

**APPENDIX B: COMPREHENSIVE EQUITY PLAN NEEDS ASSESSMENT**

*Directions: Indicate compliance by yes or no. If non-compliant, list the name of the school(s) not in compliance; specific areas identified as non compliant MUST be addressed on the Comprehensive Equity Plan forms.*

<p><b>I. <u>BOARD RESPONSIBILITY</u></b></p>	<p>Compliant (Yes or No)</p>	<p><b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b></p>	<p>List name of noncompliant school(s) in the district</p>
<p>NJAC 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX; U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard <b>A.</b> Adopt or re-adopt written equality and equity policies, requiring the following:</p>			
<p>1) Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following: a) Identify and address all forms of prejudice and discrimination in all district, charter and renaissance school project programs, practices, curricula, instructional materials and assessments.</p>	<p>YES</p>	<p>District Policy</p> <p><b>2510- ADOPTION OF TEXTBOOKS</b></p> <p>Section: Program Date Created: October, 2013 Date Edited: June, 2014</p> <p>District Regulation</p> <p><b>2510 - ADOPTION OF TEXTBOOKS</b></p> <p>Section: Program Date Created: October, 2013 Date Edited: October, 2013</p> <p>District Policy</p> <p><b>5750- EQUAL EDUCATIONAL OPPORTUNITY (M)</b></p> <p>Section: Students Date Created: October, 2013 Date Edited: August, 2016</p>	

<b>I. <u>BOARD RESPONSIBILITY</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
		<p><b>2240- CONTROVERSIAL ISSUES</b></p> <p>Section: Program Date Created: October, 2013 Date Edited: October, 2013</p> <p><b>Curriculum Guides K-12- can be located on District Website</b> <b>Individual School Codes of Conduct</b> <b>Handbooks of Individual Schools</b></p>	
<p>b) Ensure equal access to all schools, facilities, programs, activities, and benefits for all students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</p>	YES	<p><b><u>District Policies and Regulations</u></b></p> <p><b>2260 (P)- AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES</b> <b>Date Created: October, 2013</b></p> <p><b>Date Edited: May, 2017</b></p> <p><b>2260 (Reg) AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES</b> Date Created: October, 2013 Date Edited: October, 2013</p> <p><b>5750 (P) Equal Education Opportunity</b>Date Created: October, 2013 Date Edited: August, 2016</p> <p><b>5750 EQUAL EDUCATIONAL OPPORTUNITY COMPLAINT PROCEDURE</b> Date Created October 2013, Date Edited October, 2013</p>	

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
		<p><b>2260 (P)- AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES COMPLAINT PROCEDURE (M)</b>Section: Program Date Created: October, 2013 Date Edited: May, 2017</p>	
<p>c) Provide equitable treatment for pregnant and married students.</p>	<p>YES</p>	<p><b>District Policies:</b></p> <p><b>5752- MARITAL STATUS AND PREGNANCY (M)</b> Date Created: October, 2013 Date Edited: October, 2013</p> <p><b>2416- PROGRAMS FOR PREGNANT PUPILS (M)</b> Date Created: October, 2013 Date Edited: October, 2013</p>	
<p>d) Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).</p>	<p>YES</p>	<p>District Policies &amp; Regulations</p> <p><b>5512- HARASSMENT, INTIMIDATION, AND BULLYING (M)</b> Date Created: October, 2013 Date Edited: August, 2018</p> <p><b>3362- SEXUAL HARASSMENT (M)</b></p> <p>Date Created: October, 2013 Date Edited: October, 2013</p>	

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
		<p><b>3362 SEXUAL HARASSMENT OF TEACHING STAFF MEMBERS COMPLAINT PROCEDURE</b></p> <p>Section: Teaching Staff Members Date Created: October, 2013 Date Edited: October, 2013</p>	
<p>2) Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</p>	YES	<p><b><u>District Policies and Regulations</u></b>  <b>1510- AMERICANS WITH DISABILITIES ACT(M)</b> Date Created: October, 2013 Date Edited: February, 2017</p> <p><b>1550- EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES(M)</b> Date Created: October, 2013 Date Edited: July, 2018</p>	
<p>3) Appoint an Affirmative Action Officer (AAO) who can also serve as or coordinate with the Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.</p>	YES	<p>Board Resolution January 7, 2019 (most recent, appointed annually) District Policy: 2260</p> <p><b>2260- AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M)</b> Section: Program Date Created: October, 2013 Date Edited: May, 2017</p> <p><b>District Regulation 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES COMPLAINT PROCEDURE (M)</b></p>	

