



New Jersey Crossing Guard Training Program 2025



RUTGERS-NEW BRUNSWICK

**Edward J. Bloustein School
of Planning and Public Policy**

Alan M. Voorhees Transportation Center



2025 Program Summary

For nearly fifteen years, the New Jersey Safe Routes Resource Center at the Alan M. Voorhees Transportation Center (VTC) at Rutgers University has led research and development of a statewide, comprehensive, and standardized Crossing Guard Training Program. Funded by the New Jersey Department of Transportation, the New Jersey Division of Highway Traffic Safety, and the Municipal Excess Liability Joint Insurance Fund of New Jersey (NJMEL), VTC continues to provide training and resources to crossing guards and their supervisors across the state.

There are approximately 6,900 crossing guards working in New Jersey and the training program has reached 80 percent of the New Jersey municipalities that employ school crossing guards.

- In 2025, two trainings were held as webinars, allowing us to accommodate more registrations than are typical for classroom training. The trainings were attended by 160 individuals representing 120 municipalities. Other attendees included a representative of the Essex County Police Office of Corrections and multiple members of the Rutgers University Police Department..
- Since becoming available on YouTube in 2015, the training video “Crosswalk Heroes” has had over 94,000 views. The Spanish-language version of the training video has had over 4,000 views on YouTube.

- The Challenging Crossings training video has had over 10,600 views since its introduction on YouTube in 2019.
- The 8 Steps of the Crossing Procedure video released in 2021 has become one of our most viewed videos, with over 40,400 views on YouTube.
- Views on Spanish language video resources continue to grow and have been reported to be especially valuable in multiple New Jersey communities.

The train-the-trainer program for crossing guard supervisors continues to be rated “good” or “excellent” by the participants. Departments that have had supervisors attend the program in previous years continue to send their new supervisors to the training and often send several officers to the training.

Crossing guard supervisors report that they are using the training presentation and video to train their guards. Other resources they report using include the field exercise, post-observation report form, and tip sheets.

The following document summarizes the results of the crossing guard supervisor’s pre- and post-training questionnaires, highlights outcomes of the supervisor’s pre- and post-training quizzes, and summarizes lessons learned.

2 Supervisor Training Sessions:

	Registered	Attended	Communities Represented
May 29, 2025 Webinar	136	101	80
August 5, 2025 Webinar	70	59	48
TOTAL:	216	160	128

- An officer attended from 2 towns that had not previously sent officers
- Departments that have previously sent supervisors have sent additional attendees or new supervisors
- Other attendees included:
 - A representative of the Essex County Police Office of Corrections
 - Multiple representatives of the Rutgers University Police Department



Supervisor Training Agenda

I. Crossing Regulations and Procedures

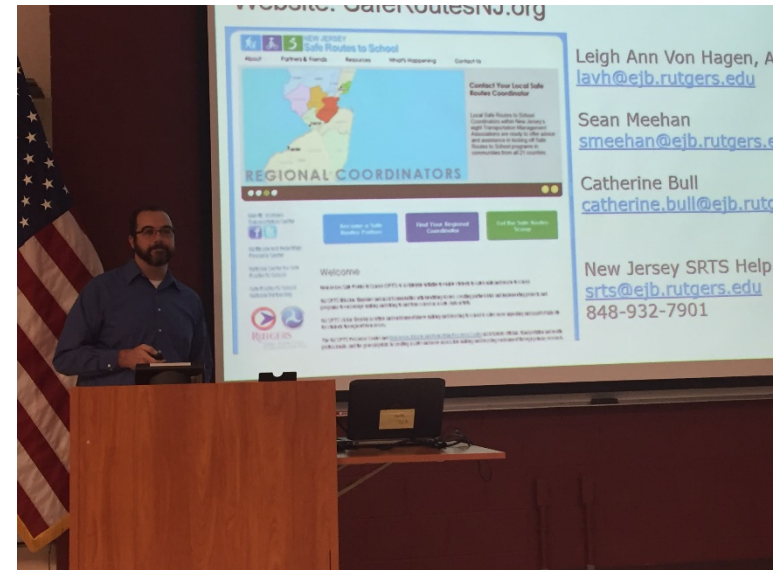
- a. Introduction
- b. Characteristics of Young Children
- c. Traffic Laws and Regulations
- d. Crossing Procedures
- e. Types of Intersections

II. Field Exercise

III. Crossing Guard Policies and Procedures

- a. Crossing Guard Placement
- b. Hiring, Training & Retraining
- c. Hazards and Incidents
- d. Orientation to Agency

IV. Presentation of Training Material



The Training

The following slides present a summary of the responses from the crossing guard training questionnaires completed at the two train-the-trainer classes held in May and August 2025.



