

2013-2014 AFFIRMATIVE ACTION - HIB ACTIVITIES

DISTRICT-WIDE INITIATIVES STAFF TRAINING

District Wide Staff Training – Affirmative Action, October 11, 2013

- Video Presentation, Harassment: Sex, Religion, and Beyond

(1 hour) **Administrator’s Retreat** on August 6 to update district administrators on the ABR and district policy and procedures (24 attendees).

(1 hour) **Coach’s Academy** on August 29 to train all district coaches on the Anti-Bullying Bill of Rights and the district’s HIB Policy, which included instruction on preventing HIB on the basis of protected categories and other distinguishing characteristics (41 attendees).

(1 hour) **District Professional Development** focused on providing update on HIB policy and procedures (414 attendees):

- Lincoln – September 4 (59 attendees)
- Radcliffe – September 4 (56 attendees)
- Spring Garden – September 5 (40 attendees)
- Washington – September 4 (40 attendees)
- Yantacaw – September 5 (41 attendees)
- JHWMS – September 4 (54 attendees)
- NHS – September 4 (124 attendees)

(2 hours) **District Wide Staff Training – Suicide Prevention Training, October 11, 2013**
Arlene O’Connell, Traumatic Loss Coalition Coordinator for Essex County, presented *More Than Sad: Suicide Prevention Education for Teachers and Other School Personnel*. This satisfied the required two-hour professional development (in the Five-year Cycle) for suicide prevention training as well as incorporated an anti-bullying component. (606 attendees)

NHS AFFIRMATIVE ACTION ACTIVITIES LIST 2013-2014

- Facilitated Staff In-Service Training on NJ Anti-Bullying Law/Policies/Procedures
- Facilitated Training for All Students on NJ Anti-Bullying Law/Policies/Procedures
- All students and staff in the district wore blue on Monday, October 7th for BLUE SHIRT DAY-WORLD DAY OF BULLYING PREVENTION in a unified effort to STOMP Out Bullying
- The NHS School Safety Team met once per month throughout the school year to coordinate efforts in maintaining a positive school climate and culture
- Each day during the Week of Respect, motivational quotes were announced reminding students about having good character, respecting others and promoting kindness.
- The Guidance Department developed a bulletin board in the main hallway to promote positive use of social media (i.e. twitter and Instagram) through hash tags and tweets. Staff and students will write and display positive messages toward others with statements explaining why they respect that individual or group (#RESPECT4...)
- Respect Week: Challenged Mr. Kelly's class to develop public service announcements (PSA) on anti-bullying; PSAs were developed, filmed and broadcasted on Channel 77 for the community.
- GSA facilitated "Color Out Bullying" in which students and staff participated in sending positive messages to others on "handprints" of paper. Different colored handprints were displayed throughout the first floor hallways to demonstrate diversity, and yet unity, among students.
- GSA held a candlelit vigil to honor Matthew Shepard and the lives of other people who lost their lives to bullying. In addition, they hosted a chalk walk in which the beautiful messages and artwork of students was honored outside of the high school to remind students the importance of respect and kindness.
- GSA hosted a Day of Silence to demonstrate the struggle of GLBT youth in finding their voice against the adverse impact of prejudicial attitudes and intolerance of diversity.
- NHS Guidance Department sends out bullying resources to parents through Naviance and the Guidance Gazette, as well as utilizing posters to promote anti-bullying efforts and individuality
- NHS Library had a display on anti-bullying as well as promoting books to raise awareness about respect, tolerance and individuality
- Key Club facilitated Random Acts of Kindness activities during the month of October and throughout the year. In addition, students demonstrated acts of kindness through volunteerism and community service projects.
- Internet Safety Club presented peer-to-peer discussions on cyberbullying and the negative impact on such on students.