I. <b><u>BOARD RESPONSIBILITY</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
		Section: Program Date Created: October, 2013 Date Edited: October, 2013	
4) Provide staff development to ensure that all equity requirements comply with N.J.A.C. 6A:7-1.6.	YES	<p><b>New Teacher Orientation- 3 days in August</b>  <b>Global Compliance Network Training- Learning Modules on Affirmative Action, EEO, HIB, etc</b>  <b><u>District Policy</u></b></p> <p><b>3240- PROFESSIONAL DEVELOPMENT FOR TEACHERS AND SCHOOL LEADERS (M)</b></p> <p>Section: Teaching Staff Members  Date Created: October, 2013  Date Edited: July, 2017</p> <p><b><u>District Policy</u></b></p> <p><b>1140- AFFIRMATIVE ACTION PROGRAM (M)</b></p> <p>Section: Administration  Date Created: October, 2013  Date Edited: August, 2016</p> <p>RAFT- Roxbury Academy For Teachers</p> <p>HIB Trainings</p> <p>Principal Trainins</p>	

<b>I. <u>BOARD RESPONSIBILITY</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
<b>B.</b> Authorize the Affirmative Action Team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress.	YES	District Policy  <b>1523- COMPREHENSIVE EQUITY PLAN (M)</b>  Section: Administration Date Created: October, 2013 Date Edited: May, 2017  District Policy  <b>1140- AFFIRMATIVE ACTION PROGRAM (M)</b>  Section: Administration Date Created: October, 2013 Date Edited: August, 2016  <b>February 11, 2019- Board Resolution approving the AATeam to review a Needs Assessment.                      Meeting in May 2019 to finalize Timely Submission of CEP                      Ongoing implementation of plan and the following of District Policies and Regulation</b>	
<b>C.</b> Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups disaggregated by gender, race,	YES	<b><u>DISTRICT POLICIES</u></b> <b>5410- PROMOTION AND RETENTION (M)</b>	

<p><b>I. <u>BOARD RESPONSIBILITY</u></b></p>	<p>Compliant (Yes or No)</p>	<p><b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b></p>	<p><b>List name of noncompliant school(s) in the district</b></p>
<p>ethnicity, limited English proficiency, special education, migrant status, date of enrollment, student suspension, expulsion, child study team referrals; Pre-K-12 promotion/retention data; Pre-K-12 completion rates and re-examination and re-evaluation of classification and placement of students in special education programs if there is over representation within certain groups; staffing practices; quality of program data; and stakeholder satisfaction data. Identify any school-level underperforming subgroups on Annual Yearly Progress (Progress Targets) reports for state assessments.</p>		<p>Section: Students Date Created: October, 2013 Date Edited: May, 2017</p> <p>5411- PROMOTION FROM EIGHTH GRADE Section: Students Date Created: October, 2013 Date Edited: October, 2013</p> <p>5420- REPORTING PUPIL PROGRESS (M) Section: Students Date Created: October, 2013 Date Edited: October, 2013</p> <p>2423- BILINGUAL AND ESL EDUCATION (M) Section: Program Date Created: October, 2013 Date Edited: October, 2013</p> <p>District Regulations:</p>	
<p><b>D.</b> Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking the following actions:</p>	<p>YES</p>	<p>BOARD AGENDA JUNE 3, 2019 RESOLUTION RESOLVED, that in accordance with the Superintendent's recommendation, the Comprehensive Equity Plan for Academic Years 2019-20 through 2021-2022 be approved for submission to the Executive County Superintendent's Office.</p> <p><b>1523 COMPREHENSIVE EQUITY PLAN (M)</b></p> <p>Section: Administration Date Created: October, 2013 Date Edited: May, 2017</p>	

<b>I. <u>BOARD RESPONSIBILITY</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
1) Inform the school community about the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	YES	District Policy  <b>2240- CONTROVERSIAL ISSUES</b>  Section: Program Date Created: October, 2013 Date Edited: October, 2013  District Policy  <b>5750- EQUAL EDUCATIONAL OPPORTUNITY (M)</b>  Section: Students Date Created: October, 2013 Date Edited: August, 2016  District Policy  <b>5755- EQUITY IN EDUCATIONAL PROGRAMS AND SERVICES (M)</b>  Section: Students Date Created: October, 2013 Date Edited: August, 2016	



