

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 align="center">I. <u>BOARD RESPONSIBILITY</u></p>	<p align="center">Compliant (Yes or No)</p>	<p align="center">Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</p>	<p>Date Policy or Regulation Last Updated by Strauss Esmay</p>	<p>L i s t n a m e o f n o n c o m p l i a n t s c h o o l (s) i n t</p>
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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	Y		P = Policy R = Regulation	
A. Adopt or re-adopt written equality and equity policies, requiring the following:				
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.	Y	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Policy 1523 – Comprehensive Equity Plan ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity ● Policy 5755 – Equity in Educational Programs and Services 	P1140 April 2019 P1523 April 2019 P2260 April 2019 R2260 April 2019 P5750 May 2019 R 5750 May 2019 P5755 May 2019	
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.	Y	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Policy 1523 – Comprehensive Equity Plan ● Policy & Regulation 2260 – Affirmative Action Program ● Policy & Regulation 5750 – Equal Educational Opportunity ● Policy 5755 – Equity in Educational Programs and Services 	P1140 April 2019 P1523 April 2019 P2260 April 2019 R2260 April 2019 P5750 May 2019 R 5750 May 2019 P5755 May 2019	
c) Provide equitable treatment for pregnant and married students.	Y	<ul style="list-style-type: none"> ● Policy 2416 – Programs for Pregnant Students ● Policy 5752 – Marital Status and Pregnancy 	P2416 April 2005 P5752 April 2005	

	d) Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Y	<ul style="list-style-type: none"> ● Policy 1523 – Comprehensive Equity Plan ● Policy 5512 – Harassment, Intimidation, and Bullying ● Policy & Regulation 5751 – Sexual Harassment ● Elementary & High School Discipline codes ● All school counselors received HIB training Spring 2019 	<p>P1523 April 2019 P5512 May 2019</p> <p>P5751 Mar 1998 R5751 Mar 1998</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.	Y	<ul style="list-style-type: none"> ● Policy 1523 – Comprehensive Equity Plan ● Policy & Regulation 1530 – Equal Employment Opportunity ● Policy 1550 – Equal Employment/Anti-Discrimination Practices ● Employment applications 	<p>P1523 April 2019 P1530 April 2019 R1530 June 2016 P 1550 Feb 2019</p>
	3) The appointment of an Affirmative Action Officer (AAO) who can also serve, or coordinate with, the district, charter, and renaissance school project school’s Section 504 Officer and/or the district, charter and renaissance school project’s Title IX Coordinator.	Y	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Bonnie Smeltzer appointed as Affirmative Action Officer at the 5/9/18 BOE Meeting ● Kelly Reising approved as Section 504 Coordinator at the 8/22/18 BOE Meeting ● Anthony Carbone appointed as the Title IX Coordinator at the 5/9/18 BOE Meeting 	P1140 April 2019
	4) Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Y	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Resources available on the Audubon School District staff website ● District in-service 9/5/18 ● Leadership team meeting 8/13/18 ● Mandated training videos assigned to all staff and administrators for the 2018-2019 school year to be completed by 12/31/2018: this video series to be permanently included in mandated training requirements in 2019-2020, 2020-2021, 2021-2022 	P1140 April 2019

		<ul style="list-style-type: none"> ● PL opportunity: Equity discussion in-service 3/28/19 ● PL opportunity: Small group equity talk Mansion Avenue School 4/4/19 ● All school counselors received HIB training Spring 2019 		
B. Authorize the Affirmative Action Officer 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, and complete the District Performance Review in the NJQSAC. Charter schools will report annual progress in the Charter School Annual Report.	Y	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Policy 1523 – Comprehensive Equity Plan ● Affirmative Action Team approved 3/20/19: Dr. Andy Davis, Bonnie Smeltzer, Shamus Burke, Dawn Bentley, Natalie Busarello, Debbie Roncace ● Needs Assessment Developed in April 2019 ● CEP for 2019-2022 approved at the 5/8/2019 BOE meeting 	P1140 April 2019 P1523 April 2019	
C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups disaggregated by gender, race, 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.	Y	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Policy & Regulation 2423 – Bilingual and ESL Education ● Policy 2610 – Educational Program Evaluation ● Policy 2622 – Student Assessment ● Policy 2415.01- Academic Standards, Academic Assessments, and Accountability ● PARCC score presentation to BOE on 10/17/2018 ● Records and Data in Curriculum and CST Offices 	P1140 April 2019 P2423 April 2019 R2423 April 2019 P2610 Jan 2019 P2622 April 2019 P2415.01 Dec 2015	

