



Hackensack Public Schools Student Safety Data System (SSDS) 2023-2024 End of Year Report

**Presented by: Andrea Oates-Parchment
Assistant Superintendent Curriculum & Instruction
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What is SSDS?

- The Student Safety Data System (SSDS) is used to fulfill state and federal reporting requirements.
- Incidents of violence, vandalism, harassment, intimidation, or bullying (HIB), weapons offenses, substance offenses, and any other incidents leading to student removal from our district's six schools are collected and reported to the NJDOE (New Jersey Department of Education) via SSDS.
- All HIB trainings, programs, and other information are collected and reported to the state.

When is the Information Reported?



- The SSDS reporting year is September 1 through June 30.
- There are two reporting periods:
 - Report Period 1- September 1 – December 31
 - Report Period 2 - January 1 – June 30



What is Reported?

- Incidents that meet the Incident Type Definitions (Refer to the next slide)
- Incidents that occur on school grounds while school is in session (including arrival and dismissal) and at school-sponsored functions
- Incidents of harassment, intimidation, and bullying (HIB) that occur off school grounds



What are the SSDS Incidents Reported ?

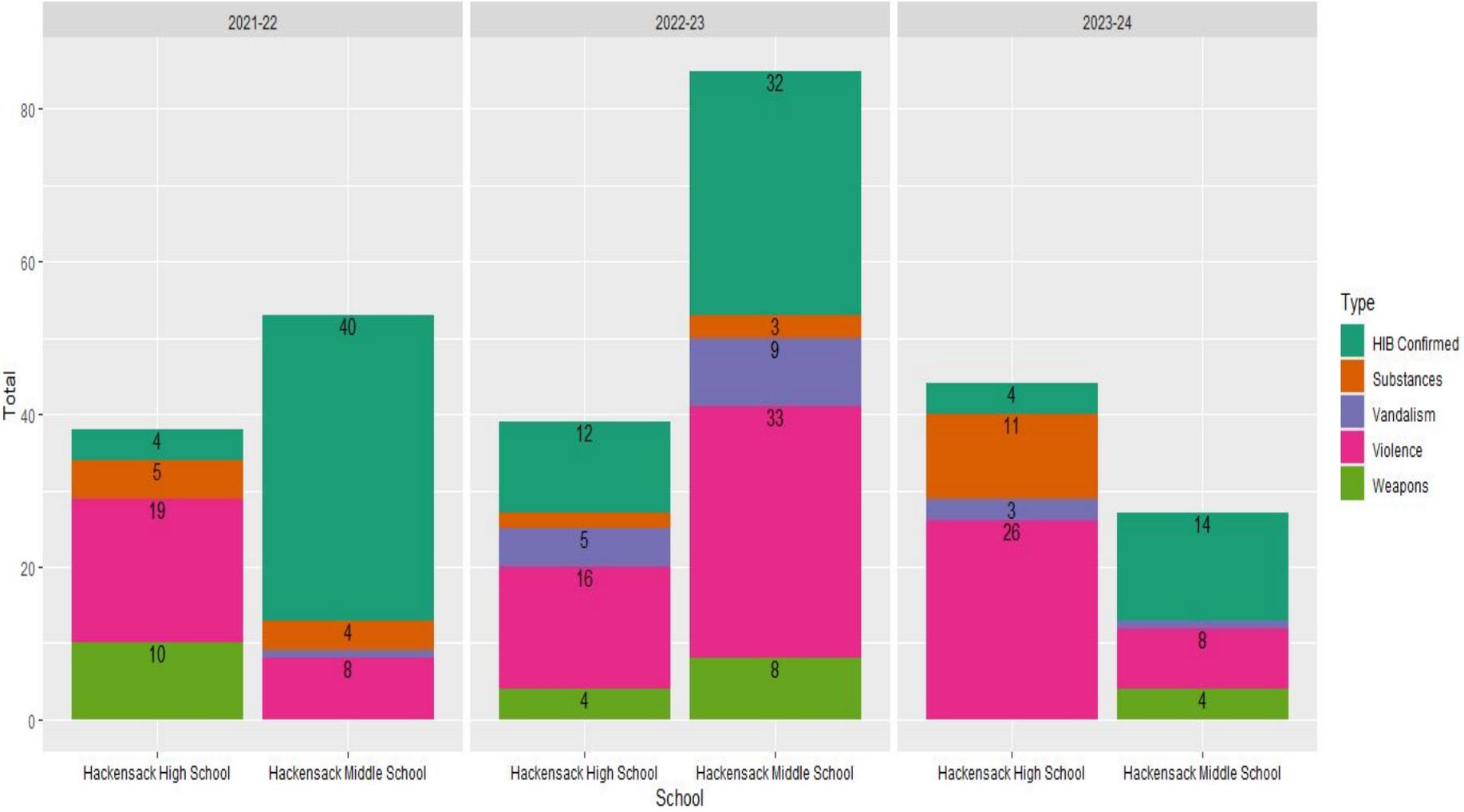
- Arson
- Assault
- Computer Trespass
- Damage to Property
- False Public Alarm
- Fighting
- HIB Alleged
- HIB Confirmed
- Kidnapping
- Robbery/Extortion
- Sexual Assault
- Sexual Contact
- Substance Offense
- Theft
- Threat – Criminal
- Threat – Simple
- Trespass
- Weapon Offense
- Other Incident Leading to Removal