I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
		All Affirmative Action information is on District Website including HIB information and all codes of conduct.	
2) Define the responsibilities of the AAO (Affirmative Action Officer/504 Officer, and/or Title IX Coordinator); require that the AAO be a certificated staff person; and, train the AAO to handle the equity responsibilities.	YES	District Policies:  <b>1140- AFFIRMATIVE ACTION PROGRAM (M)</b>  <b>1140- AFFIRMATIVE ACTION PROGRAM (M)</b>  Section: Administration Date Created: October, 2013 Date Edited: August, 2016  <b>2260- AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M)</b>  Section: Program Date Created: October, 2013 Date Edited: May, 2017	
3) Provide students, staff and the community with contact information for the AAO and publicize the location and availability of the CEP, policy(ies), grievance procedures and annual reports.	YES	On District Website and on display in each school  <b>1140- AFFIRMATIVE ACTION PROGRAM (M)</b>  Section: Administration Date Created: October, 2013 Date Edited: August, 2016  <b>2260- AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M)</b>	

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		Section: Program Date Created: October, 2013 Date Edited: May, 2017	
4) Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.	YES	District Policy  <b>3281- INAPPROPRIATE STAFF CONDUCT</b>  Section: Teaching Staff Members Date Created: October, 2013 Date Edited: October, 2013  District Policy  <b>5512- HARASSMENT, INTIMIDATION, AND BULLYING (M)</b>  Section: Students Date Created: October, 2013 Date Edited: August, 2018	
5) Report on progress made in meeting the adequate yearly targets established for closing the achievement gap as set by the Department of Education.	YES	District Report Card  <b>1522- SCHOOL-LEVEL PLANNING (M)</b>  Section: Administration Date Created: October, 2013 Date Edited: October, 2013	

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6) Authorize the AAO to conduct yearly equity training for all staff.	YES	District Policy  <b>2260- AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M)</b>  <b>Section: Program</b> <b>Date Created: October, 2013</b> Date Edited: May, 2017  <b>Global Compliance Training &amp; SOA's</b>  GCN Modules Include:  HIB- Harassment, Intimidation and Bullying  Sexual Harassment/Affirmative Action  Section 504 of Rehabilitation Act of 1973 and the American with Disability Act of 1990  Reading Disabilities/Dyslexia	
<b>E.</b> A county vocational school district shall admit resident students based on board-approved policies and procedures that ensure equity and access for enrollment that shall be posted on the school district, charter and renaissance school project's website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.		(For County Vocational School Districts Only)	

<p><b>II. <u>STAFF DEVELOPMENT AND TRAINING</u></b> N.J.A.C. 6A:7-1.6 &amp; N.J.S.A. 10:5</p>	<p>Compliant (Yes or No)</p>	<p><b>Documentation or Evidence to Substantiate Compliance</b> <b>MUST include Board policy title, number and date of adoption.</b></p>	<p><b>List name of noncompliant school(s) in the district</b></p>
<p><b>A.</b> Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status every school year to:</p>	<p><b>YES</b></p>	<p>Parent Universities on Reading Workshop Math in Focus NJSL SAIL ACADEMIES</p> <p><b>2415.04- TITLE I – DISTRICT-WIDE PARENTAL INVOLVEMENT (M)</b></p> <p>Section: Program Date Created: October, 2013 Date Edited: October, 2013</p> <p><b>9100- PUBLIC RELATIONS</b></p> <p>Section: Community Date Created: October, 2013 Date Edited: October, 2013</p> <p><b>Parent Teacher Associations exist in all buildings</b></p>	

<p>1) Certificated (administrative and professional) staff.</p>	<p><b>YES</b></p>	<p><b>3240- PROFESSIONAL DEVELOPMENT FOR TEACHERS AND SCHOOL LEADERS (M)</b></p> <p>Section: Teaching Staff Members                  Date Created: October, 2013                  Date Edited: July, 2017</p> <p>SCiP Committees</p> <p>DEAC Committee</p> <p>Edge Training</p> <p>ED Camps- PD DAYS (October &amp; February)</p> <p>Summer PD Opportunitites</p> <p>GCN Training</p>	
<p>2) Non-certificated (non-professional) staff.</p>	<p><b>YES</b></p>	<p>District Policy</p> <p><b>4125- EMPLOYMENT OF SUPPORT STAFF MEMBERS (M)</b></p> <p>Section: Support Staff                  Date Created: October, 2013                  Date Edited: April, 2015</p> <p>GCN Training</p>	

