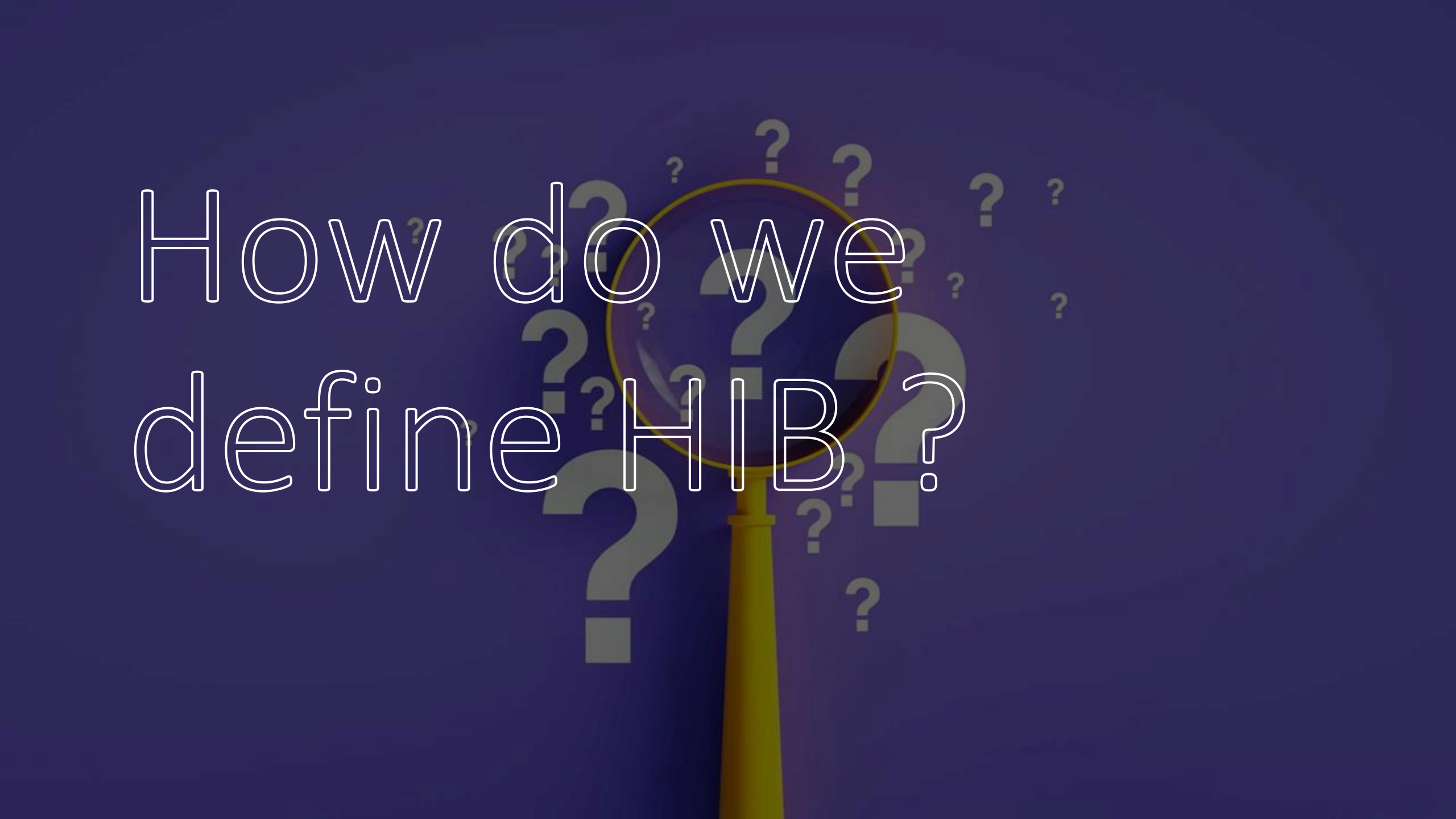



# Harassment, Intimidation and Bullying (HIB)

**Plainfield Public School District**
**Dr. Filippatos, Acting Superintendent**
**Denise Shipman, Director of Student Services**
**HIB School Self- Assessment**
**October Board Presentation 2026**


How do we define HIB?

