

***District, Charter School and Renaissance School Project 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.

*Table 1: Needs Assessment, Board Responsibility*

<b>I. Board Responsibility</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
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  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.	<b>YES</b>	<b>Policy 1140:</b> Affirmative Action Program (8-25-16) <b>Policy 1523:</b> Comprehensive Equity Plan (8-23-18) <b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09) <b>Policy / Regulation 5750:</b> Equal Educational Opportunity (8-25-16 / 8-20-09) <b>Policy 5755:</b> Equity in Educational Programs & Services (8-25-16)	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
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.	YES	<b>Policy 1140:</b> Affirmative Action Program (8-25-16) <b>Policy 1523:</b> Comprehensive Equity Plan (8-23-18) <b>Policy / Regulation 5750:</b> Equal Educational Opportunity (8-25-16 / 8-20-09) <b>Policy 5755:</b> Equity in Educational Programs & Services (8-25-16)	
c. Provide equitable treatment for pregnant and married students	YES	<b>Policy 2416:</b> Programs for Pregnant Pupils (8-20-09) <b>Policy 5752:</b> Marital Status & Pregnancy (8-20-09)	
d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	YES	<b>Policy 1523:</b> Comprehensive Equity Plan (8-23-18) <b>Policy / Regulation 5512:</b> Harassment, Intimidation, & Bullying (8-23-18 / 10-17-13) <b>Policy &amp; Regulation 5751:</b> Sexual Harassment (8-20-09)	
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.	YES	<b>Policy 1523:</b> Comprehensive Equity Plan (8-23-18) <b>Policy 1550:</b> Affirmative Action Program for Employment & Contract Practices / Employment Practices Plan (8-23-18)	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
3. The appointment of an Affirmative Action Officer (AAO) who can also serve as, 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.	YES	<b>Policy 1140:</b> Affirmative Action Program (8-25-16) Copy of Board Minutes (5-16-19)	
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	YES	<b>Policy 1140:</b> Affirmative Action Program (8-25-16) Safe Schools Professional Development Modules	
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.	YES	<b>Policy 1140:</b> Affirmative Action Program (8-25-16) Copy of Board Minutes (5-16-19) <b>Policy 1523:</b> Comprehensive Equity Plan (8-23-18)	
C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups	YES	<b>Policy 1140:</b> Affirmative Action Program (8-25-16) <b>Policy 2415.01:</b> Academic Standards, Academic Assessments & Accountability (8-23-18)	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
<p>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.</p>		<p><b>Policy &amp; Regulation 2423:</b> Bilingual &amp; ESL Education (8-25-16)  <b>Policy 2610:</b> Educational Program Evaluation (3-14-19)  <b>Policy 2622:</b> Student Assessments (6-8-17)</p>	
<p>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:</p>	<p><b>YES</b></p>	<p><b>Policy 1140:</b> Affirmative Action Program (8-25-16)  <b>Policy 1523:</b> Comprehensive Equity Plan (8-23-18)            Copy of Board Minutes (6-6-19)</p>	
<p>1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and</p>	<p><b>YES</b></p>	<p><b>Policy 1140:</b> Affirmative Action Program (8-25-16)  <b>Policy / Regulation 5512:</b> Harassment, Intimidation, &amp; Bullying (8-23-18 / 10-17-13)</p>	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
segregation; and ensuring equality in educational programs.		Parent/Student Handbooks, 18-19	
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.	<b>YES</b>	<b>Policy 1140:</b> Affirmative Action Program (8-25-16)	
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 the district, charter and renaissance school project's CEP, policy(ies), grievance procedures and annual reports.	<b>YES</b>	<b>Policy 1140:</b> Affirmative Action Program (8-25-16) <b>Policy &amp; Regulation 1510:</b> Americans with Disabilities Act (2-16-17) <b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09) District-Wide Directory / District Website Homepage	
4. Investigate and resolve discrimination complaints, grievances and incidents between students and teachers or among students, based on race, national	<b>YES</b>	<b>Policy 1140:</b> Affirmative Action Program (8-25-16) <b>Policy &amp; Regulation 1510:</b> Americans with Disabilities Act (2-16-17) <b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09)	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.		<b>Policy / Regulation 5750:</b> Equal Educational Opportunity (8-25-16 / 8-20-09)	
5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	<b>YES</b>	<b>Policy 1140:</b> Affirmative Action Program (8-25-16) <b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09) <b>Policy 2415.01:</b> Academic Standards, Academic Assessments & Accountability (8-23-18)	
6. Authorize the AAO to conduct yearly equity training for all staff.	<b>YES</b>	<b>Policy 1140:</b> Affirmative Action Program (8-25-16) Copy of Board Minutes (5-16-19)	
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 and renaissance school project's district's website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.		(For County Vocational School Districts Only)  ////////////////////////////////////	