<p><b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b></p>	<p>Compliant (Yes or No)</p>	<p><b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b></p>	<p><b>List name of noncompliant school(s) in the district</b></p>
<p><b>A. Equality and Equity in Curriculum</b>                      N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</p> <p>1) Ensure that the district, charter school or renaissance school project’s curriculum and instruction are aligned to the State’s Core Curriculum Content Standards and that they address the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p>	<p>YES</p>	<p><b>District Policy</b></p> <p><b>5755- EQUITY IN EDUCATIONAL PROGRAMS AND SERVICES (M)</b></p> <p>Section: Students                      Date Created: October, 2013                      Date Edited: August, 2016</p> <p><b>District Policy</b></p> <p><b>2200- CURRICULUM CONTENT (M)</b></p> <p>Section: Program                      Date Created: October, 2013                      Date Edited: May, 2017</p> <p><b>District Policy</b></p> <p><b>5750.1- MULTI-CULTURAL EDUCATION</b></p> <p>Section: Students                      Date Created: October, 2013                      Date Edited: October, 2013</p>	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
a) School climate and culture, safe and positive learning environment	YES	<p><b>School Climate</b></p> <p>District Policy</p> <p><b>5512- HARASSMENT, INTIMIDATION, AND BULLYING (M)</b></p> <p>Section: Students Date Created: October, 2013 Date Edited: August, 2018</p> <p><b>M</b></p> <p>Annual end-of-year building surveys <b>OCTOBER- Week of Respect Red Ribbon Week Activities SEL K-6 Culture and Climate Committee Meetings Student Groups-Rising Servant Leaders</b></p>	
b) Courses of study, including physical education	YES	<p>District Policy</p> <p><b>5755- EQUITY IN EDUCATIONAL PROGRAMS AND SERVICES (M)</b></p> <p>Section: Students Date Created: October, 2013 Date Edited: August, 2016</p>	

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		District Policy  <b>2425- PHYSICAL EDUCATION</b>  Section: Program Date Created: October, 2013 Date Edited: May, 2017	
c) Library materials/instructional materials and strategies	YES	District Policy  <b>5755- EQUITY IN EDUCATIONAL PROGRAMS AND SERVICES (M)</b>  Section: Students Date Created: October, 2013 Date Edited: August, 2016  District Policy  <b>2360- USE OF TECHNOLOGY</b>	



<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
		Section: Program Date Created: October, 2013 Date Edited: June, 2014  One-to-One Initiative Grades 5-12 Bilingual Texts Social Emotional Learning Texts	
d) Technology/software and audiovisual materials	YES	District Policy  <b>2360- USE OF TECHNOLOGY</b>  Section: Program Date Created: October, 2013 Date Edited: June, 2014  District Policy  <b>7523- SCHOOL DISTRICT PROVIDED TECHNOLOGY DEVICES TO STUDENTS</b>  Section: Property Date Created: October, 2013 Date Edited: June, 2014	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
e) Guidance and counseling, including harassment, intimidation and bullying, sexual harassment and grievance procedures	YES	<p>District Policy</p> <p><b>2411- GUIDANCE AND SCHOOL COUNSELING (M)</b></p> <p>Section: Program Date Created: October, 2013 Date Edited: August, 2016</p> <p><b>8461- REPORTING VIOLENCE, VANDALISM, HARASSMENT, INTIMIDATION, BULLYING, ALCOHOL, AND OTHER DRUG OFFENSES (M)</b></p> <p>Section: Operations Date Created: October, 2013 Date Edited: May, 2019</p> <p>District Policy</p> <p><b>5512- HARASSMENT, INTIMIDATION, AND BULLYING (M)</b></p>	

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		Section: Students Date Created: October, 2013 Date Edited: August, 2018	
f) Extra-curricular programs and activities	YES	<b>District Policy</b>  <b>2430- CO-CURRICULAR ACTIVITIES (M)</b>  Section: Program Date Created: October, 2013 Date Edited: October, 2013  EARLY ACT  INTERACT  BUILDERS CLUB  BIGS AND LITTLES	
g) Tests and other assessments	YES	<b>District Policy</b>	

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		<p><b>2622- STUDENT ASSESSMENT (M)</b></p> <p>Section: Program Date Created: October, 2013 Date Edited: May, 2017</p> <p>District Policy</p> <p><b>5420- REPORTING PUPIL PROGRESS (M)</b></p> <p>Section: Students Date Created: October, 2013 Date Edited: October, 2013</p> <p>District Policy</p> <p><b>2428.1- STANDARDS-BASED INSTRUCTIONAL PRIORITIES</b></p> <p>Section: Program Date Created: October, 2013 Date Edited: May, 2017</p> <p><b>STATE TESTS</b></p> <p><b>NJSLA, IXL</b></p>	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
h) Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	YES	District Policy  <b>5755- EQUITY IN EDUCATIONAL PROGRAMS AND SERVICES (M)</b>  Section: Students Date Created: October, 2013 Date Edited: August, 2016  <b>GENESIS- student information software system... gender balance</b>	
2) Incorporate multicultural aspects throughout the instructional content and practices across the curriculum.	YES	District Policy  <b>2423- BILINGUAL AND ESL EDUCATION (M)</b>  Section: Program Date Created: October, 2013 Date Edited: August, 2016  Global Hi-5	

