

HIB AND ABUSED AND NEGLECTED CHILDREN HIB TRAINING FOR PARENTS AND VOLUNTEERS

Presented by Mrs. Victa C. McKenzie

District Anti-Bullying Coordinator

Mrs. Michelle Durkin

Student Behavioral Support Specialist

Lincroft Elementary School

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TRAITS IN ACTION TO BUILD STRONG COMMUNITIES

- ◉ Each school and program is a learning community within the larger learning community of Middletown Public Schools.
- ◉ Each student is a role model for the high character standards expected of Middletown Public Schools.
- ◉ Each student is expected to act with integrity, honor and respect for every member of the community.
- ◉ Just as students should take pride in the evidence of their good character, so will the learning community and school take pride in the evidence of good character shown throughout the day.

NEW JERSEY'S ANTI- BULLYING LAW

Statutory Definition of HIB:

To be considered HIB, an incident **must meet all** of the following **three criteria**:

HIB means any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single or series of incidents, that:

- ◉ Is reasonably perceived as being motivated 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, **AND**
- ◉ Takes place on school property, at any school sponsored function, or off school grounds as provided for in section 16 of PL 20, c 122, **AND**
- ◉ Substantially disrupts or interferes with the orderly operation of the school or the rights of other students, and that:

Must meet **one or more** of the following criteria

- ◉ a reasonable person should know, under the circumstances, this act will have the effect of physically or emotionally harming a student or damaging the student's property, or placing the student in a reasonable fear of physical or emotional harm to his person or damage to his person;
- ◉ has the effect of insulting or demeaning or insulting any student or any 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 done to the student.

WHAT IS THE DIFFERENCE BETWEEN BULLYING AND CONFLICT?

Conflict

1. “Mutually” competitive or opposing action or engagement.
2. Includes teasing, disagreements, arguments and fights.
3. A normal part of growing up and life.

Bullying

1. Bullying is one sided.
2. One or more students are victims of one or more person’s aggression.
3. The intent is to physically or emotionally harm someone.

MIDDLETOWNK12.ORG

WEBSITE RESOURCES

Go to our district

Quick Links: Harassment, Intimidation & Bullying

- ▶ Chromebook Handbook for Students & Parents
- ▶ Free and Reduced Meal Online Application 2015-2016
- ▶ Registration Information
- ▶ Child Find Notice
- ▶ HS Student Assistance Program
- ▶ School Athletics
- ▶ Contact School Officials
- ▶ Harassment, Intimidation & Bullying Resources
- ▶ NJDOE data reports

Go to [Building Resources to Report HIB](#) to find the contacts for coordinators and specialists required to report incidents of Harassment, Intimidation & Bullying.

Go to our [HIB Grades](#) for the School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights

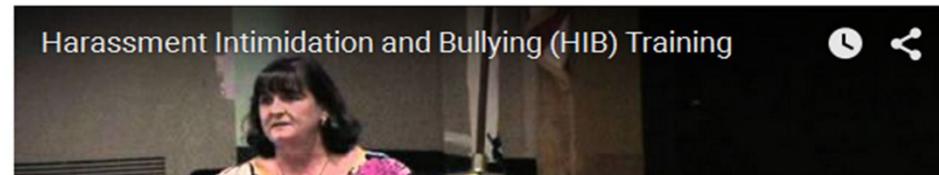
FORMS

[Report for Anyone to Report HIB](#)
[Any Staff HIB Reporting Form](#)
[Building Level HIB Reporting Form](#)
[Initial Report for HIB](#)

RESOURCES

[Parent School Safety Team Volunteer Application](#)
[Anti Bullying Definitions-PEI](#)

HIB Parent Training: January 31st at Ocean Ave School at 7PM; and on February 7th at Leonardo School at 7PM
Presentation by Victa McKenzie at Middletown Township Public School



WHERE DOES MOST BULLYING OCCUR?

- Generally most reports of “bullying or harassment” are from times when the students are NOT under the direct supervision of an adult. During school, these times are: on the playground, using the restrooms, eating snack, and choosing teams for projects.
- Many times the students will have a different affect when dealing with adults. Bullies are usually very perceptive of the expectations of adults. Bullies have a “gift” for manipulating social dynamics.
- This “gift” allows them to operate “under the radar screen” of the adults in the area.

RECOGNIZING SOCIAL WITHDRAWAL

- Victims of harassment or bullying will usually start to withdraw from social interaction.
- Sometimes there will be signs like whispering, or snickering when they arrive or leave an area.
- Sometimes it will be a change in the level of eye contact when conversing, or presenting to classmates.
- Sometimes it will be lingering with adults, or making excuses to be near adults when the activity does not involve direct supervision.
- Victims begin to isolate themselves as a means of self protection from the group.

MINING THE SOCIAL DYNAMICS

- ◉ This is incredibly difficult to do. Most of the time the aggressors are very aware of adult expectations and can manipulate the emotions of others very effectively. (Tearful denials, emotional breakdowns, all very common and staged to garner sympathy and disbelief that they would bully/harass anyone else)
- ◉ The trick is to try and create opportunities where the students have no idea you are taking the emotional temperature of the situation. (drive them everywhere and just listen)
- ◉ Some suggestions: Role play activities where the students can practice appropriate responses; use literature and curriculum to illustrate the character traits expected of Middletown Public Schools.

