

2014-2015 AFFIRMATIVE ACTION-HIB ACTIVITIES

DISTRICT-WIDE INITIATIVES

STAFF TRAINING

- **Dr. Michael Fowlin** presented Affirmative Action-HIB Training for district staff on diversity, stereotyping, and respect for others, April 22, 2015. His program specifically addressed LGBTQ issues and Transgender Youth. *You Don't Know Me Until You Know Me*
- Lisa Cassilli developed an Affirmative Action power point presentation for district staff on bias, prejudice, stereotyping and the ramifications of such on LGBTQ students and Transgender Youth. Make-up AFFIRMATIVE ACTION training sessions were conducted on 6/3/15-2 sessions, 6/17/15-2 sessions, 6/18/15-3 sessions.
- **(1 HOUR)** New staff trainings were held on the following dates to train new staff 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 were conducted on the following dates:
 - 8/20/14, 2/9/2015, 2/23/15, 2/24/15, 2/25/14, 3/13/15, 3/31/15-two sessions, 4/6/15, 4/7/15, 4/8/15, 4/21/15 and 4/24/15.
- **(3 HOUR)** Anti-Bullying Coordinator attended ABCA meeting on September 16, 2014 which concentrated on the DOE's focus from investigations to a safe school climate. Trainings and programs were presented.
- **(2 HOURS)** New Jersey Child Assault Prevention Program Parent workshop on January 6, 2015.

OTHER INITIATIVES

- Anti-Bullying Specialists provided an opportunity to discuss HIB related information at each monthly faculty meeting.
- Staff offered an opportunity at monthly staff meetings to provide each other with praise for an accomplishment.
- Guidance Newsletters (elementary, middle and high school) disseminated to parents every two months.
- PA announcements acknowledging positive accomplishments of students and staff.

- Anti-Bullying Coordinator updated the HIB link with new staff training and parent presentations detailing the district's HIB policy and procedures (with particular focus on the protected categories) and preventative measures.
- A Character Education Program was implemented by the elementary guidance counselors/Anti-Bullying Specialists. The program is designed to educate and promote positive decision-making among students in grades K-6. The program also focuses on building empathy and tolerance to improve school climate and social interaction.
- Support services through the Student Assistance Program and Guidance Department.
- Each Anti-Bullying Specialist and the Anti-Bullying Coordinator serve on the district's Affirmative Action Committee as a means of working collaboratively.
- Students in grades 7-12 participated in the Department of Public Safety's **S.O.S.** (Shovel Out Seniors) **Program**. Students were assigned to shovel the homes of seniors during inclement weather.
- In conjunction with the Department of Public Safety, the Nutley School District offers the C.H.A.M.P. student mentoring program. The district's Student Assistance Coordinators (SAC) trained Nutley High School students to act as mentors to younger students who are in need of social support. C.H.A.M.P. operates on a yearly basis, and mentors meet regularly with the SACs to monitor their progress as well as the mentees'.

- Facilitated *Staff* In-Service Training on NJ Anti-Bullying Law/Policies/Procedures
- Facilitated Training for All *Students* on NJ Anti-Bullying Law/Policies/Procedures
- Trained all incoming Freshman at Orientation in August on HIB Policy/Procedures
- SAC trained over eight school districts across the State of NJ in Successfully Transitioning Transgender Youth
- SAC worked cooperatively with Garden State Equality to forge a relationship between the agency and school districts in an effort to promote transparency in advocating for LGBTQ individuals
- **Garden State Equality** hosted a press conference at NHS to kick off their Teach and Affirm Youth campaign across the State of NJ in schools
- SAC trained staff at monthly faculty meetings on HIB Policy/Procedures
- **Club Fair** held to encourage student participation in clubs/volunteerism throughout the school; inclusivity/equal opportunity for all to participate and experience sense of community
- 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 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
- **“Cookies for Kindness” fundraiser:** bake sale to raise awareness of simple acts of kindness that make a difference
- **Spirit Week:** encourages a sense of community and inclusion for all throughout the school

- The Guidance Department developed a bulletin board to promote positive use of social media (i.e. twitter and Instagram), through hash tags and tweets (#RESPECT4...)
- Guidance Department promoted use of Teaching Tolerance as a resource to staff for lessons and instructional supplements
- **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
- **"Raiders Raise"** PSA was a collaborative effort and was utilized across the district to train students. "Depression" PSA raised awareness about mental health and resources available for youth
- **Jersey Voice Media Festival** promoted and encouraged for students to participate
- **Valentine Grams:** students bought and displayed Valentine hearts with positive messages to each other promoting love, peace, kindness, and respect
- **Athlete Community Service Program:** mandates athletes to engage in volunteerism to develop character and maintain integrity
- 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 has 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 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
- **Pathways to Peace Chalkwalk:** townwide event to promote unity with students from Honduras visiting Nutley
- 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