Table 2: Needs Assessment, Staff Development and Classroom Practices

<b>II. Staff Development And Training</b> <ul style="list-style-type: none"> <li>N.J.A.C. 6A:7-1.6 &amp; N.J.S.A. 10:5</li> </ul>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	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 <b>every school year</b> , as follows:	<b>YES</b>	<b>Policy 1140:</b> Affirmative Action Program (8-25-16) District In-Service Workshop Schedule Yearly AAO Staff Refreshers	
1. To all certificated (administrative and professional) staff.	<b>YES</b>	<b>Policy 1140:</b> Affirmative Action Program (8-25-16) <b>Policy &amp; Regulation 3240:</b> Professional Development for Teachers & School Leaders (9-28-17)	
2. To all non-certificated (non-professional) staff.	<b>YES</b>	<b>Policy 1140:</b> Affirmative Action Program (8-25-16) <b>Policy 4240:</b> Employee Training (8-20-09)	

Table 3: Needs Assessment, School and Classroom Practices

<b>III. School and Classroom Practices</b>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>A. Equality and Equity in Curriculum</p> <ul style="list-style-type: none"> <li>• 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</li> </ul> <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>	<p><b>YES</b></p>	<p><b>Policy &amp; Regulation 2200:</b> Curriculum Content (8-23-18)  <b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09)  <b>Policy 2415.01:</b> Academic Standards, Academic Assessments &amp; Accountability (8-23-18)  <b>Policy 5755:</b> Equity in Educational Programs &amp; Services (8-25-16)</p>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
a. School climate and culture, safe and positive learning environment.	YES	<b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09) <b>Policy / Regulation 5750:</b> Equal Educational Opportunity (8-25-16 / 8-20-09) <b>Policy / Regulation 5512:</b> Harassment, Intimidation, & Bullying (8-23-18 / 10-17-13) Social Emotional Learning (SEL) integration in curriculum Peer Mediators / Bias Busters Bully-Busting Curriculum Project Wisdom Character Education Program DHS Pride Alliance & much more....	
b. Courses of study, including Physical Education	YES	<b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09) <b>Policy 2425:</b> Physical Education (8-23-18) <b>Policy / Regulation 5750:</b> Equal Educational Opportunity (8-25-16 / 8-20-09) Physical Education Curriculum	
c. Library materials/Instructional materials and strategies	YES	<b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09) <b>Policy / Regulation 5750:</b> Equal Educational Opportunity (8-25-16 / 8-20-09) Media Center List of Selections/Holdings	
d. Technology/software and audio-visual materials	YES	<b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09) <b>Policy / Regulation 5750:</b> Equal Educational Opportunity (8-25-16 / 8-20-09) District Technology Plan, 2016-2019	
e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures	YES	<b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09) <b>Policy &amp; Regulation 2411:</b> Guidance Counseling (8-25-16) <b>Policy / Regulation 5512:</b> Harassment, Intimidation, & Bullying (8-23-18 / 10-17-13)	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		<b>Policy / Regulation 5750:</b> Equal Educational Opportunity (8-25-16 / 8-20-09) Guidance Department Parent Open Houses Elementary Small-Group Counseling	
f. Extra-curricular programs and activities	YES	<b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09) <b>Policy / Regulation 5750:</b> Equal Educational Opportunity (8-25-16 / 8-20-09) Family Math/Family Science/Family S.T.E.M. PTO/PTA Family Night Out Programs Student Government Kindergarten-Parent Literacy Program Summer Enrichment Program TLC Program & much more.....	
g. Tests and other assessments	YES	<b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09) <b>Policy / Regulation 5750:</b> Equal Educational Opportunity (8-25-16 / 8-20-09) PARCC / NJSLA / STAR / DIBELS / Study Island / Link-It Test Results	
h. Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	YES	<b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09) <b>Policy / Regulation 5750:</b> Equal Educational Opportunity (8-25-16 / 8-20-09) <b>Policy 5755:</b> Equity in Educational Programs & Services (8-25-16) K-12 Class Rosters	
2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	YES	<b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09) <b>Policy / Regulation 5750:</b> Equal Educational Opportunity (8-25-16 / 8-20-09) Cultural Awareness Day Celebration Board reports depicting cultural content	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		Winter/Spring Concerts World Lang. Curriculum-Nat'l Hispanic Heritage Month Theme Day	
3. Ensure that instruction on 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	<b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09) <b>Policy / Regulation 5750:</b> Equal Educational Opportunity (8-25-16 / 8-20-09) District-wide lesson plans (Martin Luther King Jr., Black History Month, Ruby Bridges, Amistad, etc.)	
4. Include instruction on the Holocaust and other genocide curricula in the curriculum for elementary and secondary school students. (N.J.S.A. 18A:35-28)	YES	<b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09) <b>Policy / Regulation 5750:</b> Equal Educational Opportunity (8-25-16 / 8-20-09) Holocaust Awareness Workshop & Survivor Speaker K-5 Guidance Department Lessons on Tolerance & Inclusion	
<p>B. Equality and Equity in Student Access</p> <ul style="list-style-type: none"> <li>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</li> </ul> <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,</p>	YES	<b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09) <b>Policy / Regulation 5750:</b> Equal Educational Opportunity (8-25-16 / 8-20-09) <b>Policy 5755:</b> Equity in Educational Programs & Services (8-25-16)	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
marital status, affectional or sexual orientation, gender, religion, disability, English proficiency, housing status or socioeconomic status, as follows:			
1. Ensure equal and barrier-free access to all school and classroom facilities.	<b>YES</b>	<b>Policy 5755:</b> Equity in Educational Programs & Services (8-25-16) NJQSAC Operations DPR Report	
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.	<b>YES</b>	<b>Policy 5755:</b> Equity in Educational Programs & Services (8-25-16) K-12 Class Rosters U.S. EEO-5 Commission Report	
3. Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	<b>YES</b>	<b>Policy 5755:</b> Equity in Educational Programs & Services (8-25-16) NJQSAC Operations DPR Report	
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,	<b>YES</b>	<b>Policy 5755:</b> Equity in Educational Programs & Services (8-25-16) K-12 Class Rosters	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
classes, programs or extracurricular activities.			
a. Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.	YES	<b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09) <b>Policy / Regulation 5750:</b> Equal Educational Opportunity (8-25-16 / 8-20-09) Academic Enrichment Program Information Booklet	
b. Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	YES	<b>Policy 5755:</b> Equity in Educational Programs & Services (8-25-16) PowerSchool discipline log entries	
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	<b>Policy 5755:</b> Equity in Educational Programs & Services (8-25-16) District Technology Plan, 2016-2019 Student Computer Lab sign-up sheets Media Center Schedules	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
d. Ensure that all English language learners have equal and bias-free access to all school programs and activities.	YES	<b>Policy 5755:</b> Equity in Educational Programs & Services (8-25-16) NJQSAC Report, 2015-16	
e. Ensure that all students with disabilities have equal and bias-free access to all school programs and activities	YES	<b>Policy 5755:</b> Equity in Educational Programs & Services (8-25-16) NJQSAC Report, 2015-16	
f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	YES	<b>Policy &amp; Regulation 5111:</b> Eligibility of Resident / Non-Resident Pupils (10-18-18) Student Registration Packet	