D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions:	Y	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Policy 1523 – Comprehensive Equity Plan ● Board Minutes: 5/8/2019 	P1140 April 2019 P1523 April 2019	
1) Informing the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	Y	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Policy 5512 – Harassment, Intimidation, & Bullying <ul style="list-style-type: none"> ● HIB Policy, Regulation and District Grade available on the district website ● Presentation by District Anti-Bullying Coordinator, Frank Corley: 9/5/2018 ● Presentation by District Affirmative Action Officer, Bonnie Smeltzer: 9/5/2018 ● Monthly HIB reports to the BOE ● Notices in all District Offices and on website ● All school counselors received HIB training Spring 2019 	P1140 April 2019 P5512 May 2019	
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 district, charter, and renaissance school projects equity responsibilities.	Y	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Affirmative Action Manual ● Affirmative Action Officer Certificate Program attendance BOE approved 9/13/2017. Completed by Bonnie Smeltzer 10/10/217, 3/3/2018, 8/23/2018 	P1140 April 2019	
3) Inform students, staff, and the community of the name, office address, and phone number of the district, charter, and renaissance school project's AAO, and publicize the location and availability of	Y	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Policy & Regulation 1510 – Americans with Disabilities Act ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 	P1140 April 2019 P1510 Dec 2016 R1510 Dec 2016 P2260 April 2019 R2260 April 2019	

	the district, charter, and renaissance school project's CEP, policy(ies), grievance procedures, and annual reports.		<ul style="list-style-type: none"> ● Links available on District Website ● Dedicated District Webpage 		
	4) Investigate and resolve discrimination complaints, grievances, and incidents between students and teachers or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.	Y	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Policy & Regulation 1510 – Americans with Disabilities Act ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity ● Discipline referrals ● Affirmative Action forms ● Affirmative Action reports ● HIB reports ● All school counselors received HIB training Spring 2019 	P1140 April 2019 P1510 Dec 2016 R1510 Dec 2016 P2260 April 2019 R2260 April 2019 P5750 May 2019 R 5750 May 2019	
	5) Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	Y	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy 2415.01- Academic Standards, Academic Assessments, and Accountability ● Annual testing report 	P1140 April 2019 P2260 April 2019 R2260 April 2019 P2415.01 Dec 2015	
	6) Authorize the AAO to conduct yearly equity training for all staff.	Y	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● District in-service 9/5/18 ● Mandated training videos 	P1140 April 2019	
	E. 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,	Y	<p>(For County Vocational School Districts Only)</p> <ul style="list-style-type: none"> ● Policy & Regulation 5111 – Eligibility of Resident/Nonresident Students <p>N/A</p>	P5111 May 2019 R5111 May 2019	

	and renaissance school project's district's website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.				
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II. STAFF DEVELOPMENT AND TRAINING N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	Date Policy or Regulation Last Updated by Strauss Esmay	List name of noncompliant school(s) in the district
A. 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 , as follows:	Y	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Resources available on the Audubon School District website ● Title I parent meetings ● Special Education Parent Advisory Committee meetings ● PARCC Test Score presentation to district staff 10/17/18 ● PARCC Test Score presentation to BOE at public meeting 10/17/18 ● Instructional Council 	P1140 April 2019	
1) To all certificated (administrative and professional) staff.	Y	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Policy & Regulation 3240 – Professional Development for Teachers and School Leaders ● District inservice 9/5/18 ● Mandated training videos 	P1140 April 2019 P3240 April 2019 R3240 April 2019	
2) To all non-certificated (non-professional) staff.	Y	<ul style="list-style-type: none"> ● Policy 1140 – Affirmative Action Program ● Policy 4240 – Employee Training ● District inservice 9/5/18 ● Mandated training videos 	P1140 April 2019 R4240 Nov 1992	