Summary Report

Crossing Guard Supervisor Pre-Training Questionnaire

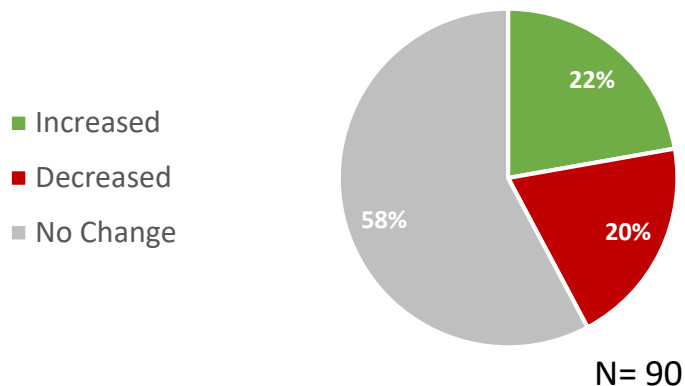


Staffing

Question 1: How many crossing guards does your municipality currently employ? How many crossing guards do you believe are needed?

- Out of 93 participants, 90 participants responded to this question
- 34% report that they have *too few* crossing guards
- 54% report that they have *enough* crossing guards or *more than enough*, which usually refers to the presence of substitute guards
- 11% report that they are unsure or data were not given

Question 2: Have there been increases or decreases in your municipal crossing guard force in the past 3 years?



- New Jersey has over 6,900 crossing guards.
- 20% of departments saw a decrease in their force.

Policies

Question 3: Do you have official written municipal policy(s) regarding crossing guards about any of the following?

Policy Type	Responses (86)	Percentage
Training	64	74%
Duties	64	74%
Hiring	59	69%
Retraining	47	55%
Placement	45	52%
Medical Requirements	43	50%
Discipline	40	47%
None of the above	17	20%

- Departments most often have policies relating to training, duties, and hiring, but fewer have policies related to retraining, medical requirements for the job, placement, and discipline.
- Our model municipal crossing guard policy is available on the NJ Crossing Guard webpage.

Crossing Guard Placement

Question 4: In your municipality, what is the most important factor determining the placement of crossing guards?

Factors	Responses (86)	Percentage
Proximity of school(s)	61	71%
Traffic volume	53	62%
Age of students	33	38%
Traffic study	18	21%
Pedestrian crashes	16	19%
Speed limit	15	27%
Number of lanes	10	12%
Vehicle turning movements	8	9%
Road width	8	9%
Engineer study	8	9%
Other	8	9%

- Main determinants for crossing guard placement are: proximity to school, age of students, and traffic volume
- Responses for other:
 - Limited busing
 - Number of walking students
 - Pedestrian traffic

Crossing Guard Placement

Signalized intersections?

Answer	Response	Percentage
Yes	61	68%
No	29	32%
Total	90	100%

A significant number of crossing guard posts are located at challenging intersections.

Signalized multi-lane intersections?

Answer	Response	Percentage
Yes	49	55%
No	40	45%
Total	89	100%

Unsignalized multi-lane intersections?

Answer	Response	Percentage
Yes	36	41%
No	51	59%
Total	87	100%

Crossing Guard Placement

Question 5: Are crossing guards placed for:

School Type	Responses (89)	Percentage
Public school students	87	99%
Private school students	23	26%
Charter school students	11	13%
Other types of students	8	9%

- All municipalities report placing crossing guards to help public school students.
- 36% percent of municipalities report providing crossing guards for private school students.