Hackensack Public Schools Report Period 2 - June 2023-2024



School	Violence	Vandalism	Substances	Weapons	HIB Confirmed	Incident Total	Other Incidents Leading to Removal	HIB Alleged
Hackensack High School	13	1	7	0	3	24	20	15
Nellie K. Parker	0	0	0	0	1	1	0	4
Fairmount	0	0	0	0	1	1	7	5
Fanny Meyer Hillers	0	0	0	0	1	1	2	1
Jackson Avenue	0	0	0	0	0	1	0	3
Hackensack Middle School	4	1	0	3	9	17	72	23
District-Wide	-	-	-	-	-	-	-	-
Total	18	2	7	3	15	45	101	51

Hackensack Public Schools 3 Year Comparison Summary





How is Our District Responding to the Data?

- Restorative Practices for the 2023-2024 school year
- Training for all District Anti-Bullying Specialist and Administrators were provided this year
- Each school's Climate and Culture Committee under the leadership of a building administrator meets to review data and trends in order to create an action plan to improve
- The district's Anti-Bullying Coordinator, meets with the district's Anti-Bullying Specialists to review HIB data to identify ways to improve and address problem areas
- The SEL District Team through the School Based Mental Health Screener Grant (SBMHSG) provides schoolwide and classroom social-emotional educational lessons and intervention for our students. We were able to add additional support for our students through Social Work internships.
- Each school has created a Culture and Climate Goal to respond to the data that has been presented.



How is Our District Responding to the Data (con't)

- Central Office Administration provides support to schools by offering professional development opportunities to enhance Culture and Climate in each school

School	Trainings Completed	Programs Completed
High School	5	6
Nellie K. Parker	9	13
Fairmount	3	9
Fanny Meyer Hillers	5	12
Jackson Avenue	5	6
Middle School	13	7
District-Wide	11	1

Jackson Avenue School focus was on Conflict Resolution and Prevention of HIB



HIB Trainings Completed (staff/students/parents):

- 9/19/23 - District HIB policy with bullying prevention instructions parent presentation
- 9/26/23 - HIB policy and reporting training information for staff meeting
- 10/19/23 - Konscious Youth Development & Service (KYDS) School Wide Assembly
- 11/14/23 - Advanced K-12 Behavioral Threat Assessment and Management Training
- 2/27/24 - Nurtured Heart Approach (NHA) Implementation presentation to the staff
- 4/16/24 - BTAM training for staff