III. SCHOOL AND CLASSROOM PRACTICES	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	Date Policy or Regulation Last Updated by Strauss Esmay	List name of noncompliant school(s) in the district
<p>A. Equality and Equity in Curriculum 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 addresses 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>	Y	<ul style="list-style-type: none"> ● Policy & Regulation 2200 – Curriculum Content ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy 5755 – Equity in Educational Programs and Services ● Policy 2415.01 - Academic Standard, Academic Assessments, and Accountability ● Curriculum and Curriculum revision ● Instructional Council 	<p>P2200 April 2019 R2200 April 2019 P2260 April 2019 R2260 April 2019</p> <p>P5755 May 2019</p> <p>P2415.01 Dec 2015</p>	

a) School climate and culture, safe and positive learning environment	Y	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy 5512 – Harassment, Intimidation, and Bullying ● Policy & Regulation 5750 – Equal Educational Opportunity ● High School clubs: GSA, STARS ● Positive Behavioral Interventions and Support Program ● Student Planner/Parent Handbook/Discipline policy ● All school counselors received HIB training Spring 2019 ● High School Challenge Day 2019 	P2260 April 2019 R2260 April 2019 P5512 May 2019 P5750 May 2019 R 5750 May 2019	
b) Courses of study, including physical education	Y	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy 2422 – Health and Physical Education ● Policy & Regulation 5750 – Equal Educational Opportunity ● Curriculum revision ● Instructional Council 	P2260 April 2019 R2260 April 2019 P 2422 April 2019 P5750 May 2019 R 5750 May 2019	
c) Library materials/instructional materials and strategies	Y	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity ● Review text selection review process and resources ● Math program under review 2019-2020 	P2260 April 2019 R2260 April 2019 P5750 May 2019 R 5750 May 2019	

d) Technology/software and audiovisual materials	Y	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity ● All purchases reviewed and approved 	P2260 April 2019 R2260 April 2019 P5750 May 2019 R 5750 May 2019	
e) Guidance and counseling, including harassment, intimidation and bullying, sexual harassment and grievance procedures	Y	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 2411 – Guidance Counseling ● Policy 5512 – Harassment, Intimidation, and Bullying ● Policy & Regulation 5750 – Equal Educational Opportunity ● Updates to student and parent handbooks/faculty manuals with new policies as implemented ● All school counselors received HIB training Spring 2019 ● Board of Education training and documentation 	P2260 April 2019 R2260 April 2019 P2411 April 2019 R2411 April 2019 P5512 July 2018 P5750 May 2019 R 5750 May 2019	
f) Extra-curricular programs and activities	Y	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity ● Coaching meetings - Local, conference, state 	P2260 April 2019 R2260 April 2019 P5750 May 2019 R 5750 May 2019	
g) Tests and other assessments	Y	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity ● Test reports 	P2260 April 2019 R2260 April 2019 P5750 May 2019 R 5750 May 2019	

h) Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Y	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity ● Policy 5755 – Equity in Educational Programs and Services ● Open course selection /advertisement 	P2260 April 2019 R2260 April 2019 P5750 May 2019 R 5750 May 2019 P5755 May 2019	
2) Incorporate a multicultural curriculum in aspects in the instructional content and practices across the curriculum.	Y	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity ● Infused across curriculum ● Curriculum revision 	P2260 April 2019 R2260 April 2019 P5750 May 2019 R 5750 May 2019	
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)	Y	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity ● Curriculum and Curriculum revision ● “Amistad” taught in US History I, Grade 6 ● US History II ● World History ● Sociology unit “Race and Ethnicity” 	P2260 April 2019 R2260 April 2019 P5750 May 2019 R 5750 May 2019	
4) Include instruction on the Holocaust and other genocide curricula for elementary and secondary school students. (N.J.S.A. 18A:35-28)	Y	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity 	P2260 April 2019 R2260 April 2019 P5750 May 2019 R 5750 May 2019	