Crossing Guard Placement

Question 6: Do you provide crossing guards for:

- Most crossing guards are crossing elementary and middle school students. Over half are crossing high school students.
- About half are crossing Pre-K students, they are most likely accompanied by a parent.

Event Type	Responses (87)	Percentage
Pre-kindergarten students	49	56%
Elementary school students	78	90%
Middle school students	60	69%
High school students	49	56%
Community events	27	31%
Other types of schools or students	8	9%

Other types of schools or students:

Public recreational facilities

College

Training

- Approximately 57% of new crossing guards receive two or more hours of classroom instruction as required by law.
- In general, returning guards receive less classroom training.

The train-the-trainer class encourages supervisors to bring all the crossing guards together for classroom training. Guards can discuss their experiences at their posts, learn new procedures and be reminded of required procedures.

Question 7: How many hours of classroom training do your **new** crossing guards receive annually?

Hours	Response	Percentage
2 hours or more	48	57%
Up to 2 hours	22	26%
Up to one hour	7	8%
Up to ½ hour	0	0%
Zero	7	8%
Total	84	100%

Question 8: How many hours of classroom training do your **returning** crossing guards receive annually?

Hours	Response	Percentage
2 hours or more	38	46%
Up to 2 hours	24	29%
Up to one hour	10	12%
Up to ½ hour	0	0%
Zero	11	13%
Total	83	100%

Training

Question 9: What classroom training materials do you use?

Respondents selected multiple answers.

83% of the municipalities are using materials from the NJ Crossing Guard Training Program.

Training Materials	Responses (80)	Percentage
NJ Crossing Guard Training Program material	66	83%
NJMEL (Municipal Excess Liability Joint Insurance Fund)	20	25%
Materials developed in-house	6	8%
AAA	4	5%
Other	6	8%
None of the above	3	4%

Training

Question 10: How many hours of field training do your **new** crossing guards receive?

Hours	Response	Percentage
None	10	13%
Up to one hour	8	10%
Up to 10 hours	13	16%
Up to 20 hours	20	25%
20 hours or more	29	36%
Total	80	100%

Question 11: How many hours of field training do your **returning** crossing guards receive?

Hours	Response	Percentage
None	54	68%
Up to one hour	11	14%
Up to 10 hours	7	9%
Up to 20 hours	4	5%
20 hours or more	4	5%
Total	80	100%

About half of departments provide the required 20 hours of field training for new guards, and 10 respondents noted that their new guards do not receive field training. Training varies widely by department.

Training

Question 12: How do you conduct field training?

Answer	Responses (80)	Percentage
New guards are paired with several experienced guards at multiple posts	40	50%
New guards are paired with an experienced guard at one post	29	36%
Crossing guard supervisor is paired with new crossing guard at post	23	29%
Crossing guard supervisor monitors new crossing guards while in cruiser	15	19%
Field training is not conducted	7	9%
Other	10	13%

Some respondents chose multiple answers.

The majority of new crossing guards are paired with an experienced guard or guards for their required field training.

Other options included:

- Police officer
- Crossing guard trainer

Training

Question 13: How often are crossing guards retrained in your municipality?

Answer	Response (84)	Percentage
Several times per year	1	1%
Annually	58	69%
Every other year	3	4%
Retraining is not offered	6	7%
Only when laws or existing conditions change	5	6%
Other	9	11%

Other

Starting this year, I will retrain every year

As needed

- The majority of municipalities are retraining annually.
- Retraining refreshes crossing guards on:
 - Proper crossing procedures
 - Post routines
 - Counters the establishment of bad habits
- Gives guards the opportunity to talk about experiences on the post.

Training

Question 14: Who directs the training of your crossing guards?

Director	Response	Percentage
Municipal Police	63	83%
Senior-level or experienced crossing guard(s)	3	4%
Other municipal employee(s)	1	1%
Private company	1	1%
State Police	0	0%
Other	8	11%
Total	76	100%

The vast majority of crossing guards are trained by municipal police departments.

Question 15: Is your department engaged in any form of countywide or regional crossing guard training?