Jackson Avenue School (con't)



Programs Completed (school wide/community):

- 9/27/23 - 11/22/23 - After School Counseling Program with SEL Social Worker
- 9/28/23 - Hispanic Heritage Month Assembly: Alex and Desiree Academic Network of Dance, sponsored by the HEA
- 10/02/23 - 10/06/23: Week of Respect
- 10/2/23 - 11/13/23 - Law Enforcement Against Drugs (LEAD) Program for 2nd Graders
- 10/5/23 - 5/1/24 - FFC Family Friendly Center
- 10/13/23 - Hispanic Heritage Month Luncheon for staff
- 10/16/23 - 10/20/23: School Safety Week
- 10/20/23 - 10/27/23 Respect Agreements Lesson: Teacher and student developed classroom respect agreements.
- 10/26/23 - 11/2/23: Red Ribbon Week
- 10/31/23 - Spirit Parade
- 12/11/23 - 12/22/23 - JAS 10 days of Joy
- 1/5/24 - 5/24/24 - Confidence Club
- 1/5/24 - 5/24/24 - Dream Big Program

Jackson Avenue School (con't)



Programs Completed (school wide/community):

- 2/12/24 - 2/16/24: Week of Kindness
- 2/1/24 - 2/29/24 Black History Month
- 2/16/24 - SEL in Action Community Members, JAS Social and Emotional Learning (SEL) initiatives
- 2/26/24 - 5/31/24 - Before School Counseling Program with SEL Social Worker
- 3/4/24 - 5/13/24 - Strengthening Families Parenting Program
- 5/1/24 - Mental Health Awareness Month
- 5/8/24 - Jean & Green for Mental Health
- 5/13/24 - Al Fresco Dining
- Full year Programs:
 - Individual Counseling
 - Lunch Bunch/Recess Groups
 - Restorative Circles/Conferences
 - Parent Conferences
 - Administration Conferences

Jackson Avenue School (con't)



Classroom Lessons Completed:

- September SEL Lessons: Topic: Back to School
- October SEL Lessons: Topic: Respect
- November SEL Lessons: Topic: Coping Skills
- December SEL Lessons: Topic: Resolving Conflicts
- January SEL Lessons: Topic: Empathy
- February SEL Lessons: Topic: Kindness
- March SEL Lessons: Topic: Coping Skills
- April SEL Lessons: Topic: Self-Management
- May SEL Lessons: Topic: Relationship Skills
- May Grade 4 - Presentations Middle School Visit/Orientation Transition to Hackensack Middle School

Fanny Meyer Hillers



Programs Completed (Schoolwide and Community):

- September 2023 - Respect Agreements
- October 2023 - Week of Respect
 - School Safety Week
 - Red Ribbon Week
 - Character and Redirection Education(CARE) After School Mental Health Program **Part I**
- October 2023-November 2023 - Law Enforcement Against Drugs (LEAD) Program for 2nd Graders
- December 2023 - Angel Tree Giving Project
- January 2024 - "Count Us In" Attendance Challenge
- February 2024 - Week of Kindness
- March 2024 - Character and Redirection Education (CARE) Mental Health Program **Part II**
- April 2024 - Autism Awareness Week
- May 2024 - Mental Health Awareness Month
- May 2024 - Alfresco Dining

Fanny Meyer Hillers (con't)



Schoolwide (staff/ students/ parents):

- 9/23 - HIB policy
- 9/23 - HIB policy and reporting
- 9/23 - HIB parent presentation
- 10/24 - Konscious Youth Development Service (KYDS) School Assembly
- 4/24 - Nurtured Heart Approach
- 5/24 - Behavioral Threat Assessment and Management (BTAM) training for staff

Fanny Meyer Hillers (con't)



SEL Classroom Lessons Completed:

