Public Reporting

- ▶ **Prior Law:** The superintendent was required to annually report to the board of education all acts of violence and vandalism, including HIB.
- ▶ ***New Law:*** The superintendent must report at two public hearings:
 - One between 9/1 and 1/1; and
 - One between 1/1 and 6/30
- ▶ ***New Law:*** District must put a link to the report on its Website, as well as District and School grades on respective home pages.

Next Steps

- ▶ Approve new district HIB policy by Sept. 1st
- ▶ Training for Principals/Staff/Anti-bullying Coordinator
- ▶ Principals must appoint a School Anti-bullying Specialist who is required to Chair the School Safety Team.
- ▶ Principal and Anti-bullying Specialist will coordinate a School Safety Team that must include a parent (but parents are NOT permitted to be part of investigative matters as this violates confidentiality).
- ▶ Parental Training: Need to educate parents on what is and what is not bullying. We also need to reassure parents that school/district takes all issues seriously.

Bullying Prevention Program

- ▶ **Prior Law:** Schools and school districts were encouraged to annually establish, implement, document, and assess bullying prevention programs or approaches, and other initiatives involving school staff, parents, law enforcement and community members.
- ▶ ***New Law:*** Schools and school districts must annually establish, implement, document, and assess these approaches.
 - The approaches must be designed to create school-wide conditions to prevent and address HIB.

Bullying Prevention Program

- ▶ PPS will form broad committee (including community members, students, parents, teachers and led by Anti-bullying Coordinator) to create district-wide “Anti-bullying campaign”. Campaign will be modeled after best practices (e.g. Jersey City).
- ▶ A “Bullying Prevention Fund” is to be created in the NJDOE, to offer grants to school districts to provide training on HIB and on the effective creation of positive school climates. *Note: No funding has been appropriated or donated at this time*

Jersey City Public School District Bullying Task Force - Windows Internet Explorer

http://www.jcboe.org/antibullying/

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Jersey City Public School District Bullying Task Force

Contact Email: jcpsbullyingtaskforce@jcboe.org Sites: USA

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Jersey City Public Schools

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"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."
- Maya Angelou

WELCOME TO THE FRONTPAGE

Main
15 NOVEMBER 2010 ADMINISTRATOR

Anti-Bullying 5K RUN RESULTS

SUB MENU

- Video Messages on Bullying
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- Bullying Petition

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Bullying Prevention Program

- ▶ ***New Law: Instruction & Week of Respect***
 - The week beginning with the first Monday in October of each year is designated as a “*Week of Respect*” in the State of New Jersey
 - School districts must observe the week by providing age-appropriate instruction focusing on preventing HIB
 - Throughout the school year the school district must provide ongoing age-appropriate instruction on preventing HIB in accordance with the core curriculum content standards

Estimated Timeline

▶ August

- Review of new HIB Policy (Public Hearing)
- Assign Anti-bullying Coordinator
- Training for Principals and some PPS staff
- Update forms for HIB reporting

▶ September:

- New HIB Policy submitted to County and posted on district Web site
- Create and convene Anti-bullying Committee
- Training for Anti-bullying Coordinator, Specialists, and additional PPS staff
- Principals assign specialists and create School Safety Teams

▶ October:

- Oct 3 – 7 “*Week of Respect*” Activities at schools
- Anti-bullying Committee – Review and approve campaign ideas
- Workshops for parents/teachers at Annual Parent Awareness Day

▶ November:

- New Anti-bullying campaign finalized
- Community Forum to announce campaign
- Begin roll-out of campaign to schools

▶ December:

- Special section of Web site launched to promote new campaign
- First report from Superintendent to Board

QUESTIONS