Answer	Response	Percentage
No	70	85%
Yes	12	15%
Total	82	100%

Most of the departments do not engage in countywide/regional training.

Note: Several county police academies provide direct training for crossing guards.

Orientation to Agency

Question 16: Are your crossing guards employed by:

Answer	Response (85)	Percentage
Municipality	75	88%
Private company	0	0%
School District	4	5%
Other	6	7%

- Most crossing guards are hired, trained and supervised by the municipal police. Each year, a few departments inquire about privatizing the crossing guard function.

Question 17: During what hours are your crossing guards stationed?:

Answer	Response (80)	Percentage
Morning hours	79	99%
Afternoon hours	79	99%
Lunch hours	11	14%

- All municipalities station their crossing guards during morning and afternoon hours.
- Over 10% of municipalities report stationing crossing guards during lunch hours.

Orientation to Agency

Question 18: What is the starting hourly rate for a new crossing guard in your municipality?

Answer	Response	Percentage
More than \$20.00	25	32%
\$18.01 – \$20.00	10	13%
\$14.01 – \$18.00	38	49%
\$12.01 to \$14.00	3	4%
\$10.01 to \$12.00	0	0%
\$7.25 to \$10.00	2	3%
Total	78	100%

Question 19: What is the highest hourly rate paid to crossing guards in your municipality?

Answer	Response	Percentage
More than \$20.00	38	50%
\$18.01 – \$20.00	16	21%
\$14.01 – \$18.00	19	25%
\$12.01 to \$14.00	3	4%
\$10.01 to \$12.00	0	0%
\$7.25 to \$10.00	0	0%
Total	76	100%

- In general, it appears that crossing guard pay has increased over the past several years. This change may reflect the need to attract applicants.

Orientation to Agency

Question 20: Are crossing guards in your municipality members of a union?

Answer	Response	Percentage
No	66	76%
Yes	15	17%
Don't Know	6	7%
Total	87	100%

- 17% of municipalities have crossing guards who are members of a union.
- Unions may provide uniforms for their members.



Orientation to Agency

Question 21: Does your municipality provide uniforms, other than the safety vest, for your crossing guards?

Answer	Response	Percentage
No	29	34%
Yes, we provide uniforms	37	43%
Yes, we provide a stipend for the purchase of uniforms	7	8%
Other, please explain:	13	15%
Total	86	100%

Other
Vest
Coat
Rain Jacket
All but pants and shoes



Equipment offered varies by municipality.

Orientation to Agency

Question 22: If your municipality provides uniforms or a stipend, what is required?

Answer	Responses (72)	Percentage
Safety Vest	69	96%
Rain gear	56	78%
Hats	51	71%
Gloves	28	39%
Shirt	30	42%
Pants	24	33%
Visible ID card	35	49%
Badges	24	33%
Shoes	12	17%
Other	11	15%

Other
Jacket
Stop Sign
Winter Coat
Whistle



Uniforms assist in making crossing guards more visible, and more comfortable on the post. The safety vest is required.

Orientation to Agency

Question 23: What equipment does your municipality provide to crossing guards?

- The STOP paddle is required equipment for crossing guards.
- Whistle use has continued to increase among municipalities.
- Some departments provide orange cones to improve visibility at the crossings.



Answer	Responses (86)	Percentage
Hand-held STOP paddle	79	90%
Whistle	41	47%
Orange cones	25	28%
Moveable safety signs	9	10%
Pole-mounted STOP paddle	2	3%
Ice melt	4	5%
Chair	0	0%
Shovel	1	1%
Other	13	15%

Other
Rain gear
Winter gear
Safety vest
Hat
Flashlight & Safety light

Orientation to Agency

- Most departments have crossing guards report directly to their supervising officer.
- In some departments, they are reporting to more than one person.
- Crossing guards need clear procedures for reporting incidents, hazards, or maintenance issues at their posts.

- The training emphasizes that maintenance of crosswalks and crossing post areas is a matter of *workplace safety*.
- Coordination with the municipal DPW may allow for the prioritization of crossing guard posts for shoveling, sanding, pothole repair, etc.
- Coordination with the county or the state to address conditions on county or state roads can be challenging.