- October 2023 - SEL Lesson Respect
- September 2023 - SEL Lesson Coping Skills
- December 2023 - SEL Lesson Resolving Conflict
- January 2024 - SEL Lesson Peer Pressure
- February 2024 - SEL Lesson Kindness
- March 2024 - SEL Lesson Standing Up for Yourself
- April 2024 - SEL Lesson Self-Management

Nellie K. Parker



HIB Trainings Completed (staff/students/parents):

- 9/19/2023 - HIB policy with bullying prevention instruction and reporting
- 9/26/2024 - HIB policy and reporting
- 10/4/2023 - HIB 101 Parent Program
- 10/03/2023 - HIB Policy training for staff
- 10/20/2023 - Konscious Youth Development & Service (KYDS) School Wide Assembly
- 1/30/2024 - HIB reporting
- 2/27/2024 - Nurtured Heart Approach(NHA) Implementation
- 4/16/2024 - Black History Month (BTAM) training for staff

Programs Completed (school wide/community):

- 10/01/23 - Respect Agreements
- 10/02/23 - 10/06/23: Week of Respect
- 10/16/23 - 10/20/23: School Safety Week
- 10/23/23 - 10/27/23: Red Ribbon Week



Nellie K. Parker (con't)

- 12/07/23 - 12/22/23: 12 Days of Joy
- 2/12/24 - 2/16/24: Week of Kindness/Black History Month
- 2/14/24 - Community Member partnership/program
- 4/15/24 - 4/19/24: Autism Awareness Week
- 5/1/24 - Mental Health Awareness Month
- 5/2024 - Al Fresco Dining

Classroom Lessons Completed:

- 10/2/23 - 10/31/23 - Respect and HIB
- 12/01/23 - 12/22/23 - Managing Big Feelings
- 1/2/24 - 1/31/24 - Resolving Conflicts
- 2/5/24 - 2/29/24 - Empathy and Kindness
- 3/4/24 - 3/31/24 - Positive Communication
- 4/1/24 - 4/30/24 - Self-Management
- 5/6/24 - 5/31/24 - Relationship Skills
- 6/3/24 - 6/14/24 - Transition

Fairmount



Completed actions to prevent/reduce HIB Complaints and Student Misconduct Incidents leading to removal:

- Monthly classroom guidance presentation on Social Emotional Learning strategies and supports. October 2023-May 2024.
- Anti Bullying assemblies to promote kindness and the elimination of bullying and harassing behaviors. (Konscious Youth Development & Services (KYDS) Assembly on 10/19/2023 for students in grades 2-4.
- School-Wide teacher and student developed classroom respect agreements.
- In class mindfulness/positive affirmation activities to improve focus and concentration and promote impulse control, increase self-awareness and emotional regulation, reduce stress and anxiety, and strengthen character.
- HIB Staff training (10/3/2023)

Fairmount (con't)



Completed actions to prevent/reduce HIB Complaints and Student Misconduct Incidents leading to removal:

- Parent workshops on social emotional learning strategies at home and on outside mental health supports and resources/providers. (PTA Meeting 9/28/2023 & 4/18/24)
- Back To School Night Presentation on Student Misconduct and Parent/Guardian Handbook.
- School-Wide Activities for the following: Week of Respect 10/2/23 - 10/6/23; Red Ribbon Week 10/23/23 - 10/27/23; 10 Days of Joy 12/11/23 - 12/22/23; Week of Kindness 2/12/24 - 2/16/24
- ESSA after school clubs (Fall 2023, Winter 2023/2024 & Spring 2024 Sessions)
- Spring Alfresco Dining for students May 2023

Fairmount (con't)



Completed actions to Maintain & Sustain a Positive School Climate:

- Individual Counseling
- Lunch Bunch with School Counselor
- After School Counseling
- Restorative Circles/Conferences
- Parent Conferences
- Student-Administration Conferences
- Marking Period Award Assemblies to Recognize and Celebrate Students for Acts of Kindness, Empathy, and Good Citizenship (1/5/2024 & 4/5/2024, & 6/4/24)

