

PARENTS COMING TOGETHER



PARENT ADVISORY COMMITTEE
#LMSSTRONGERTOGETHER

Purpose / Objectives of the Meeting: Moving Forward:

- Provide accurate data and review supports/resources/programs provided by of LMS
- Review the most recent community concern within context and share known / non-protected information. (Specific details and student specific information will not be shared.)
- As a parent - you want your child to be safe. How can we all work together to ensure this is the case every single day? The school can not do this alone. We need home support, too.

This is an informational session with an opportunity to meet LMS administration and to share feedback in breakout groups.



Meeting Norms:

- No one will discuss a specific student or someone else's child.
(I need us all to monitor adherence to this rule.)
- All voices will be respected and differing opinions will be welcomed.
- Profanity and name-calling will not be tolerated.
- Remain on-task with the posed questions as the focus of this meeting is
“MOVING FORWARD.”



Meeting Norms:

- Most recent concern overview / District Safety Steps In Place / Breakout Session
- HIB / Breakout Session
- Reflection Concerns



WE NEED TO REMEMBER
ALL SITUATIONS INVOLVE
CHILDREN AND EACH
CHILD IS
SOMEONE'S CHILD.

We are not alone.
This is not just a Lindenwold concern.
It is a 2024 concern.

Since Thanksgiving, we have observed an increase in the number of instances where students are making poor decisions regarding interactions with other students. We have observed bickering, violence against staff, arguments between students, harmful social media posts, and a total disregard for self-control. 99.9% of our students employ self-control and can regulate their emotions so that they can manage a response. When we talk to those students who do practice positive interactions, they are tired and disappointed with those students who cannot do so. Quite frankly, it is disruptive to the learning process, corrosive to positive school culture, and denigrates all of the greatness that may be happening at the high schools. **Collectively, we are better than this.**


Excerpt from a letter sent to families from another Camden County Regional School District in January 2024.

DETAILS:


- There was a fight on the second floor.
- Other students knew about the conflict, but no one told an adult.
- Staff were dismissing their classes, allowing them to exit their classrooms, and moving to their doors to welcome the next group of students when the fight took place. (Where were the teachers? They were with their classes as they exited their rooms.)
- Staff who were not involved directly were getting their students into their classrooms to get them out of the hallway.
- Students were blocking adult access by video recording and watching.
- Staff were involved in breaking up the fight. Staff were able to get to the students within 30 seconds time of the fight.
- We have spent several days pouring through videos, social media / instant messaging screenshots, texts, interviewing students, and speaking with adults.



DETAILS:

- I can NOT identify the aggressor. That is protected information b/c it is part of a student record.
 - I can NOT identify the individuals as they are all minors.
 - I can NOT tell you the specific discipline of any child or any past disciplines (if any).
 - I can NOT discuss if there were or were not injuries in any situation. Juvenile information is all protected.
 - I can NOT interfere with an ongoing investigation. However, I can share that we are working with all necessary agencies.
 - The school does NOT determine charges or assign juvenile detention in any situation.
- 

ACTIONS TAKEN IMMEDIATELY FOLLOWING:

1. Based on real-time information, the district decided to utilize an early dismissal option.
 - a. An early-dismissal was called to allow for de-escalation time. That took priority.
There was a concern over secondary issues.
 - b. This pm time was used to plan for the next school day and communicate with staff.
The school needed to address norms of appropriate conduct in a systematic manner.
 2. LMS modified all unstructured transitions immediately within the building (arrival, lunch, class changes, and dismissal)
 3. LMS staggered class dismissal times. (This will remain in place.)
 4. LMS Shared A Student Body Statement (1/25/24 - which was shared with families)
 5. LMS worked with mental health staff to develop a lesson plan to provide students with a plan to process, ask questions, share concerns
- 

ACTIONS TAKEN IMMEDIATELY FOLLOWING:

6. Increased police presence inside and on-site at LMS
 - a. We have at least one police officer on-site each day.
7. LMS convened its crisis team to review
8. Began an investigation in cooperation with law enforcement
9. LMS limited student cell phone practice indefinitely
10. Dr. O'Neil communicated with the community on 1/24, 1/25
11. Dr. Lugo communicated with LMS on 1/24, 1/25, 1/28




ACTIONS WE DID NOT TAKE AND WHY:

1. Close school the following day:

- a. The early dismissal decision was a very drastic step (already). That was enough time to re-set.
- b. The building was secure, and there was no threat of danger to our students or staff.
- c. It is recommended to return to a student's routine schedule. Returning to a routine is best.