Question 24: To whom do crossing guards report incidents, hazards, or violations?

Answer	Responses (85)	Percentage
Police supervisor	63	75%
Dispatch	36	43%
School staff	1	1%
Public works	1	1%
Other	13	15%

Other

Crossing Guard Supervisor

Police Officer Liaison

Private Contractor Supervisor

Traffic Bureau

Orientation to Agency

Question 25: To whom do crossing guards convey job-related suggestions, comments, concerns, or complaints?

Answer	Responses (82)	Percentage
Police	69	84%
Municipality	8	10%
Other	15	18%
School district	1	0%
Private company	0	1%

Other
Crossing Guard Supervisor
Traffic Bureau

Question 26: What is the typical tenure of crossing guards in your municipality?

Years	Response	Percentage
Less than 1 year	2	3%
1 to 2 years	2	3%
2 to 5 years	16	20%
5 to 10 years	41	51%
10 to 15 years	11	14%
15 to 20 years	6	8%
20 or more years	2	3%
Total	80	100%

Orientation to Agency

Question 27: Does your department perform initial medical exams?

Answer	Response	Percentage
No	27	33%
Yes	54	67%
Total	81	100%

Question 28: Does your department perform regular age-based medical exams?

Answer	Response	Percentage
No	50	64%
Yes	28	36%
Total	78	100%

Question 29: Have any of your guards' suffered injuries on the job?

Answer	Response	Percentage
No	38	45%
Yes	46	55%
Total	84	100%

Summary Report

Crossing Guard Supervisor Post-Training Questionnaire



Orientation to Agency

- 104 training participants responded to the post training survey.
- Not every person answered every question.

- 69% of training participants considered themselves only *somewhat* or *not at all* familiar with the material presented.
- This reinforces the assumption that development and distribution of this training will benefit crossing guards.

Question 1: How familiar were you with the information presented before this training?

Answer	Response	Percentage
Very much	32	31%
Somewhat	66	63%
Not at all	6	6%
Total	104	100%

Question 2: How would you rate the training overall, i.e. did it accomplish what you expected and needed?

Answer	Response	Percentage
Excellent	70	67%
Good	34	33%
Fair	0	0%
Poor	0	0%
Total	104	100%

Training Materials

Question 3: How well did the training meet the following goals?

(ranked from 1 (low) to 5 (high))

Answer	1	2	3	4	5	Total responses
Provided a structure that is easily adopted for training crossing guards.	0	0	3	28	73	104
Provided information relevant to conditions in your community	0	0	5	29	70	104
Provided resources to improve crossing guard performance.	0	1	2	24	77	104

Training Materials

Question 4: Which of the following resources presented today will you use for your own training program?

Resources	Will Use	Will Not Use	Will Discuss with Supervisor	Total Responses
PowerPoint Training Slides for Crossing Guards	85	4	14	103
Field Exercise for Crossing Guards	79	2	22	103
Crossing Guard Tip Sheets	80	3	20	103
Crossing Guard Post Observation Report	82	0	22	104
Municipal Crossing Guard Policies	72	4	28	104
PowerPoint Segments	83	5	16	104
Training Video	90	1	13	104
Training Video - Spanish	49	27	24	100

Most of the participants will either use the training resources or they will discuss using the materials with their supervisor.

Training Session

Question 5: Are there any barriers to implementing any part of this training?

Answer	Response	Percentage
No	100	96%
Yes	4	4%
Total	104	100%

Question 6: Would you have spent more time on any of these modules?

Answer	Response	Percentage
No	103	99%
Yes	1	1%
Total	104	100%

Question 7: Would you extend your classroom crossing guard training past the two-hour time requirement?

Answer	Response	Percentage
No	87	84%
Yes	17	16%
Total	104	100%

Would you extend your classroom crossing guard training?
On an individual basis depending on what a particular guard may need
For new guards
If needed or necessary

Training Session

Question 8: Please share any other thoughts on the Crossing Guard Training Program:

"Keep up the good work"

"Have it in person. Very easy to lose interest online"

"It was a great training, thank you to all the instructors and speakers for putting this together."