# New Jersey Anti-Bullying Law

Bullying is any gesture, any written, verbal or physical act, or any electronic communication that is reasonably perceived as being motivated by either an actual or perceived characteristic, such as:

- Race
- Color
- Religion
- Ancestry
- National origin
- Gender
- Sexual orientation
- Gender identity and expression
- Mental, physical, or sensory disability
- Any other distinguishing characteristic

# Difference Between Conflict and Mean Behavior

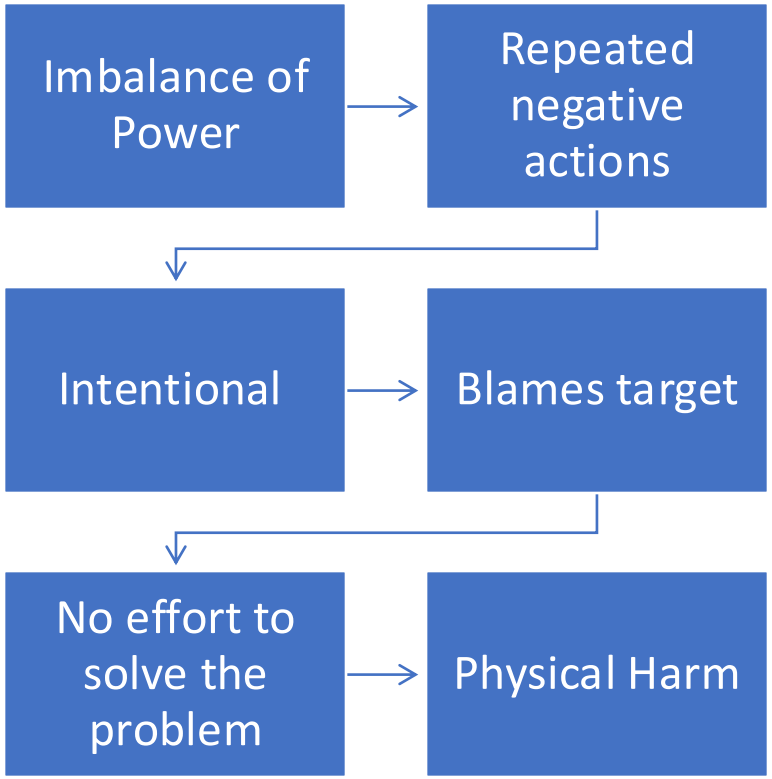


# Normal Conflict / Bullying

**NORMAL CONFLICT**

- Equal power/friends
- Happens Occasionally
- Accidental/Not Serious
- Not Seeking Power
- Effort to solve the problem
- Will take responsibility for misunderstandings

**BULLYING**



# Prevention & Intervention HIB Strategies

# HIB
# Prevention Strategies

Proactive schoolwide actions designed to **stop bullying before it starts** by creating a safe, respectful, and inclusive school culture.



**Prevention Strategies (Schoolwide):**



Establish clear anti-bullying policies (Code of Conduct & HIB Policy).



Promote **SEL programs (i.e. Silas)** and classroom lessons on empathy, respect, and kindness.



Implementation of **restorative practices**



Increase **adult supervision** in hallways, cafeterias, and playgrounds.



Host schoolwide **Respect Week / Anti-Bullying campaigns**.



Provide staff with **annual training** on recognizing and addressing HIB.

# HIB Intervention Strategies

## Targets

- Ensure **confidential reporting** and immediate investigation of incidents.
- Provide **counseling and support services** (school social workers).
- Develop a **safety plan** (classroom seating, buddy system, safe spaces).
- Engage families in support and follow-up.
- Restore confidence through **peer support groups** and **restorative practices**.
- Ongoing monitoring to ensure safety and prevent retaliation.

## Aggressors

- **Restorative practices**: guided conversations, repairing harm, restitution.
- **Counseling & behavior intervention plans** to address underlying causes.
- **Social skills training** (conflict resolution, empathy-building, anger management).
- **Increased supervision & monitoring** in high-risk areas.
- **Parental/guardian conferences** to align home and school support.
- **Tiered discipline** in line with district policy (detention, suspension, alternative consequences).
- **Check-in/check-out system** with a trusted adult mentor.
- **Peer mediation** (when appropriate and safe).
- **Referral to external supports** (mental health, community programs).
- **Ongoing monitoring** to reduce risk of repeat behavior.