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3) Ensure that instruction in African-American History, including the Amistad, and the history of other cultures is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	YES	District Policy  <b>5750- EQUAL EDUCATIONAL OPPORTUNITY (M)</b>  Section: Students Date Created: October, 2013 Date Edited: August, 2016  K-12 Curriculum housed on Curricuplan on District Website K-12 Curriculum on District Website with links to each level, elementary, middle, and high school Bulletin Boards	
4) Include instruction on the Holocaust and other genocide curricula at all grade levels. (N.J.S.A. 18A:35-28)	YES	District Policy  <b>5750- EQUAL EDUCATIONAL OPPORTUNITY (M)</b>  Section: Students Date Created: October, 2013 Date Edited: August, 2016  District Policy	

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		<p><b>2260- AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M)</b></p> <p>Section: Program Date Created: October, 2013 Date Edited: May, 2017</p> <p>K-12 Curriculum housed on Curricuplan on District Website K-12 Curriculum on District Website with links to each level, elementary, middle, and high school Holocaust Literature- English, Social Studies Bulletin Boards</p>	
<p><b>B. Equality and Equity in Student Access</b> N.J.A.C. 6A:7-1.7; Titles VI &amp; VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5 IDEA of 1997; Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1989); U.S. Supreme Court, 1982; Plyler v. Doe; U.S. Supreme Court, 1974, Castañeda v. Pickard</p> <p>Provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, English proficiency, housing status or socioeconomic status, as follows:</p>	YES	<p><u>All schools are ADA Compliant</u></p> <p><b>District Policy</b></p> <p><b>1510- AMERICANS WITH DISABILITIES ACT (M)</b></p> <p>Section: Administration Date Created: October, 2013 Date Edited: February, 2017</p> <p><b>District Regulation</b></p>	

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		<b>1510 - AMERICANS WITH DISABILITIES ACT (M)</b>  Section: Administration Date Created: October, 2013 Date Edited: February, 2017	
1) Ensure equal and barrier-free access to all school and classroom facilities.	YES	<u>All schools are ADA Compliant</u>  District Policy  <b>1510- AMERICANS WITH DISABILITIES ACT (M)</b>  Section: Administration Date Created: October, 2013 Date Edited: February, 2017	