TIPS FOR RECOGNIZING BULLYING

- ◉ Look for signs of students emerging as class leaders. Bullies try to control rather than lead. We have to teach kids the difference between leading and controlling.
- ◉ Be aware of jokes made at the expense of other students. Reinforce empathy and compassion, rather than focusing on failure.

When we investigate Bullying/Harassment, we:

- ◉ Always interview the children separately! **This is crucial.** If you interview them together, the bully now gets to intimidate in front of an adult.
- ◉ **The Bully/aggressor will intimidate the victim into denying any issue exists.**
- ◉ Find upstanding witnesses and interview them. Usually there are students who will accurately report what they saw.
- ◉ Truly promote the role of the Bystander being the most courageous person, who stands up for what is right, even when it is not popular.

CYBER BULLYING

- ◉ Cyber bullying is using the internet and other technology to bully students.
- ◉ Email, instant messaging, on-line diaries, picture cell phones, web logs or blogs make it easier and quicker for students to make threats, pass on rumors or ostracize their peers.
- ◉ Cyber bullying is no different than bullying in person -students who are victims still suffer from the same risks as those being bullied in person.
- ◉ PLEASE monitor every device. This protects both you and your child.

PLEASE REMIND YOUR CHILD THAT:

- ◉ Everything you say, post, and do is under intense scrutiny.
- ◉ With today's electronics you can be captured on film and it can be posted and go viral without your knowledge or consent.
- ◉ You have the choice every minute of every day to “Do the Right Thing” and live up to Middletown Public Schools standards of good character.
- ◉ Your younger friends will emulate your behavior.
- ◉ **If you do not quickly address harassment, hazing or bullying, you have sent the message that it is acceptable behavior.**

BEHAVIORS THAT ARE NOT ACCEPTABLE IN MIDDLETOWN PUBLIC SCHOOLS

- ⦿ Not being respectful of cultural differences
- ⦿ Use of Nicknames that memorialize failure
- ⦿ Nicknames that mock, or ridicule body features
- ⦿ Teasing
- ⦿ Being “mean spirited”
- ⦿ Exclusion of one or more children by the group
- ⦿ Modeling inappropriate reactions to mistakes
- ⦿ Profanity

WHAT TO DO IF YOU FEEL BOTHERED...

(A DISCUSSION TO HAVE WITH YOUR CHILD...)

- ◉ When we talk about teasing, conflict, just being “mean spirited” or even bullying, we are very serious that this type of behavior will not be tolerated at Middletown Public Schools

If someone is making you uncomfortable, we want to know.

It is not “snitching” or “tattling” if you protect someone from being hurt.

Bullies rely on the witnesses/bystanders doing nothing.

Bullies get their power from bystanders and victims who do not stand up and say “This is unacceptable. Stop it.”

It takes a great deal of courage to stand up to someone who is trying to make another person feel bad.

We want you to be a hero! We want you to break the cycle by saying “We do not act this way.”

OUR MESSAGE TO EVERY STUDENT IS “TELL A TRUSTED ADULT”

The Middletown Public Schools are committed to providing a safe learning environment for every student.

Throughout your day you come in contact with many people. If someone is not being nice, or is bothering other people, we want you to tell an adult, and you can even tell your parents. Every adult who works with you is committed to making you feel safe.

Bullies win when the rest of us do nothing.

CHILD ABUSE AND MISSING OR NEGLECTED CHILDREN

What is Child Abuse...

- ⦿ Inflicting injury (or allowing it to be inflicted) that impairs physical or emotional health, or function of any bodily organ
- ⦿ Intentionally creating (or allowing) substantial risk of injury
- ⦿ Act of sexual abuse
- ⦿ Not providing clothing, shelter, education, medical care
- ⦿ Corporal punishment
- ⦿ Willful abandonment
- ⦿ Inappropriate placement in an institution that could cause harm

WHO MUST REPORT IT?

- Any staff member who has knowledge of it

School personnel having reasonable cause to believe that a child has been subjected to child abuse or neglect as defined under N.J.S.A. 9:6-8.9 shall immediately report the suspected abuse to DCPP/DYFS.

SCHOOLS MUST COOPERATE WITH DIVISION OF CHILD PROTECTION & PERMANENCY (DCPP) FORMERLY (DYFS)

DCPP is permitted to:

- ⦿ Interview the involved children in the presence of the principal
- ⦿ Interview other school personnel
- ⦿ Review all relevant student records
- ⦿ Remove a child from school to protect the child after notifying the principal

THE DISTRICT CHAIN OF RESPONSE

- First contact the child's teacher and share your concerns.
- Consider sharing your concerns with the SBSS and/or building principal
- If appropriate they will start an HIB investigation. If it is not appropriate they will still meet with the students concerned to work on social skills.
- If there is an HIB investigation, it will be shared with Mrs. McKenzie.
- She will share them with Dr. George. Dr. George and the BOE review them and affirm the investigations at a BOE meeting.
- After the BOE meeting the building principal sends a letter to the parents informing them of the resolution.

NEGLECTED CHILDREN

- ◉ We are all committed to protect every child and to treat every child like they were our own.
- ◉ If there is a suspicion that a child is being neglected, please share it with the SBSS, or school principal.
- ◉ We are committed to providing every student with a safe school environment.

ANY QUESTIONS?

Feel free to contact us at:

Mrs. Victa McKenzie

mckenziev@middletownk12.org

Or call High School North - 732-706-6061 ext. 1207

Mrs. Michelle Durkin

durkinm@middletownk12.org

Lincroft School - 732-741-5838 ext. 5100