Fairmount (con't)



Completed actions to Maintain & Sustain a Positive School Climate

- Student Helper Opportunities to work with preschool students
- Parent Workshop on Family Mental Health Resources & Supports (3/12/2024)
- Hispanic Heritage Month Assembly on 10/20/23
- Black History Month Assembly on 2/29/24
- Inclusivity Assembly on Autism Awareness (4/24/24)
- Provided teacher led student activities during PTA meetings and PTA workshops.

Middle School



Interventions and Restorative Practices to address Student Behavior Concerns:

- Central, Friday, Saturday Intervention which is facilitated by HMS Staff (scheduled to start Oct. 2024)
- APs, Guidance Counselors and School Monitors meet with students after each marking period to review Code of Conduct Violations
- Wellness Center with two Full-time Social Workers and two interns
 - Attends to the social and emotional needs of HMS students daily
 - Conducts Lunch Bunch Sessions
 - Oversees Post-Suspension Counseling
 - Plans “P3” Friday lessons/activities and classroom supports
- Family Connection Nights (2024/2025 dates TBD)
- **NEW:** “Pride, Passion, Purpose” Fridays (launched Sept. 2024)
 - Offshoot of COMETS Class designed to create purposeful space on student schedules for SEL/Wellness and Community Building
 - Centered on community circles and shared experiences
 - Spearheaded by Social Workers, Counselors, and CST
 - Collaboratively designing lessons/activities and supporting staff



Middle School Interventions (con't)

Professional Development Training for Administrators:

- Heather White-Coleman led HIB Training for all staff on 9/3/24
- HMS Administrator Team will meet with Heather White-Coleman to discuss the current SSDS data, reviewed input procedures and protocols and discussed interventions

Community Partnerships/Youth Mentorship Groups at HMS:

- L.E.A.D. (Law Enforcement Against Drugs & Violence)
 - Program for 5th graders lead by Hackensack Police Department
 - January-March 2024
- Zeta Phi Beta Sorority, Inc.: Zeta Girls Empowerment Group
 - 15 young ladies in 6th-8th grade, meet monthly for workshops
- EDEN Church, Pastor Brandon Cobb
- Best Buddies International Program
- Six Mentorship Groups
 - 5th and 6th grade boys group and girls group
 - 7th and 8th grade boys group and girls group
 - Bilingual boys group and girls group

Middle School Interventions (con't)



Student Assemblies:

- NJSLA Pep Rally (April 2024)
- HMS A Beautiful Tapestry; Multicultural Assembly to promote school pride, student passion and our purpose as a school (June 2024)
- 5th grade and 6-8 New Student Orientations (August 2024)
 - Included academic/behavior expectations
 - Included tours of campus
 - Included administrative introductions
 - Spanish language assemblies held for Spanish speaking families.
- Grade Level PRIDE Assemblies (held for all grades in Sept. 2024)
 - Review of academic expectations
 - Reminders of expectations for student behavior and introduction to code of conduct
 - Introduction of HMS administration
- Hispanic Heritage Month Assembly/Performance/Visual Display
 - Sept/Oct 2024 w/Oct. 9 performance at the HS

Middle School Interventions (con't)



- Incentives:
 - Distributed wristbands to 4th grade students with a positive affirmation. Blue with gold writing. “HMS Comet: Pride, Passion and Purpose.” During “Welcome to HMS” visits at each elementary school in spring 2024
 - Field trips and experiences for students who exhibit academic and behavioral excellence
 - ACES 3x/year for students in all grade
 - 2023/2024 trips to Top Golf, High Exposure, Urban Air
 - Locations and dates TBD for 2024/2025 academic year

High School



Interventions and Restorative Practices to Address Student Culture and Climate Concerns:

