



PARAMUS PUBLIC SCHOOLS

School Culture, Climate & HIB Prevention Plan

Paramus High School

About This Plan

This plan describes how Paramus High School prevents harassment, intimidation, and bullying (HIB) and builds a safe, respectful, and inclusive school climate. It aligns with the New Jersey Anti-Bullying Bill of Rights Act and builds on the skills students developed in elementary and middle school.

At the high school level, prevention places more responsibility in students' hands. Students take on leadership roles, help shape school culture, and practice the respectful decision-making they will need in college, the workplace, and the community.

Within the district's Multi-Tiered System of Supports (MTSS), the practices in this plan make up Tier 1: universal supports that reach every student and work to prevent problems before they start. They are the foundation for the more targeted and individualized supports schools provide when a student needs additional help.

Our commitment

Through these coordinated efforts, the district seeks to create learning environments where all students feel safe, respected, and supported, and where kindness, empathy, and responsible decision-making are reinforced across the school community.

Our Focus at a Glance

Students	Families	Staff
4 PRACTICES IN PLACE	1 PRACTICE IN PLACE	2 PRACTICES IN PLACE
Lead and advocate for a positive school culture, make responsible decisions online and in person, and support their peers.	Support teens as they navigate relationships, digital communication, and the long-term effects of their choices.	Understand legal responsibilities and reporting procedures, and consistently reinforce positive behavior.

For Students

What students learn and experience

Students learn about respectful relationships and responsible digital behavior, and they take active roles in shaping school climate through leadership and peer outreach.

Classroom instruction

PRACTICE	WHAT IT LOOKS LIKE	WHEN	LED BY
Digital Citizenship Homeroom lessons	Lessons on responsible, respectful digital citizenship, with a focus on social media.	Throughout the year	Homeroom teachers
Cultural Diversity and Positive School Climate Freshman health class visits	Students explore cultural identity, perspective-taking, and respectful communication.	Throughout the year	Student assistance coordinator, health teachers

Student leadership

PRACTICE	WHAT IT LOOKS LIKE	WHEN	LED BY
Student School Culture Committee Regular student leadership meetings	Students work with staff to identify concerns, develop initiatives, and promote belonging and school pride.	Throughout the year	Student leaders, student assistance coordinator, administrators
Middle School Outreach and Peer Leadership Student-led presentations and mentoring	High school students lead outreach to incoming students that promotes respectful behavior and positive peer interactions.	March–May	Student leaders, student assistance coordinator, administrators

For Families

How we partner with parents and guardians

Families help teens navigate growing independence, digital communication, and complex relationships. The school shares information about policies, expectations, and supports so families can reinforce them at home.

PRACTICE	WHAT IT LOOKS LIKE	WHEN	LED BY
HIB Policy and Legal Framework Parent presentations and recorded resources	Families learn about district HIB policy, student responsibilities, how to report a concern, and available supports.	Fall	Student assistance coordinator, principal, vice principals

The high school keeps families informed through the school website, newsletters, Miller's Minutes (the principal's weekly update), PTA meetings, social media, and student leadership initiatives.

For Staff

How we prepare the adults who support students

High school staff are trained to recognize and report HIB and reinforce the positive behavior that makes the school a respectful place to learn.

PRACTICE	WHAT IT LOOKS LIKE	WHEN	LED BY
HIB Law and Reporting Responsibilities Faculty meetings and recorded training	Review of the Anti-Bullying Bill of Rights Act and district procedures for identifying, reporting, and documenting potential HIB incidents.	September & January	Student assistance coordinator, principal, vice principals
Positive School Climate Reinforcement Faculty meetings and planning	Staff use schoolwide recognition systems, including STAR student recognition, to promote engagement, belonging, and respectful interactions.	September–June	Principal, vice principals

Working Together

How our schools coordinate and stay consistent

The high school's School Safety Team and student leaders work together to monitor school climate and keep expectations consistent across classrooms, activities, and communications.

PRACTICE	WHAT IT LOOKS LIKE	WHEN	LED BY
School Safety Team Ongoing meetings	The team reviews HIB data and school climate indicators to guide prevention, staff communication, and student supports.	September–June	School Safety Team

Plan Development and Review

This plan was developed by the student assistance counselor, principal, and vice principals under the leadership of the district's anti-bullying coordinator.

Plan last updated on: October 2026

The plan will be reviewed and updated periodically so that prevention efforts stay responsive to student needs and continue to support a positive school culture and climate.