2. Share information related to the students involved:

- a. The school can NEVER share this information.
 - b. Remember our students are 10-14 years old. They are minors.
 - c. Families who needed to be provided information regarding their child / children were provided information regarding their child/children
 - d. This is not entertainment information or information to answer curiosity.
- 

A silhouette of a person with their arms raised in a celebratory gesture, set against a dramatic, cloudy sky. The person is positioned centrally, with their arms extending towards the top corners of the frame. The text 'LET'S DO THIS' is overlaid in a bold, white, sans-serif font across the middle of the image. A white rectangular frame surrounds the text and the person's arms, with the corners of the frame being open. The overall mood is one of triumph and motivation.

LET'S DO THIS

We NEED Your Help!

➤ We are dealing with issues coming from outside of the school into our school system.

Examples:

- Social skills (I do not like you so my friends do not like you.)
- How to talk to one another; how to resolve conflicts
- Social Media. Social Media. Social Media.

➤ Students are planning, organizing, and arguing via text/instant messages and through social media apps when they are outside of school. This is coming into our schools.

➤ The language “some” of our students are using is of concern, too. Language by some is offensive, profane, graphic in cases, racially insensitive, sexual, and threatening. This is a 2024 problem - not just a Lindenwold problem.

➤ HOW CAN WE WORK ON THIS TOGETHER ?



Our Mission

The Lindenwold School Community is committed to preparing all students to meet the New Jersey Student Learning Standards and providing a safe, academically challenging, child-centered environment where all students will solve problems, develop a sense of self-worth, and embrace life-long learning whereby they become productive citizens and members of their community.



Athletics



HIB Information



StopIT



Transportation

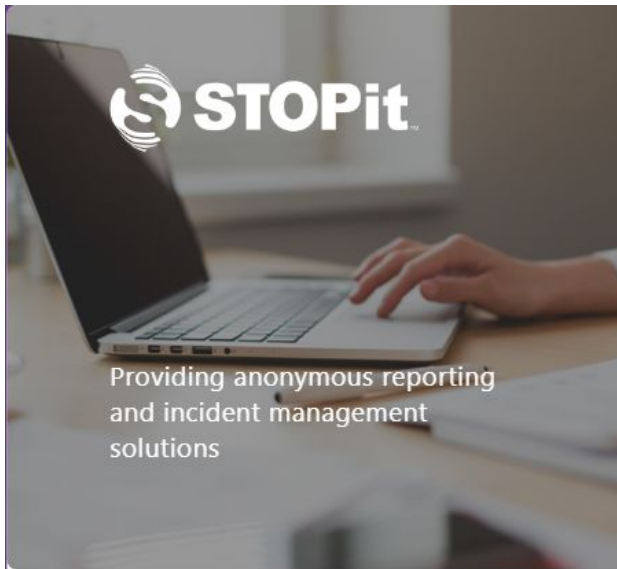


Parent Portal



Central Registration

APP AND WEBSITE



Providing anonymous reporting
and incident management
solutions

Remember this device?

- Yes, this is my personal device
- No, this is a shared device

Search for your school/organization

LINDENWOLD

SEARCH

Lindenwold Board Of Education: Lindenwold Board Of Education

801 Egg Harbor Rd
Lindenwold,NJ - 08021

SELECT

Lindenwold High School: Lindenwold Board Of Education

801 Egg Harbor Rd
Lindenwold,NJ - 08021

SELECT

Lindenwold Middle School: Lindenwold Board Of Education

40 White Horse Ave
Lindenwold,NJ - 08021

SELECT

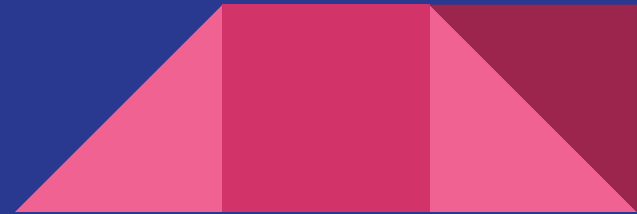
Lindenwold School #4: Lindenwold Board Of Education

900 E Gibbsboro Rd
Lindenwold,NJ - 08021

SELECT

WHAT STEPS HAVE BEEN TAKEN SINCE 2021?