- SUCCESS Intervention program for students experiencing academic, behavioral or attendance concerns. Teachers meet 1:1 with students during duty periods and create an action plan.
- Central Intervention Program with embedded reflection and next steps during session
- Weekly debriefing with Assistant Principals and School Monitors to review Code of Conduct data
- Monthly Assistant Principal Attendance Reviews and subsequent meetings with parents and students as needed.
- Utilization of new social workers to conduct individual, group and peer to peer mediation sessions for students. Post Suspension Counseling program as well

High School (con't)



- Comets of the Marking Period - Themes include resiliency, attendance and most improved
- Teaching staff of the Month - Themes centered around Danielson Domain 4
- Creation of Alternative Program to address students Tier III MTSS Needs. Bi-weekly meetings with coordinators and administrative team for progress updates
- Monthly attendance incentives for students

High School (con't)



Specific Meetings and initiatives:

- SUCCESS Teacher Meeting for Attendance Outreach and protocols
- School meeting to review expectations, SEL Resources and Code of Conduct Meeting
- October - Week of Respect Activities
- October - National Stop Bullying Prevention Day Activities
- November - School Spirit Week
- November - Assemblies for Student engagement
- January - Martin Luther King Jr. Day of Service
- Grade Level Beginning and Mid-Year Code of Conduct Review and Reminders
- February - Kindness Week Activities
- May - Assemblies for Grade 9 and 10 students - Decision making and goal setting

High School (con't)



Parental Outreach and Initiatives:

- September - Grade Level Parent Meetings
- September - SEL Offerings for Parents/Students at Back to School Night
- Future parent engagement activities to be scheduled

High School (con't)



Professional Development and Culture and Climate Activities for Staff

- HIB Presentation and Review of Protocols
- Respect Agreement Calendar and Protocols
- Restorative Practices Overview
- Circle Keeper Prompts and Calendar
- Nurtured Heart Training Key Points
- Shared Drive with Respect Agreements of all staff
- Multi-Tiered System of Supports (MTSS) for all students
- Building Relationships Academically
- Data Analysis Review of Conduct and Attendance
- Continuation of Building Relationships Academically
- Nurtured Heart Approach and and trauma informed practices



District Security Update

**Presented by: Harry Ruiz
School Safety Coordinator**

Staff Update



- **Five new Allied Universal Security (AUS) Guards at HHS**
 - A Total of Six **AUS** at HHS
 - 5 - AUS staff M-F 7:30am to 3:30pm assigned building posts / floors for patrols
 - 1 existing- AUS staff M-F 1pm to 9pm Single point of entrance and patrols entire facility
 - Collaborates with building administration, deans on building activities/needs

- **One new Allied Universal Security (AUS) Guards at HMS**
 - A Total of Three **AUS** at HMS
 - 1 existing - AUS staff M-F 7:30am to 3:30pm 7-8 single point entrance monitoring arrivals and departures and patrolling facility
 - 1 existing- AUS staff M-F 7:30am to 3:30pm 5-6 single point entrance monitoring arrivals and departures and patrolling facility
 - 1 new - AUS staff M-F 7:30am to 3:30pm patrolling exterior / interior HMS facility.
 - Collaborates with building administration, deans on building activities/needs

Metal Detector Update



- **Six - Walk-Through mobile metal detectors purchased**
 - Expected delivery date end of October
- **Consult with Strauss Esmay Associates on policy and regulations**
 - HBOE Review new Policy
 - Review with building administration/HPD for deployment of units for identified large events and random checks.



Student Identification Update



- Enhance the safety and security environment for our student community through the implementation of student ID cards, both within school buildings and during school events.
 - HMS & HHS Principals will administer student identification process within their respective buildings.
 - HMS & HHS Assistant Principals and School Monitors will support the plan created for the student identification process within their respective buildings.
- The plan for student identification will assist the staff community (SRO officers, SELO III, and security) to continue to support building level process.