<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
		District Regulation  <b>1510 - AMERICANS WITH DISABILITIES ACT (M)</b>  Section: Administration Date Created: October, 2013 Date Edited: February, 2017	
2) Attain minority representation of students within each school, including racial and ethnic balance, that approximates the district, charter and renaissance school project's overall minority racial and ethnic representation.	YES	Participation in Federal Free and Reduced Lunch Program  <b>2260- AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M)</b>  Section: Program Date Created: October, 2013 Date Edited: May, 2017	
3) Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.		<b>NOT APPLICABLE</b>	
4) Ensure that students are not separated or isolated by race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, housing status or socioeconomic status, resulting in disproportionate	YES	Class Rosters- Following of Board Policies  <b>5755- EQUITY IN EDUCATIONAL PROGRAMS AND SERVICES (M)</b>	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
placement within schools, courses, classes, programs or extracurricular activities.		Section: Students Date Created: October, 2013 Date Edited: August, 2016	
a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses.	YES	Class Rosters of Programs Genesis-Student Information System- Gender/race balance  <b>5755- EQUITY IN EDUCATIONAL PROGRAMS AND SERVICES (M)</b>  Section: Students Date Created: October, 2013 Date Edited: August, 2016	
b) Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	YES	Disciplinary Records/HIB Reports  <b>District Policy</b>  <b>5755- EQUITY IN EDUCATIONAL PROGRAMS AND SERVICES (M)</b>  Section: Students Date Created: October, 2013 Date Edited: August, 2016	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
c) Ensure equal and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically-advanced instructional assistance, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional/sexual orientation, gender, religion, disability, English proficiency, immigration status, housing status or socioeconomic status.	YES	<p><b>5755- EQUITY IN EDUCATIONAL PROGRAMS AND SERVICES (M)</b></p> <p>Section: Students Date Created: October, 2013 Date Edited: August, 2016</p> <p><b>2361- ACCEPTABLE USE OF COMPUTER NETWORKS/COMPUTERS AND RESOURCES (M)</b></p> <p>Section: Program Date Created: October, 2013 Date Edited: October, 2013</p>	
d) Ensure that all English language learners have equal and bias-free access to all school programs and activities.	YES	<p>District Policy</p> <p><b>2423- BILINGUAL AND ESL EDUCATION (M)</b></p> <p>Section: Program Date Created: October, 2013 Date Edited: August, 2016</p>	
e) Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.	YES	<p>District Policy</p> <p><b>2460- SPECIAL EDUCATION (M)</b></p>	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
		Section: Program Date Created: October, 2013 Date Edited: May, 2017	
f) Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	YES	<b>District Policy</b>  <b>5111- ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS (M)</b>  Section: Students Date Created: October, 2013 Date Edited: April, 2019	
5) Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	YES	<b>District Policy</b>  <b>2423- BILINGUAL AND ESL EDUCATION (M)</b>  Section: Program Date Created: October, 2013 Date Edited: August, 2016	
6) Utilize bias-free measures for determining the special needs of students with disabilities.	YES	<b>District Policy</b>  <b>2460- SPECIAL EDUCATION (M)</b>	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
		Section: Program Date Created: October, 2013 Date Edited: May, 2017  Uniform evaluation protocols	
7) Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including English language learners.	YES	District Policy  <b>2423- BILINGUAL AND ESL EDUCATION (M)</b>  Section: Program Date Created: October, 2013 Date Edited: August, 2016  District Regulation  <b>2423 - BILINGUAL AND ESL EDUCATION (M)</b>  Section: Program Date Created: October, 2013 Date Edited: May, 2017	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
		Programs available through Community School, Summer School, and Extended School Year	
8) Ensure that all pregnant students are permitted to remain in the regular school program and activities. Ensure that equivalent instruction is provided the students, if not permitted to attend school by a doctor.	YES	<b>District Policy</b>  <b>2416- PROGRAMS FOR PREGNANT PUPILS (M)</b>  Section: Program Date Created: October, 2013 Date Edited: October, 2013	
<b>C. Equality and Equity in Guidance Programs and Services</b> N.J.A.C. 6A:7-1,7(c)Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998  Ensure that the district, charter and renaissance school project’s guidance program provides the following:	YES	Counselor Schedules, Special Student Groups available through Guidance, Service Learning Programs, Vo-Tech Course Offerings  <b>2260- AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M)</b>  Section: Program Date Created: October, 2013 Date Edited: May, 2017  <b>2411- GUIDANCE COUNSELING (M)</b>  Section: Program Date Created: October, 2013 Date Edited: August, 2016	
1) Access to adequate and appropriate counseling services for all students, including females, minority students, English language learners, non-college bound students, and students with disabilities.	YES	Counselor Schedules, Special Student Groups available through Guidance, Service Learning Programs, Vo-Tech Course Offerings, Risk assessments, Student Assistance Counselors, Guidance Counselors	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
		<p><b>2260- AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M)</b></p> <p>Section: Program Date Created: October, 2013 Date Edited: May, 2017</p> <p><b>2411- GUIDANCE COUNSELING (M)</b></p> <p>Section: Program Date Created: October, 2013 Date Edited: August, 2016</p> <p>District Regulation</p> <p><b>2411 - GUIDANCE AND SCHOOL COUNSELING (M)</b></p> <p>Section: Program Date Created: October, 2013 Date Edited: May, 2017</p>	
2) A full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.	YES	Counselor Schedules, Special Student Groups available through Guidance, Service Learning Programs, Vo-Tech Course Offerings Athletic Training/Physical Therapy Program STEAM Courses Robotics PEAK	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
		<p><b>2260- AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M)</b></p> <p>Section: Program Date Created: October, 2013 Date Edited: May, 2017</p> <p><b>2411- GUIDANCE COUNSELING (M)</b></p> <p>Section: Program Date Created: October, 2013 Date Edited: August, 2016</p> <p>District Regulation</p> <p><b>2411 - GUIDANCE AND SCHOOL COUNSELING (M)</b></p> <p>Section: Program Date Created: October, 2013 Date Edited: May, 2017</p>	
3) Bias-free materials for use by counselors.	YEs	<p>College Handbooks, Olweus, Materials that are Board Approved</p> <p><b>2411- GUIDANCE COUNSELING (M)</b></p> <p>Section: Program Date Created: October, 2013 Date Edited: August, 2016</p>	