DISTRICT INFORMATION



- Additional counseling from a contracted agency is provided on-site to students. (Contract Therapy) (Began - 2021 - 2022 Children's First)
- (21 - 22) Added a Class III Officer for Elementary (SRO remained at LMS and LHS)
One response was a request for someone armed. Yes, we do have someone armed daily at LMS.
- (23 - 24) Implementation of Crisis Teams at each building



- (2021 - Present) Life Lines Grant to review our policies, practices, procedures (suicide prevention)
- (2023 - 2024) LMS - Partnered with Lindenwold PD (after school program - gaming equipment ordered)
- Employed hallway / bathroom monitors @ LMS and LHS (existing security measure)
- (2022 - 2023) Added additional monitors to LHS to man the security desk after hours
- (2023) Vape Sensors @ LHS (piloting) - also detection for fights
- (2022 - 2023) Invited Representatives from NJ Homeland Security to visit all 4 of our owned buildings: 4, 5, LMS, LHS who observed drills and table topped with us after.
- (2023 - 2024) Introduced an alternative program / “evening school” known as Twilight Program which serves grades 7- 12
 - Daily Counseling
 - Community Service
 - Therapeutic dog program
 - Academics including small group targeted instruction
 - Minimum of 2 marking periods / Maximum of academic career (gr. 7 - 12)
 - Piloting Yondr Pouches for cell phones



- (2023 - 2024) Added additional police presence at indoor sporting events
- (2023 - 2024) Established additional event protocols for entrance into indoor sporting events (Middle School Students must be accompanied by an adult.)
- (2024) Have scheduled meetings with outside contractors to investigate AI based security systems.
- (2023 - 2024) 46 staff trained in Handle with Care



NEW



LINDENWOLD ATHLETICS

Spectators, please note the following:

- **All students (from any school) must present student i.d.'s to enter the game.**
- **Middle school students must be accompanied by an adult to enter.**
- **Ski masks are NOT permitted. Medical masks only.**

We thank you for your cooperation!

Enjoy the game!

This information was mailed to all families in August and is maintained on our District Website for community access.

School District Safety

Overview ▾

[Anonymous Concern Reporting - STOP IT APP](#) ↗

[Safety Procedures on our Property](#) ↗


[District Safety Drill Information](#) ↗

[Harassment, Intimidation, and Bullying Policy \(HIB\)](#) ↗

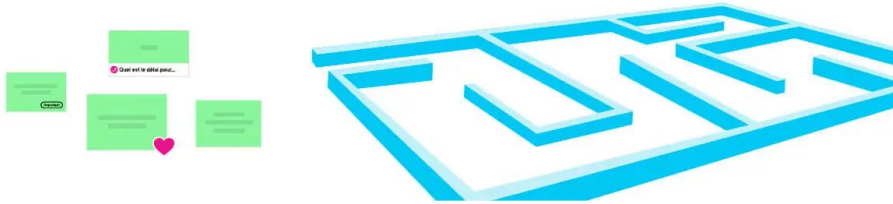
[What Does a HIB Investigation Involve?](#) ↗



QUESTIONS FROM GOOGLE FORM:

- Remote learning is not an option. The NJDOE no longer permits this option for a public school. Families wishing to pursue a remote learning option would need to pursue a remote instructional program on their own.
 - An armed police officer is assigned to LMS daily and has been on-site.
 - If you are not receiving school communications, please reach out to your school. The administrative assistants can assist you in our Real Time system.
 - Communication of mutual respect between both parties - home and school needs to be a focus. Dual commitment.
- 

break out rooms



1. A resource has been shared in the chat.
2. Review the notes if you wish to see them again.
3. Select ONE person to record your feedback for the google form.
4. Question: What other steps / strategies would you like to see regarding school safety?
5. Use the google form link to provide your group's feedback.