- **STUDENT TRAINING (.5 HOUR)** 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 were conducted on the following dates:
 - 9/8/14 (8th Graders)
 - 9/9/14 (7th Graders)

- **ADVISORY LESSONS** – monthly life skills and educational lessons held in advisory groups.

- **CLASSROOM LESSONS**
 - Italian classes – created posters focusing on positive qualities of friendship
 - Social Studies – African American History Month, Women's History Month, Holocaust
 - Science - African American History Month project

 - English – utilized novel (*Diary of Anne Frank*), analyzed Taylor Swift's song, *Mean*.

- **WEEK OF RESPECT ACTIVITY:**
 - Circles of Strength: What Do You Stand For?
 - October 6, 2014: Blue Shirt Day – wear a blue shirt or any blue item of clothing in unity to STOMP Out Bullying™.

- **LOUD AND PROUD DAY** (December 23)
 - Students declared their individuality by wearing a unique sweater.

- **SCHOOL VIOLENCE AWARENESS WEEK** (October 20-24) through the following activities:
 - Detective Padilla of the Nutley Police Department was a guest speaker during each physical education/health period on October 22 and 23.
 - 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.

- **STAND CLUB:** Assisted in coordinating the following School Violence Awareness Week (October 20-24) and Red Ribbon Week (October 23-31) activities:

- 1) requested a Moment of Silence in honor of anyone who has been a victim of violence during AM announcements.
 - 2) read suggestions to make JHWMS a safer environment during AM announcements.
 - 3) designed and developed the Week of Respect's, *Circle of Strength*, banner and pennants hung in the main lobby and first floor hallway.
 - 4) created and hung character education posters.
 - 5) created red ribbons that were hung on each door in JHWMS.
 - 6) played songs with the theme of "respect" over the PA system between each period each day.
- **STAND CLUB: *Put a Little Love in Your Heart: Mix It Up Day*** on February 13, 2015. Prior to entering the cafeteria during lunch periods, students received a random number. An equal number of students was 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.
 - **STAND CLUB:** Members developed and facilitated **JHWMS Spirit Week** the week of June 1-4. Groups competed for the most participants throughout the week. The winning group received an JHWMS mood bracelet. Centre Group won.
 - MONDAY – SPORTSMANSHIP DAY
 - Wear your favorite professional or local sports team clothing as a sign of good sportsmanship - respect your opponent.
 - TUESDAY – TIP YOUR HAT DAY
 - Wear a hat! Tip your hat to acknowledge respect for friends, faculty and staff.
 - WEDNESDAY – WACKY WEDNESDAY
 - Let's be different, and transform from the norm! Wear your most creative, mismatching clothing.
 - THURSDAY – MELT AWAY THE HATE AND LET'S TOLERATE DAY
 - Display your flavor of the world by wearing clothing that has a symbol or emblem of your nationality / ethnicity.
Participants received an ice from Nutley Ritas.
 - **HEALTH CLASS CURRICULUM** – Unit on healthy decisions and HIB prevention.
 - **STUDENT COUNCIL** – The following activities were conducted to build a sense of citizenship, responsibility, respect and caring within the community:
 - October – *Pink Out Week*

- *Halloween Costume Drive*
 - Costumes were collected.
 - November - *Project Linus*
 - Students made fleece blankets to donate to children who are hospitalized.
 - December - *One Warm Coat*
 - New and gently used coats, hats, gloves, and scarves were collected.
 - January - *Teens for Jeans (Do Something/Aeropostale)*
 - February – *Nutley Red Cross Food Drive*
 - *Pennies for Patients (Leukemia and Lymphoma Society)*
 - May – *Relay for Life*
 - *John Walker Walkathon*
- **SAC PRESENTATIONS** - 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.
- **ESSEX COUNTY BAR ASSOCIATION** – Essay Contest, *How are people affected by Hidden Disabilities.*