- A list of Bullying/Cyberbullying resources was distributed by Theresa Hrubash to all staff for implementation in classroom discussions/curriculum.
- Digital Safety and Citizenship class developed a website and social media profiles designed to reach NHS students and improve the climate and culture of the school.
- Health classes discussed harassment and healthy relationships among peers as well as promoting counseling as an effective strategy in dealing with problems
- History Department infused respect/tolerance into curriculum through the study of various events in history
- English Department utilized various novels (i.e. “To Kill A Mockingbird”, “The Scarlett Letter”) to teach lessons on social ostracism and prejudice and infuse those lessons into curriculum
- Dr. Michael Fowlin assembly on stereotyping, diversity and anti-bullying presented to high school students.
- The Improbable Players presented to high school students about negative family dynamics and the impact of such on students’ socialization and decision-making.
- Project Pride: inmates share personal decisions that impacted their lives permanently. Discussions involve how to make good decisions and treat others with respect and dignity.
- Naviance emails were consistently sent to parents to educate and raise awareness regarding bullying, stereotyping, and respect for others.
- In an effort to utilize a teachable moment, assignments were assigned to many of the aggressors named in HIB Incidents. These assignments were then reviewed by administrative members of the School Safety Team and discussed with the aggressors in an effort to change behaviors long term.

JOHN H. WALKER MIDDLE SCHOOL

Raising Respect Curriculum: Taking a Stand Against Bullying by Premier School Specialty was implemented monthly. Lessons were conducted each month that build vocabulary and learning of social and emotional principles/terminology to help ingrain norms of socially responsible citizens and counteract bullying behaviors with positive character.

Students in each Italian class engaged in a pen pal exchange program with Scotch Plains students. Throughout the year, letters were exchanged as a means of developing positive relationships through a second language.

Student Council – The following activities were conducted to build a sense of citizenship, responsibility, respect and caring within the community:

- September - *Halloween Costume Drive*
- October - *Pink Out for Breast Cancer* benefited Susan G. Komen Fund.
Bracelets and pencils were sold.
- November- *One Warm Coat Drive*
New and gently used coats, mittens, gloves, and scarves were collected.
- December- *Holiday Cards for Heroes* (through the Red Cross)
Holiday cards were written for service men abroad.

Recognized School Violence Awareness Week (October 21-25) through the following activities:

- Detective Padilla of the Nutley Police Department was a guest speaker during each physical education/health period on October 30 and October 31. He focused on defining common forms of school violence and means of preventing such acts.
- A Moment of Silence during AM announcements was requested in honor of anyone who has been a victim of violence.
- PA announcements suggesting ways to make Walker Middle School a safer school climate were made during AM announcements.
- S.T.A.N.D. Club created and hung character education posters.

Arranged the following Red Ribbon Week (October 23-31) activities:

- PA Announcements introducing and explaining Red Ribbon Week.
- Red Ribbons created by members of S.T.A.N.D. were hung on each door in JHWMS.
- A large banner promoting the week was hung in the main lobby.

The STAND Club organized *Put a Little Love in Your Heart: Mix It Up Day* on March 20, 2014. Prior to entering the cafeteria during lunch periods, students received a random number. An equal number of students were assigned to each lunch table. Students were required to introduce themselves to peers they usually do not sit with and answer five questions from a list of predetermined questions. The goals of Mix It Up Day were to break down the barriers between students and improve relationships among groups so there are fewer misunderstandings that can lead to conflicts, bullying, and harassment. Flyers were hung and PA announcements were made to promote the event.

Conducted a seventh grade assembly on April 30. Seventh graders viewed and processed *Bullied: A Student, a School and a Case that Made History*. The documentary developed by the Southern Poverty Law Center chronicles a student's ordeal at the hands of anti-gay bullies and offers an inspiring message of hope to those fighting harassment today.

Social Studies Lessons targeting equality were conducted the month of April.

The STAND Club developed and facilitated Spirit Week the week of May 19.

TUESDAY – SPORTSMANSHIP DAY

- Wear your favorite sports team clothing as a sign of good sportsmanship - respect your opponent.

WEDNESDAY - MIX-MATCH DAY

- Let's be different, and transform from the norm! Wear your craziest attire.

THURSDAY – MELT AWAY THE HATE AND LET'S TOLERATE DAY

- Students who wore clothing representing their nationality / ethnicity received a free ice donated by Nutley's Rita.

FRIDAY – FANCY FRIDAY

- Dress your best to be a cut above the rest. The way we dress represents the way we feel about ourselves.

The STAND Club performed a puppet show, *Adventures in Nicotine Land*, on the harmful consequences of smoking in each third grade class in the district on May 27 and 28. Members highlighted the need to respect one's body through visual displays and a question and answer period.

The STAND Club created a PSA and conducted a presentation on the myths of JHWMS and a survival guide for sixth graders transitioning to JHWMS. Presentations were held at each elementary school on June 5 and 9. The NHS TV class taped and edited the skits.