2. What is Harassment, Intimidation & Bullying?

HIB is defined in both the law and Board policy as:

Any gesture or written, verbal or physical act or any electronic communication which is

- (i) motivated by any actual or perceived characteristic such as race, color, religion, ancestry, nation origin, gender, sexual orientation, gender identity and expression, or disability, or any other distinguishing characteristic(s); and
- (ii) which takes place on school property, on a school bus, at a school sponsored or related event or even off school grounds in certain circumstances.

And that:

- a. A reasonable person should know, under the circumstances, that the actions will physically or emotionally harm the student or damage the student's property, that the actions would place a student in reasonable fear of physical or emotional harm to his person or property; or
- b. has the effect of insulting or demeaning the student or groups of students, or
- c. interferes with the student's education, or is severe or pervasive enough that it causes physical or emotional harm to a student.

Bullying is also unwanted, aggressive behavior that may involve a real or perceived power imbalance.

3. Are all conflicts bullying?

Conflicts at school will occur. However, conflict and bullying are very different. Conflict is considered mutual, meaning all participants play some part in initiating, continuing or engaging in the disagreement. Bullying, on the other hand, is one-sided. There is no mutual participation in the actions. It may or may not involve several people. Although not all incidents will fall under the definition of HIB this does not mean that the situation will not be dealt with appropriately. All conduct infractions are subject to student Code of Conduct.

Imbalance of
power.

ONE sided (not
both individuals
equally involved)

PURPOSEFUL

HIB

- Behavior that is intended to cause some kind of harm
- PURPOSEFUL
- ALWAYS an imbalance of power (physical or social or strength) between the person doing the bullying and the target of the behavior
- One-sided
- Serious with threats of physical or emotional harm. Intent to hurt through humiliation or exclusion affects social status and relationships
- Strong emotional reaction from target/victim; little or no reaction from bully
- Seeking power and control, often aggressive
- No remorse from bully, often manipulative, will blame target/victim and/or discount feelings
- No attempt or willingness to solve/acknowledge problem

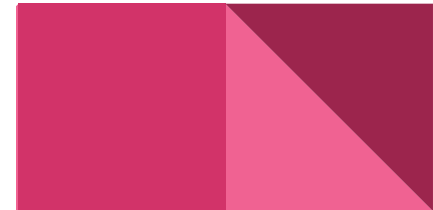
SOCIAL CONFLICT

- Struggle between two or more people who perceive they have incompatible goals or desires
- Conflict occurs naturally between people
- Less serious, part of growing up
- Equal emotional reaction
- Not seeking power, attention or things
- Feels remorse and/or takes responsibility
- Efforts to solve the problem
- "Butting heads"
- "He said, she said"
- Both people are "equally telling their side of the story"
- Arise in the moment because people of the same amount of power see the same situation differently

"He said.
She said."

Arises in the
moment.
Not seeking power,
attention....

Struggle between
two people.



HOW DO WE ADDRESS HIB? EDUCATION OF COURSE... BUT WHAT ELSE CAN WE DO?

- All reported HIBs are investigated. Parents may report verbally, using the form online, email, etc.... (This is a requirement. We must investigate.)
- (2022 - 2023) Individualized Plans are created for any student with 3 confirmed HIBS which can include parent training.
- We have modified & changed homerooms / schedules in situations; however, student services must be considered, too. Sometimes this is not a possible option due to programming.
- We have added an extra set of “eyes” assigned during unstructured environments (Cafeteria, Recess, etc..)
- School based discipline - parent conferences.....to suspension and removal from day school to evening school
- Counseling services at school, Check-in/Check-out Practices, Referrals to outside agencies to counseling outside of school

HOW DO WE ADDRESS HIB?