| Quantity of Reports Received | Quantity of Incidents verified through investigations | Nature of HIB Incidents | Breakdown of HIB Clusters | Location of HIB |
|---|---|---|---|---|
| ❑ 40 | ❑ Confirmed – 21<br>❑ Non-Confirmed – 19 | ❑ Name Calling<br>❑ Inappropriate touching<br>❑Cyber-Bullying<br>❑Threats/ Physical acts<br>❑Insensitivity to diversity | ❑Elementary Schools/K-8 – 20<br>❑ Middle Schools –12<br>❑ High Schools – 8<br>❑Out of District - 0 | ❑ Playgrounds<br>❑ Classroom<br>❑ Lunchroom / Cafeteria<br>❑ Hallways<br>❑ Home Computers<br>❑Afterschool Program |

# Plainfield Public Schools

School Self-Assessment for Determining Grades
Under the Anti-Bullying Bill of Rights Acts
District and School Grade Report

**District**
**PLAINFIELD PUBLIC SCHOOLS**

| SCH_CODE | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 80 | **Barlow** | 15 | 9 | 13 | 6 | 9 | 6 | 12 | 6 | 76 |
| 190 | **Booker** | 13 | 9 | 13 | 5 | 9 | 6 | 12 | 6 | 73 |
| 100 | **Cedarbrook** | 13 | 9 | 15 | 6 | 9 | 6 | 12 | 6 | 76 |
| 110 | **Clinton** | 14 | 6 | 13 | 6 | 9 | 6 | 10 | 4 | 68 |
| 120 | **Cook** | 15 | 9 | 15 | 6 | 9 | 6 | 12 | 6 | 78 |
| 130 | **Emerson** | 14 | 9 | 15 | 6 | 9 | 6 | 12 | 6 | 77 |
| 140 | **Evergreen** | 15 | 9 | 15 | 6 | 9 | 6 | 12 | 6 | 78 |
| 150 | **Jefferson** | 12 | 8 | 15 | 6 | 8 | 5 | 12 | 5 | 71 |
| 170 | **Stillman** | 15 | 9 | 13 | 6 | 9 | 4 | 12 | 6 | 74 |
| 180 | **Washington** | 14 | 7 | 15 | 6 | 9 | 6 | 12 | 6 | 75 |
| 60 | **Hubbard** | 13 | 8 | 13 | 6 | 8 | 5 | 12 | 6 | 71 |
| 70 | **Maxson** | 13 | 9 | 13 | 6 | 8 | 6 | 11 | 6 | 72 |
| 52 | **PAAAS** | 15 | 9 | 13 | 6 | 8 | 6 | 12 | 6 | 75 |
| 50 | **Plainfield High School** | 14 | 9 | 15 | 6 | 7 | 6 | 12 | 6 | 75 |
| 51 | **Pinnacle Academy** | 14 | 8 | 15 | 6 | 8 | 6 | 12 | 5 | 74 |
| 300 | PELC | 13 | 7 | 14 | 4 | 9 | 6 | 12 | 6 | 71 |

**16 Schools divided by 1,184 =74**

# ANTI-BULLYING SPECIALISTS

| SCHOOLS | ANTI-BULLYING SPECIALISTS |
|---|---|
| Barlow | Darkis Rodriguez |
| Booker | Dawn Peters |
| Booker | Hannah Peri Smith |
| Booker | Lissette Jones-Auty |
| Cedarbrook | Deitria Battle |
| Cedarbrook | Joycelyn Palaez |
| Clinton | Jennifer Gomez-Hernandez |
| Cook | Sabrina Pinthiere |
| Emerson | Rita Woods |
| Evergreen | Roxanna Valentin |
| Hubbard | Tarrah Gray |
| Hubbard | Monesha Greer |
| Hubbard | Sandra Landaverde |

| SCHOOLS | ANTI-BULLYING SPECIALISTS |
|---|---|
| Jefferson | Yovaira Garcia |
| Maxson | Amy DeLeon |
| Maxson | Shayla Hatcher |
| Maxson | Rashon Dwight |
| Plainfield Academy for the Arts & Advanced Studies (P.A.A.A.S) | Tiana Mayes |
| Plainfield High School | Mavet Mendez |
| Plainfield High School | Jordan Bashir |
| Plainfield High School | Nastassja Wilson |
| Plainfield High School | Ryley Ellis |
| Pinnacle Academy | Kassandra Nina Mendez |
| Stillman | Raquel Ortega |
| Washington Community School | Tiffany Summersett and Eufalis Perez |
| Plainfield Early Learning Center | TBA |


QUESTION
ANSWER
QUESTION
ANSWER
QUESTION
QUESTION
ANSWER