"We use most of all the templates when it comes to our crossing guard training."

"I thought it was very informational."

"It covers the basics needed for the training."

"Overall, well put together training session"

"Maybe have the course as an online course similar to NJ Learn or something like that so it is accessible by web and links."

"It was a great course, all supervisors should have this training."

"It's valuable information and will help guide me through the hiring and training process."

"Training was very good. I gained a lot of useful tools to take on the road and to train with."

"Excellent program."

"Everything looked good, this would be helpful in the future."

Crossing Guard Quiz

Results	Pre-training	Post-training
Average Score	82%	84%
Number of “Don’t Know” Responses	31	1

- May 2025 class responded 100% correctly on two questions on the pre-training quiz and five questions on the post-training quiz.
- August 2025 class responded 100% correctly on three questions on the pre-training quiz and six questions on the post-training quiz
- Scores improved on all questions.

Crossing Guard Quiz

As has been the case in previous years, the percentage of correct answers for the two questions below increased from pre- to post-training but remained the most confusing to participants:

- A crossing guard should use only words and a head nod to communicate with pedestrians. (correct answer: true)
- Crossing guards use only the STOP paddle and an outstretched hand to communicate with drivers. (correct answer: true)



Direct Crossing Guard Training in Underserved Communities



Direct Crossing Guard Training

In-person crossing guard training was conducted in:

- Township of North Bergen – June 19, 2025, 65 guards
- City of Trenton – August 27, 2025, 40 guards
- City of Passaic – August 28, 2025, 60 guards

These cities were chosen from the list of municipalities identified by the following:

- Rankings of communities in 2021 NJDHTS Highway Safety Plan for pedestrian and bicycle crashes
- Analysis maps and lists to identify underserved communities
 - US EPA Environmental Justice Screening and Mapping Tool
 - NJ Department of Community Affairs Targeted Urban Municipalities designation
 - NJ Department of Environmental Protection Overburdened Communities list

In the City of Passaic, almost all the guards speak Spanish as their first language. The Rutgers-VTC representative presented the material in English, and the crossing guard supervisors translated it as needed. The Spanish voiceover version of the Crosswalk Heroes video was shown in Passaic.

Lessons Learned



Lessons Learned

Crossing Guard Tenure

- There was a continued decline in reported long-term crossing guards. Communities continue to report having trouble finding people who want to be crossing guards or that qualify to be crossing guards. The majority of crossing guards in New Jersey continue to be newer to the position.
- Police Departments continue exploring privatizing the hiring/ training/ supervision of crossing guards.
- There was an increase in calls about training for staff from private groups (churches, clubs, private security etc.) to serve as crossing guards.
- Police Departments continue to request information on crossing guard post placement and decommissioning posts.

Training Year	2-10 years	10-15 years	15-20 years
2014	43 %	20%	32%
2015	49%	28%	19%
2016	68%	19%	10%
2017	71%	6%	20%
2018	73%	11%	13%
2019	64%	15%	18%
2020	72%	17%	11%
2021	64%	21%	6%
2022	63%	21%	6%
2023	60%	21%	10%
2024	65%	20%	4%
2025	71%	14%	8%

Lessons Learned

Spanish-language Resources

- Forty-nine percent of police departments noted that they will use the Spanish voice-over version of the crossing guard training video, and twenty-four percent will talk to their supervisor about using this resource. These are slight increases over last year.
- Rutgers-VTC completed a Spanish-language direct crossing guard training video as well as translations of our popular “Challenging Crossings” video and video segments by topic.
- More Spanish-language resources continue to be needed.