		<ul style="list-style-type: none"> ● Included in High School Social Studies and English Curriculum ● Included in Elementary school curriculum: delivered during RTI cycles 		
<p>B. Equality and Equity in Student Access N.J.A.C. 6A:7-1.7; Titles VI & 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>	Y	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 5750 – Equal Educational Opportunity ● Policy 5755 – Equity in Educational Programs and Services ● S.T.A.R.S. Club: Students and Teachers Against Racism and Stereotypes ● GSA Club: Gay-Straight Alliance ● Transgender training for administrative staff: 2/2016, 4/2016 ● Transgender training for all staff: 4/28/2016 	P2260 April 2019 R2260 April 2019 P5750 May 2019 R 5750 May 2019 P5755 May 2019	
<p>1) Ensure equal and barrier-free access to all school and classroom facilities.</p>	Y	<ul style="list-style-type: none"> ● Policy 5755 – Equity in Educational Programs and Services ● Bond referendum passed in January 2005 addressed all handicap access issues ● Although previously compliant, Playground renovation 2018 increased access ● New playground 2019 also compliant 	P5755 May 2019	

2) Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter, and renaissance school project's overall minority racial and ethnic representation.	Y	<ul style="list-style-type: none"> ● Policy 5755 – Equity in Educational Programs and Services 	P5755 May 2019	
3) Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Y	<ul style="list-style-type: none"> ● Policy 5755 – Equity in Educational Programs and Services 	P5755 May 2019	
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 placement within schools, courses, classes, programs, or extracurricular activities.	Y	<ul style="list-style-type: none"> ● Policy 5755 – Equity in Educational Programs and Services ● Class lists ● Student of the month recognition 	P5755 May 2019	
a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses, including math and science.	Y	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy 5755 – Equity in Educational Programs and Services ● Policy 2464 - Gifted and Talented Pupils ● Class lists 	P2260 April 2019 R2260 April 2019 P5755 May 2019 P2464 Nov 2015	

<p>b) Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.</p>	<p>Y</p>	<ul style="list-style-type: none"> ● Policy 5755 – Equity in Educational Programs and Services ● Discipline data analysis ● I&RS cases 	<p>P5755 May 2019</p>	
<p>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.</p>	<p>Y</p>	<ul style="list-style-type: none"> ● Policy 5755 – Equity in Educational Programs and Services ● Student schedules and class rosters ● 1:1 initiative in grades 6-12. All students are provided with a Chromebook for home use ● 1:1 initiative grades 3-5. All students are provided with a Chromebook for school use ● Elementary curriculum: Computers, STEM ● High School training on ELL students and working with students in classroom settings ● MAS training on WIDA Can Do Descriptors ● Title III purchases 	<p>P5755 May 2019</p>	
<p>d) Ensure that all English language learners have equal and bias-free access to all school programs and activities.</p>	<p>Y</p>	<ul style="list-style-type: none"> ● Policy 5755 – Equity in Educational Programs and Services ● Student schedules and class rosters ● ESL classes and intervention support ● Certified ESL instructors at all grade levels 	<p>P5755 May 2019</p>	

		<ul style="list-style-type: none"> ● High School training on ELL students and working with students in classroom settings ● MAS training on WIDA Can Do Descriptors ● Title III purchases 		
e) Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.	Y	<ul style="list-style-type: none"> ● Policy 5755 – Equity in Educational Programs and Services ● IEP’s 	P5755 May 2019	
f) Ensure that all schools’ registration procedures are in compliance with State and Federal regulations and case law.	Y	<ul style="list-style-type: none"> ● Policy & Regulation 5111 – Eligibility of Resident/Nonresident Students ● District registration forms and procedures ● Student records 	P5111 May 2019 R5111 May 2019	
5) Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Y	<ul style="list-style-type: none"> ● Policy & Regulation 2423 – Bilingual and ESL Education ● IPT, MACII 	P2423 April 2019 R2423 April 2019	