<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
		District Regulation  <b>2411 - GUIDANCE AND SCHOOL COUNSELING (M)</b>  Section: Program Date Created: October, 2013 Date Edited: May, 2017	
<b>D. Equality and Equity in Physical Education</b> N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972  Ensure that the physical education program and instructional activities are equitable.	YES	District Policy  <b>2425- PHYSICAL EDUCATION</b>  Section: Program Date Created: October, 2013 Date Edited: May, 2017	
<b>E. Equality and Equity in Athletic Programs</b> Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972  Ensure that the athletic program accomplishes the following:	YES	District Policy  <b>2431- ATHLETIC COMPETITION</b>  Section: Program Date Created: October, 2013 Date Edited: July, 2018	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
1) Relatively equal numbers of varsity and sub-varsity teams for male and female students.	YES	<p>11 Boys sports 10 Girls sports 27 Boys teams 26 Girls teams</p> <p><b>District Policy</b></p> <p><b>2431- ATHLETIC COMPETITION</b></p> <p>Section: Program Date Created: October, 2013 Date Edited: July, 2018</p> <p><b>District Policy</b></p> <p><b>5755- EQUITY IN EDUCATIONAL PROGRAMS AND SERVICES (M)</b></p> <p>Section: Students Date Created: October, 2013 Date Edited: August, 2016</p>	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
2) Equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	YES	<p><b>District Policy</b></p> <p><b>2431- ATHLETIC COMPETITION</b></p> <p>Section: Program Date Created: October, 2013 Date Edited: July, 2018</p> <p><b>District Policy</b></p> <p><b>5755- EQUITY IN EDUCATIONAL PROGRAMS AND SERVICES (M)</b></p> <p>Section: Students Date Created: October, 2013 Date Edited: August, 2016</p>	
3) Equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	YES	<p>Contractual Salary Guides located in Collective Bargaining Agreements</p> <p><b>District Policy</b></p>	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
		<p><b>1530- EQUAL EMPLOYMENT OPPORTUNITIES (M)</b></p> <p>Section: Administration Date Created: October, 2013 Date Edited: August, 2016</p> <p>District Regulation</p> <p><b>1530 - EQUAL EMPLOYMENT OPPORTUNITY COMPLAINT PROCEDURE (M)</b></p> <p>Section: Administration Date Created: October, 2013 Date Edited: August, 2016</p> <p><b>M</b></p>	
4) Comparable facilities for male and female teams.	YES	<p>District Policy</p> <p><b>5755- EQUITY IN EDUCATIONAL PROGRAMS AND SERVICES (M)</b></p> <p>Section: Students Date Created: October, 2013 Date Edited: August, 2016</p>	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>

<p><b>IV. EMPLOYMENT/CONTRACT PRACTICES</b>                      N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973</p>	<p>Compliant (Yes or No)</p>	<p><b>Documentation or Evidence to Substantiate Compliance</b>  <b>MUST include Board policy title, number and date of adoption.</b></p>	<p><b>List name of noncompliant school(s) in the district</b></p>
<p>A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows:</p> <p>1) Utilize equitable hiring practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district, charter and renaissance school project’s certificated and non-certificated staff and within every category of employment, including administration.</p>	<p>YES</p>	<p>Personnel Rosters, Utilize Appli-track,</p> <p><b>1530- EQUAL EMPLOYMENT OPPORTUNITIES (M)</b></p> <p>Section: Administration                      Date Created: October, 2013                      Date Edited: August, 2016</p> <p><b>1510- RIGHTS OF PERSONS WITH HANDICAPS OR DISABILITIES/POLICY ON NON-DISCRIMINATION (M)</b></p> <p>Section: Administration                      Date Created: October, 2013                      Date Edited: February, 2017</p>	
<p>2) Target recruiting practices for under-represented populations in every category of employment.</p>	<p>YES</p>	<p>Utilize Appli-track and K-12 jobspot to advertise all jobs to large , diverse pool of candidates</p> <p><b>1530- EQUAL EMPLOYMENT OPPORTUNITIES (M)</b></p> <p>Section: Administration                      Date Created: October, 2013                      Date Edited: August, 2016</p> <p><b>1510- RIGHTS OF PERSONS WITH HANDICAPS OR DISABILITIES/POLICY ON NON-DISCRIMINATION (M)</b></p>	