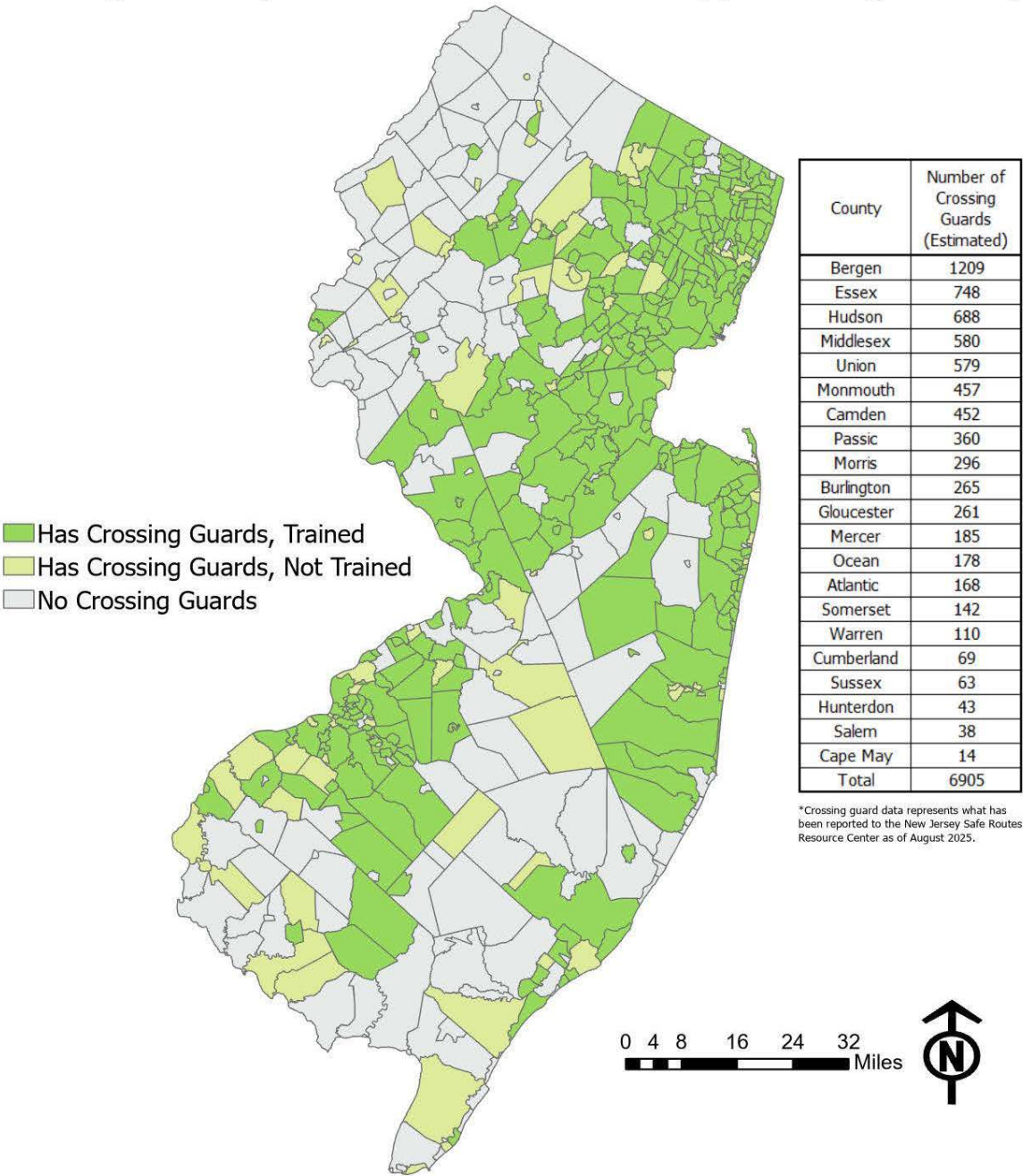
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Crossing Guard Supervisors Trained in New Jersey (2013 - August 2025)



Since the start of the NJ Crossing Guard Train-the-Trainer course, supervisors from 340 municipalities have been trained. The training has reached nearly 80% of the municipalities that have crossing guards.

Over the years, municipalities have sent multiple officers to the training, as well as new supervisors as they take on the supervisory role. Many Officers attend training each year.

Thank you!

Our Partners

- NJ Department of Transportation
- NJ Division of Highway Traffic Safety
- Federal Highway Administration
- NJ MEL
- AAA
- NJ Department of Health, Division of Occupational Safety & Health (OSHA)
- HTSPAC
- NJPTOA
- County and regional police academies

