

**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

School	Possible Score	Actual Score
Montclair High School	78	62 (+4)
Glenfield Middle School	78	51 (+2)
Renaissance Middle School	78	62 (-6)
Buzz Aldrin Middle School	78	75 (+3)
Nishuane Elementary School	78	60 (+8)
Chares H. Bullock Elementary School	78	60 (+4)
Hillside Elementary School	78	42 (-9)
Bradford Elementary School	78	72 (+1)
Edgemont Elementary School	78	63 (+1)
Watchung Elementary School	78	67 (+10)
Northeast Elementary School	78	63 (-3)

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