- During the month of June, students and teachers participated in a **Multi-Cultural Film Festival**. Some of the titles included were, “The Cave of the Yellow Dog,” “My Neighbor Totoro,” “Ponyo,” “The Red Balloon,” and “The Iron Giant.” The geographic location, themes, elements, culture, etc., were discussed in class with the students both before and after viewing the film
- Library has display of anti-bullying section with books that raise awareness, respect, and tolerance
- Elementary Guidance newsletter distributed by guidance department, highlighting various areas promoting various activities and workshops in schools
- Guidance lessons throughout the year in classrooms dealing with manners, respect, following directions, anger management, coping skills, friendship, tolerance, and acceptance

- **RAK Week** (Random Acts of Kindness week: Collaboration with 5th grade teacher creating school wide activity promoting connection between home and school by having parents and families participate in RAK by emailing home acts of kindness to staff. Lower grades colored pictures for the “Color a Smile Foundation.” This foundation disperses to local retirement/hospitals for patients. Grades 4-6 made bookmarks that were distributed to the Nutley Public Library and other Nutley elementary schools
- Library has display of anti-bullying section with books that raise awareness, respect, and tolerance
- **Simon Sez** assembly during Respect Week: October 2014
- 4th and 5th graders participated in Kids Bridge “**Upstander/Bullying Prevention Youth Competition.**” Students either wrote an essay or created a poster on “How to be an Upstander,” (promoting tolerance, acceptance, and standing up for self and others). One of the students in 4th grade placed second in poster contest
- Read “**Wonder**” by R.J. Palacio, to 5th grade and did various activities

I won't describe what I look like. Whatever you're thinking, it's probably worse.

August Pullman was born with a facial difference that, up until now, has prevented him from going to a mainstream school. Starting 5th grade at Beecher Prep, he wants nothing more than to be treated as an ordinary kid-but his new classmates can't get passed Auggie's extraordinary face. **WONDER**, now a #1 New York Times bestseller, and included on the Texas Bluebonnet Award master list, begins from Auggie's point of view, but soon switches to include his classmates, his sister, her boyfriend, and others. These perspectives converge in a portrait of one community's struggle with empathy, compassion, and acceptance

- **International Film Festival School Activity**-Each grade level chose a foreign children's movie to view with class, activities including geography and history of country from which the film originated
- **Kindness is Cooler with Mrs. Ruler Activity**-2nd grade promoting acceptance and kindness towards others. Students decorated and wrote on hearts ways to be kind, which were displayed in the main hallway of the school

- Elementary Guidance newsletter distributed by guidance department, highlighting various areas promoting various activities and workshops in schools
- Guidance lessons throughout the year in classrooms dealing with manners, respect, following directions, anger management, coping skills, friendship, tolerance, and acceptance
- **Unique Week** (June 15)-Ms. Puzzo's 6th grade students worked on "Focus of Change Movement" during Martin Luther King month. One group was selected by peers for outstanding persuasive speech/presentation. Several students created lessons, were taught by students, and were presented to lower grades. As an extension of this, we are creating "Unique Week" to celebrate the diversity of our Lincoln School family. A pledge will be signed by students; a picture/poem school contest will be taking place to recognize students' participation in this school movement of unique week

- On Tuesday, June 16, it was foreign film day. Films included were, “The Sound of Music” for grades K-4, “Life is Beautiful” for grades 5 and 6, “Frozen” for K-1, and “The Red Balloon” for grade 2
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- As part of SGS's Annual Children's Foreign Film Festival, Mrs. Menza's 4th grade class took a trip to Paris through the award winning animated French feature, "A Cat in Paris." Dino is a cat who lives with a little girl named Zoe by day and Nico, a kind-hearted burglar, by night. Dino and his owners embark on an adventure through the streets of Paris. The film ends with an action-packed climax on the top of the Notre Dame Cathedral
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- 5th and 6th grade classes participated in an **International Food Day**
- 5th grade students researched countries, created visual displays, and gave oral reports
- ESL students studied their countries of origin and made flags
- The school participated in an enjoyable and thought provoking **international film day**
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September

- Participation in Homecoming Events

October

- 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

November

- Transgender Day of Remembrance
- GSA held **Pink Out Bullying Day** in which students demonstrated unity against bullying by wearing pink shirts with a positive message

December

- Aids Awareness

March

- GSA challenged students to create a short “**Respect Video**” demonstrating what they believe respect looks like to students

April

- GSA hosted a **Day of Silence** to demonstrate the struggle of LGBTQ youth in finding their voice against the adverse impact of prejudicial attitudes and intolerance of diversity

June

- 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