<p>6) Utilize bias-free measures for determining the special needs of students with disabilities.</p>	<p>Y</p>	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy 2460 – Special Education ● Regulation 2460.1 – Special Education - Location, Identification, and Referral ● Regulation 2460.8 – Special Education - Free and Appropriate Public Education ● Regulation 2460.9 – Special Education - Transition From Early Intervention Programs to Preschool Programs ● Regulation 2460.15 – Special Education – In-Service Training Needs for Professional and Paraprofessional Staff ● Regulation 2460.16 – Special Education - Instructional Material to Blind or Print-Disabled Students ● Testing is standardized and bias-free ● IEP's 	<p>P2260 April 2019 R2260 April 2019 P2460 Feb 2017 R2460.1 April 2019 R2460.8 April 2019 R2460.9 April 2019 R2460.15 April 2019 R2460.16 April 2019</p>	
<p>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.</p>	<p>Y</p>	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Information provided in student and parent handbooks 	<p>P2260 April 2019 R2260 April 2019</p>	
<p>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.</p>	<p>Y</p>	<ul style="list-style-type: none"> ● Policy 2416 – Programs for Pregnant Students ● Policy 5752 – Marital Status and Pregnancy ● Policy 5755 – Equity in Educational Programs and Services ● Student records 	<p>P2416 April 2005 P5752 April 2005 P5755 May 2019</p>	

<p>C. Equality and Equity in Guidance Programs and Services N.J.A.C. 6A:7-1,7(c) Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998</p> <p>Ensure that the district, charter, and renaissance school project's guidance program provides the following:</p>	<p>Y</p>			
<p>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.</p>	<p>Y</p>	<ul style="list-style-type: none"> ● Policy & Regulation 2411 – Guidance Counseling ● Policy 5755 – Equity in Educational Programs and Services 	<p>P2411 April 2019 R2411 April 2019 P5755 May 2019</p>	
<p>2) The presentation of 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.</p>	<p>Y</p>	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Policy & Regulation 2411 – Guidance Counseling ● Policy 5755 – Equity in Educational Programs and Services 	<p>P2260 April 2019 R2260 April 2019 P2411 April 2019 R2411 April 2019 P5755 May 2019</p>	
<p>3) Guidance counselors are using bias-free materials.</p>	<p>Y</p>	<ul style="list-style-type: none"> ● Policy & Regulation 2411 – Guidance Counseling ● Policy 5755 – Equity in Educational Programs and Services 	<p>P2411 April 2019 R2411 April 2019 P5755 May 2019</p>	
<ul style="list-style-type: none"> ● Equality and Equity in Physical Education <p>N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972</p> <p>Ensure that the district, charter, and renaissance school project's physical education program is co-educational, as follows:</p>	<p>Y</p>			

<p>1. All instructional activities are equitable and are co-educational.</p>		<ul style="list-style-type: none"> ● Policy 2422 – Health and Physical Education ● Policy 5755 – Equity in Educational Programs and Services ● Adaptive physical education class ● Updated Health and PE curriculum 	<p>P 2422 April 2019 P5755 May 2019</p>	
<p>D. Equality and Equity in Athletic Programs Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972</p> <p>Ensure that the district, charter, and renaissance school project’s Athletic Program accomplishes the following:</p>	<p>Y</p>			
<p>1) Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.</p>	<p>Y</p>	<ul style="list-style-type: none"> ● Policy 5755 – Equity in Educational Programs and Services ● List of team/team rosters from Athletic Director 	<p>P5755 May 2019</p>	
<p>2) Ensures equitable scheduling of night games, practice times, locations, and numbers of games for male and female teams.</p>	<p>Y</p>	<ul style="list-style-type: none"> ● Policy 5755 – Equity in Educational Programs and Services ● Team schedules 	<p>P5755 May 2019</p>	
<p>3) Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase, and maintenance of equipment, etc.</p>	<p>Y</p>	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Contracts and budget line items 	<p>P2260 April 2019 R2260 April 2019</p>	
<p>4) Provides comparable facilities for male and female teams.</p>	<p>Y</p>	<ul style="list-style-type: none"> ● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices ● Practice and game schedules 	<p>P2260 April 2019 R2260 April 2019</p>	