- Suspension from the bus; removal from the bus
- (2022 - 2023) Care Solace - service to assist families and staff with connecting with mental health Services (information on our website)
- (2021 - 2022) Contracted therapeutic services (partnership with Children First) on school site
(Feb. 2020) Children's Continuum Care was implemented.
- Suspension pending a psychological evaluation with an independent psychiatrist/psychologist
- Out of District Students (approx. 60)
- (2023 - 2024) Alternative School Program (Twilight) Grades 7 - 12



Curriculum Based Efforts:

- Health Education including SEL, Problem Resolution Practices
- Teen Pep Program @ LHS (Teen Prevention Education)
- Elementary Program - Move this World begins in Preschool through Elementary
- Restorative Practices - Training past 2 years (guidance, administration for discipline)



Curriculum Based Efforts:

➤ Revised Freshman Seminar @ LHS

Modules on relationship development, connecting with peers & adults, disagreeing without being disagreeable, de-escalating conflict, managing emotions, apologies and forgiveness, bullying prevention.

➤ Lion's Way Program @ LMS

All students receive 1 mkpd. A year.

Grade 5 is Foundations (knowing yourself, personality) and Communication Skills

Grade 6 is Boosting Academic Skills and Motivation; and Collaboration Skills

Grade 7 is Supporting Empathy and Inclusion; and Building Relationships and Solving Conflicts


Grade 8 is Setting and Achieving Long-Term Goals; and Skill-Building for Mental Health and Well-Being

WHAT WE WILL DO:

- Continually review and revise our Codes of Conduct as needed.
- Apply discipline in a progressive manner in most scenarios (situational dependent) and apply to all students
- Investigate all complaints: student, parent, and staff from all positions / viewpoints using all of the available and shared information
- Implement discipline if appropriate even when it does not meet the NJDOE definition of a HIB
- Rely on our mental health professionals and their guidance when appropriate
- Work alongside and cooperate with our law enforcement and legal agencies
- Make decisions within the scope of the law.
- Address outside/community based situations when they impact the school's operations and education, and the rights of other children through recommendations to mental health services, disciplinary consequences, and any additional measures afforded to us within the law.
- *Continue to serve as an institution of learning where we will continue to expect students to arrive to school each day ready to learn*



WHAT WE CAN NOT DO:


- Deny a child an education. We are required by law to provide a child with an education even if expelled.
 - Deny a child or staff member their due process rights. That is the law.
 - Investigate based on one-sided perception.
 - Make school based decisions based on social media rumor (We use real-time information & fact.)
 - Prosecute and assign charges against a child. This is not determined by the schools.
 - Communicate what disciplines / steps were taken regarding a child who is not yours. Share out details from a situation when you are not that child's parent.
 - Orchestrate meetings between parents to resolve personal / community based issues.
 - Purchase your child a cell phone. Establish social media accounts for your child.
 - Monitor your child's daily social media / online habits on personal phones/personal devices (We can only monitor our "in-the-classroom" school devices.)
 - **Serve as a therapeutic, mental health institution**
- 

QUESTIONS FROM GOOGLE FORM:

➤ Bring Biblical Teaching Back

- Separation of Church & State
- Lion's Way / Freshman Seminar (embedding character education)
- Health Education NJDOE Standards (Examples:)
 - Ability to cope with different types of mental, psychological, and emotional situations.
 - Ability to cope with different types of mental, psychological, and emotional situations.
 - Different people have different capacities to deal with different situations and being aware of a wide variety of tools and resources is beneficial
 - Technology can impact the capacity of individuals to develop and maintain healthy behaviors and interpersonal relationships.

➤ Bullying at the bus stops:

- Needs to be reported to the school and school will address via our Code of Conduct
 - Need our families to assist with monitoring at bus stops
- 

What's In the Data?

- In 2025, LMS will lose 250 students. This will significantly help in all areas.

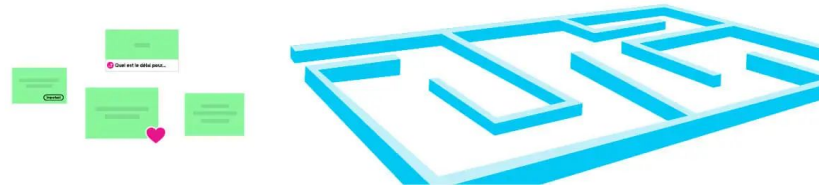


Questions / Comments As Per the Code of Conduct:

- HIB Investigations are required by law.
- We can NOT send children to juvenile centers.
- We can search belongings; however, we must have reasonable suspicion. Parents can search their children's belongings at will; the school can not.



breakout rooms




1. A resource has been shared in the chat.
2. Review the notes if you wish to see them again.
3. Select someone to record your feedback for the google form.
4. Question: What other steps / strategies would you recommend taking regarding HIB? What can you do to assist in this area?
5. Use the google form link to provide your group's feedback.