<p><b><u>IV. EMPLOYMENT/CONTRACT PRACTICES</u></b>                      N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964;                      Title IX, Education Amendments of 1972; N.J.S.A. 10:5,                      Equal Pay Act 1973</p>	<p>Compliant (Yes or No)</p>	<p><b>Documentation or Evidence to Substantiate Compliance</b>  <b>MUST include Board policy title, number and date of adoption.</b></p>	<p><b>List name of noncompliant school(s) in the district</b></p>
		<p>Section: Administration                      Date Created: October, 2013                      Date Edited: February, 2017</p>	
<p>3) Compliance of employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.</p>	<p>YES</p>	<p><b>1530- EQUAL EMPLOYMENT OPPORTUNITIES (M)</b>                       Section: Administration                      Date Created: October, 2013                      Date Edited: August, 2016   <b>1510- RIGHTS OF PERSONS WITH HANDICAPS OR DISABILITIES/POLICY ON NON-DISCRIMINATION (M)</b>                       Section: Administration                      Date Created: October, 2013                      Date Edited: February, 2017</p>	
<p>4) Monitor promotions and transfers to ensure non-discrimination.</p>	<p>YES</p>	<p><b>District Collective Bargaining Agreements</b></p>	
<p>5) Provide equal pay for equal work regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</p>	<p>YES</p>	<p><b>1530- EQUAL EMPLOYMENT OPPORTUNITIES (M)</b>                       Section: Administration                      Date Created: October, 2013                      Date Edited: August, 2016   <b>1510- RIGHTS OF PERSONS WITH HANDICAPS OR DISABILITIES/POLICY ON NON-DISCRIMINATION (M)</b></p>	

<p><b><u>IV. EMPLOYMENT/CONTRACT PRACTICES</u></b>                      N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973</p>	<p>Compliant (Yes or No)</p>	<p><b>Documentation or Evidence to Substantiate Compliance</b>  <b>MUST include Board policy title, number and date of adoption.</b></p>	<p><b>List name of noncompliant school(s) in the district</b></p>
		<p>Section: Administration                      Date Created: October, 2013                      Date Edited: February, 2017</p>	
<p>B. Ensure that the district, charter and renaissance school project does not enter into, or maintain, contracts with persons, agencies, or organizations that discriminate in employment or in the provision of benefits or services, on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.</p>	<p>YES</p>	<p><b>1530- EQUAL EMPLOYMENT OPPORTUNITIES (M)</b></p> <p>Section: Administration                      Date Created: October, 2013                      Date Edited: August, 2016</p> <p><b>1510- RIGHTS OF PERSONS WITH HANDICAPS OR DISABILITIES/POLICY ON NON-DISCRIMINATION (M)</b></p> <p>Section: Administration                      Date Created: October, 2013                      Date Edited: February, 2017</p>	
<p>C. Provide Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.</p>	<p>YES</p>	<p><b>1530- EQUAL EMPLOYMENT OPPORTUNITIES (M)</b></p> <p>Section: Administration                      Date Created: October, 2013                      Date Edited: August, 2016</p> <p><b>1510- RIGHTS OF PERSONS WITH HANDICAPS OR DISABILITIES/POLICY ON NON-DISCRIMINATION (M)</b></p> <p>Section: Administration                      Date Created: October, 2013                      Date Edited: February, 2017</p>	


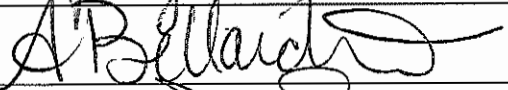
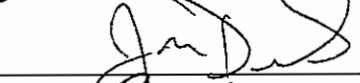
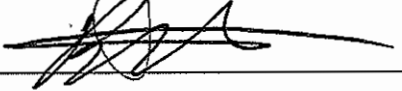
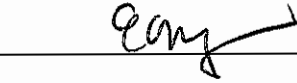




## Affirmative Action Team

The following Affirmative Action Team (AAT) members that participated in the development of the needs assessment and Comprehensive Equity Plan. The AAT **must** consist of a minimum of three personnel and be comprised of diverse stakeholders.

School District, Charter School And Renaissance School Project Name:

Name	Title	Grade Level (If Applicable)	Signature
Maryann Gibbs	Affirmative Action Officer	K-12 District	
Alyssa Bellardino	Teacher	3rd Grade	
Jon Deeb	Assistant Principal	High School	
Brian Hamer	Assistant Principal	5/6	
Dorabeth Mague	Assistant Principal	7/8	
Loretta Radulic	Superintendent	K-12	