



Paramus High School

PARAMUS HIGH SCHOOL – EXPLANATION OF SELF-GRADING DATA 2018-2019

"During the 2018-2019 school-year, Paramus High School has conscientiously implemented the requirements found in the *Anti-Bullying Bill of Rights Act* by:

- Adhering to all procedural guidelines in the ABR.
- Providing informational sessions for staff, parents, and community members.
- Analyzing data related to reports of HIB and following up proactively to address areas of concern through revised supervision procedures and continued positive behavior programming to enhance school climate (*i.e. Student Spotlight, Restorative Process Program, Not Even Once Opioid Addiction Program, Bergen County Heroin Initiative, and Seasonal Athletic Summits*).
- Maintaining the Principal's Student Advisory Board membership and focusing the conversation on building climate specifically in regards to forming relationships.

"During the years of implementation of the *Anti-Bullying Bill of Rights Act*, our school district/school has made progress in addressing and improving harassment, intimidation and bullying and the school climate and culture by:

- Consistent monthly review of data related to school climate and reports of HIB.
- Holding five School Safety Team (SST) meetings to review data and discuss proactive solutions to areas of concern with parents, students, staff members and local community members.
- HIB overview to entire faculty, workshops in health classes for students, and promoting positive behavior through instructional practice.
- "*Restorative Process Program*" which enables those who have been harmed to convey the impact of the harm to those responsible, and for those responsible to acknowledge this impact and take steps to put it right.

"While completing the Self-Assessment, we learned that our school district/school has demonstrated strengths in these areas:

- Teaching students and staff to distinguish the differences between conflict and HIB.
- Ensuring a physically and emotionally safe learning environment.
- Repair relationships damaged by HIB by restorative process

"The Self-Assessment helped our school district/school to identify areas for improvement in the following areas:

- Providing strategies for students and staff to identify potential HIB situations and act as "up-standers" and not "bystanders".

- Provide strategies to create stronger student – teacher relationships
- Create more age-appropriate Week of Respect activities for students
- Update website information
- Increase PD for school-safety team

"Our school plans to further assess strengths and vulnerabilities for learning by conducting a school climate survey. We plan to:

- Reassess our results from the 2018-2019 school-year and complete a follow up survey with students about building culture.
- Continue to refine and enhance the student-handbook to act as a student guide for decisions.
 - Continue to implement feedback from the Student Principal Advisory Board and the student body in general.

"During the upcoming 2019-2020 school-year, our school district/school will be working towards and seek your involvement in improving:

- Parent and community involvement in our school/district sponsored programs related to building a positive school climate for students including the partnership with Paramus Police- *Not Even Once*” program that will take place throughout the year in Health classrooms.
- Paramus High School will continue to increase student participation and voice as active members of the School Safety Team.
- Paramus High School will continue to adhere to five School Safety Team Meetings. Meetings will include faculty, parents, students and administration.
- Paramus High School will continue to employ the *“Restorative Process Program.”*