WE CAN NOT FORGET THE
STUDENTS WHO DO THE RIGHT
THING EVERY DAY AT LMS!



LMS: Remembering our Students who do the Right Thing by Dr. Lugo:

- Student Shout outs & Spotlights: Students are nominated by their teachers
 - Students receive a positive phone call home and their photo on the “wall”
 - No referral raffle: students with zero referrals for the month are entered in a raffle for gift cards & snacks
 - Principal council: Students nominated by their teachers and classmates meet once a month to discuss ways to make LMS better
 - Grade level activities: Dances, kids night out, field trips, outside activities
 - Pep Rally
 - Spirit weeks
 - Motivational Mondays: Positive message day
 - Climate Surveys for staff and students
 - Student Council Elections
 - Constant review Code of Conduct
 - The Lion’s Den: Staff/Student Mentoring Program
 - Lion’s Way (1 mkpd. All students)
 - Community Nights: Literacy, Wellness, Math, End of the Year
- 


LMS: Remembering the Students who do the Right Thing

- LMS Administration to share:
 - Many athletic & clubs opportunities available at LMS
 - Get students INVOLVED!!!!!!



HOW CAN WE ALL DO BETTER?

SOCIAL MEDIA:

- False information was shared as fact.
 - Challenge is balancing family's desire for information vs. the school's need to adhere to privacy laws and complete an investigation.
 - The district will NEVER be able to clarify the misinformation on social media as we are not permitted to address it.
 - Remember we are discussing someone's child / children. Even the most well-meaning individuals put things out there that are not appreciated by the people they hoped to support / help
 - The School can not respond to Social Media.
 - We are in a national teacher's crisis.
 - We all want to hire more staff.
 - But we all must remember - every candidate will do their research, too.
 - We are now presented with even more barriers to hire new staff as there is misinformation shared as fact.
- 

HOW CAN WE ALL DO BETTER?

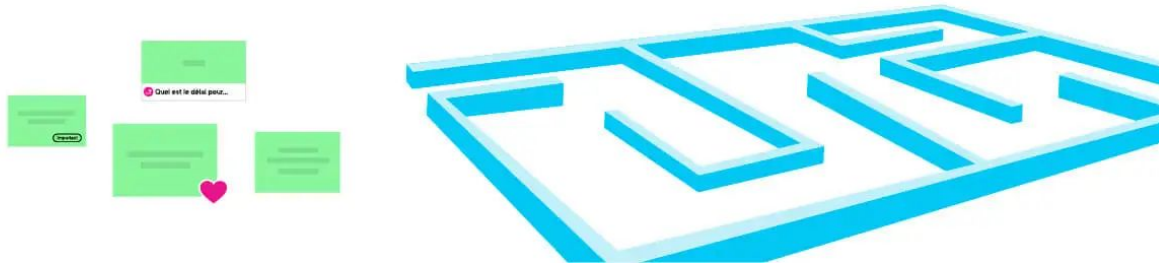
- **Cell phones / social media:**

- The school is addressing many issues coming into the schools.
- Cell phones must be kept in backpacks or lockers. This is causing a major disturbance.
- Students can not just pull out their phones to make phone calls in school (including phone calls home) without permission.
- If cell phones are out, they will be confiscated.
- Phones will be required to be picked up by a parent.
- Once a phone is requested, the student must turn it over. Refusing to do so is insubordination and the issue will be addressed per our code of conduct.

Please support us.



breakout rooms



1. A resource has been shared in the chat.
2. Question: What else would you like to see?
3. Use the google form link to provide your group's feedback.

HOW CAN WE ALL DO BETTER?

- What was one thing that you learned?
 - What is one thing that you would like to learn more about?
 - What are some thoughts about this evening's info meeting?
 - All decisions and actions will always will be met with varying levels of support. How can you help the school to stay the course?
- 