IV. EMPLOYMENT/CONTRACT PRACTICES 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	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	Date Policy or Regulation Last Updated by Strauss Esmay	List name of noncompliant school(s) in the district
<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>	Y	<ul style="list-style-type: none"> ● Policy & Regulation 1510 – Americans with Disabilities Act ● Policy & Regulation 1530 – Equal Employment Opportunities ● Policy & Regulation 1550 – Equal Employment/Anti-Discrimination Practices ● Policy 1613 - Disclosure and Review of Applicant's Employment History 	P1510 Dec 2016 R1510 Dec 2016 P1530 April 2019 R1530 June 2016 P 1550 Feb 2019 R1550 April 2018 P1613 Feb 2019	
<p>2) Target recruiting practices for under-represented populations in every category of employment.</p>	Y	<ul style="list-style-type: none"> ● Policy & Regulation 1530 – Equal Employment Opportunities ● Post vacancies on district website and district social media pages ● Post vacancies on public social media pages (ie: LinkedIn) ● Post vacancies using various services (NJ Hire, NJ School jobs, Courier Post newspaper) ● Reach out to local universities with regard to current openings 	P1530 April 2019 R1530 June 2016	

<p>3) Ensure that the district, charter, and renaissance school project's employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.</p>	<p>Y</p>	<ul style="list-style-type: none"> ● Policy & Regulation 1510 – Americans with Disabilities Act ● Policy & Regulation 1530 – Equal Employment Opportunities ● Policy & Regulation 1550 – Equal Employment/Anti-Discrimination Practices ● All employment forms and applications have been reviewed by our Solicitor 	<p>P1510 Dec 2016 R1510 Dec 2017 P1530 April 2019 R1530 June 2016 P 1550 Feb 2019 R1550 April 2018</p>	
<p>4) Monitor promotions and transfers to ensure non-discrimination.</p>	<p>Y</p>	<ul style="list-style-type: none"> ● Policy & Regulation 1530 – Equal Employment Opportunities ● Policy & Regulation 1550 – Equal Employment/Anti-Discrimination Practices ● In accordance with AEA and AAA contracts 	<p>P1530 April 2019 R1530 June 2016 P 1550 Feb 2019 R1550 April 2018</p>	
<p>5) Ensure equal pay for equal work among members of the district, charter, and renaissance school project's staff, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</p>	<p>Y</p>	<ul style="list-style-type: none"> ● Policy & Regulation 1530 – Equal Employment Opportunities ● Policy & Regulation 1550 – Equal Employment/Anti-Discrimination Practices ● Employee contracts 	<p>P1530 April 2019 R1530 June 2016 P 1550 Feb 2019 R1550 April 2018</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</p>	<p>Y</p>	<ul style="list-style-type: none"> ● Policy & Regulation 1530 – Equal Employment Opportunities ● Policy & Regulation 1550 – Equal Employment/Anti-Discrimination Practices 	<p>P1530 April 2019 R1530 June 2016 P 1550 Feb 2019 R1550 April 2018</p>	

<p>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>		<ul style="list-style-type: none"> ● New Jersey Public Contracts Law 		
<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>Y</p>	<ul style="list-style-type: none"> ● Policy & Regulation 1530 – Equal Employment Opportunities ● Policy & Regulation 1550 – Equal Employment/Anti-Discrimination Practices ● AEA and AAA contracts 	<p>P1530 April 2019 R1530 June 2016 P 1550 Feb 2019 R1550 April 2018</p>	