Student Assistance Coordinator Presentations in each marking period's health class:

- Facilitated Power Point presentations on HIB in each marking period's seventh grade health classes.
- Presented Power Point presentations on the dangers of tobacco use and the manipulative marketing schemes of big tobacco companies in each marking period's seventh grade health classes.
- Conducted alcohol awareness presentations in each eighth grade health class. The Fatal Vision Goggles were utilized to simulate the dangers of alcohol use.
- Facilitated discussions with each eighth grade health class on the risk factors of teenage drug use, progression of use, and alternatives to using. The Nutley School District Substance Abuse Policies were also reviewed.

ELEMENTARY SCHOOLS

Spring Garden School

Spring Garden School presented its Third Annual International Children's Film Festival. Each grade level chose a foreign children's movie to view with the class. Activities revolved around not only the geography and history of the country from which the film originated, but also the elements and themes presented in the film's plot.

Yantacaw School

Yantacaw School held an International Film Festival the last two weeks of May. Various international films were borrowed from the library including: The Cave of the Yellow Dog, Ponyo, The Red Balloon, My Neighbor Totoro, and The Iron Giant. The elements and themes presented in the films were discussed.

Washington School

Washington School teacher, Lenore Chieffo, orchestrated a school visit from Ruby Bridges. Ruby Bridges was six years old (in 1960) when she was integrated into an all white school. She was not welcomed by the principal, teachers, and parents. Ruby was escorted by marshals every day as she walked to school. People called her terrible names and held signs as she walked. However, Ruby had so much courage for such a young girl. Her teacher, Mrs. Henry (who was white), was so proud of Ruby's bravery. The parents took their children out of school because they didn't want their children in school with a black girl. I have a children's book written by Robert Coles (he is the psychologist who met with Ruby during this time). For years I have read this story to my students. They are amazed by Ruby's experience. This year I researched to see if Ruby (who is now 60) did school visits. I found her website rubybridges.com and inquired about having her visit Washington School. Before Ruby's visit the children pre-ordered her book from Scholastic so she could sign them the day of the visit. The visit consisted of two presentations. The morning's presentation included grades K-3. Ruby sat with the students in the auditorium and read "The Story of Ruby Bridges" by Robert Coles to them. She then shared a slide show and actual news footage from her school experience. Ruby had a question and answer session with the students and then the students presented her with a binder of letters and pictures the students in grades K-2 wrote and drew for her. Ruby signed their books during lunch time. The afternoon presentation was for grades 4-6 and went into more details about the legal issues associated with Ruby's experience. She presented with the slide show and news footage, answered questions, but also had a detailed discussion about the process and importance of the court order against segregation. The energy in the building from the students was incredible. They were so excited. We are grateful to have met Ruby Bridges.

Lincoln School

Lincoln School held an International Children's Film Festival to celebrate Multicultural Day. Each grade level chose a foreign children's movie to view in the classroom. Activities included lessons on the geography, culture, and history of the country from which the film originated, in addition to the elements and themes presented in the film's plot.

Radcliffe School

In the lower grades students watched the film, "The Red Balloon". The upper grades watched, "Life is Beautiful". Both of these foreign films were discussed for their culture, history, and relative affirmative action issues. In addition, Radcliffe had an assembly presented by the Chinese Acrobats, which added to our list of multi-cultural activities for the school.

GAY-STRAIGHT ALLIANCE Events (2013 – 2014)

September

- Participation in Homecoming Events

October

- *Color Out Bullying (Week of Respect)*
Students wrote empowering messages on cut-out hand prints. Hand prints were displayed in the cafeteria
- *Chalk Walk*
Students wrote inspirational messages on the sidewalk in front of the high school

November

- *Transgender Day of Remembrance*
Students participated by designing and wearing T-shirts to commemorate victims of bullying from the transgender community.

Decemeber

- *AIDS Awareness- Santa Grams*

January

- *LGBT Discussion* - Topic “Coming Out”

March *LGBT themed Movie Night*

- *“Kindness is Beautiful”*
Students wrote uplifting messages on cut out flower petals. Flowers were hung around the high school.

April *Day of Silence*

- Members and other students participated in a day of complete silence signifying the silence LGBT peers go through daily, not being able to express themselves.

June

Candlelight vigil

- Members of the school community gather to remember those hurt and affected by hate crimes. It started out as a remembrance for Matthew Shepard, but has recently been extended to all victims of hate crimes.