5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	YES	<b>Policy &amp; Regulation 2423:</b> Bilingual & ESL Education (8-25-16) WIDA Access for ELL's 2.0	
6. Utilize bias-free measures for determining the special needs of students with disabilities.	YES	<b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09) <b>Policy / Regulation 2460:</b> Special Education (4-27-17) <b>Regulation 2460.1:</b> Special Education – Location, Identification, and Referral (4-27-17) <b>Regulation 2460.8:</b> Special Education – Free and Appropriate Public Education (4-27-17) <b>Regulation 2460.9:</b> Special Education – Transition From Early Intervention Programs to Preschool Programs (4-27-17)	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		<b>Regulation 2460.15:</b> Special Education – In-service Training Needs for Professional and Paraprofessional Staff (4-27-17) <b>Regulation 2460.16:</b> Special Education – Instructional Material to Blind or Print-Disabled Pupils (4-27-17)	
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.	<b>YES</b>	<b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09) Naviance Technology (Gr. 6-12 College & Career Search) Peer Mediation (Grades 4-8) College & Career Readiness M.S. Courses National Honor Society Peer Tutoring Program	
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.	<b>YES</b>	<b>Policy 2416:</b> Programs for Pregnant Pupils (8-20-09) <b>Policy 5752:</b> Marital Status & Pregnancy (8-20-09) <b>Policy 5755:</b> Equity in Educational Programs & Services (8-25-16)	
C. Equality and Equity in Guidance Programs and Services <ul style="list-style-type: none"> <li>N.J.A.C. 6A:7-1,7(c) Title IX, Education Amendments of 1972, &amp; Carl D. Perkins Vocational &amp; Technical Education Act of 1998</li> </ul> Ensure that the district, charter and renaissance school project’s guidance program provides the following:	<b>YES</b>	////////////////////////////////////	
1. Access to adequate and appropriate counseling services for all students, including females, minority	<b>YES</b>	<b>Policy &amp; Regulation 2411:</b> Guidance Counseling (8-25-16) <b>Policy 5755:</b> Equity in Educational Programs & Services (8-25-16)	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
students, English language learners, non-college bound students, and students with disabilities.		DHS Open House Program Guidance Department Schedules DHS Financial Aid Parent Workshop	
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.	YES	<b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09) <b>Policy &amp; Regulation 2411:</b> Guidance Counseling (8-25-16) <b>Policy 5755:</b> Equity in Educational Programs & Services (8-25-16) Guidance Department Schedules Naviance Technology (Gr. 6-12 College & Career Search) College & Career Readiness M.S. Courses	
3. Guidance counselors are using bias-free materials.	YES	<b>Policy &amp; Regulation 2411:</b> Guidance Counseling (8-25-16) <b>Policy 5755:</b> Equity in Educational Programs & Services (8-25-16)	
<ul style="list-style-type: none"> <li>Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972</li> </ul> <p>Ensure that the district, charter and renaissance school project's physical education program is co-educational, as follows:</p> <ol style="list-style-type: none"> <li>All instructional activities are equitable and are co-educational.</li> </ol>	YES	<b>Policy 2422:</b> Health & Physical Education (3-14-19) <b>Policy 2425:</b> Physical Education (8-23-18) <b>Policy 5755:</b> Equity in Educational Programs & Services (8-25-16) Physical Education Curriculum	
D. Equality and Equity in Athletic Programs <ul style="list-style-type: none"> <li>Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972</li> </ul>	YES	////////////////////////////////////	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
Ensure that the district, charter and renaissance school project's Athletic Program accomplishes the following:			
1. Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.	YES	<b>Policy 5755:</b> Equity in Educational Programs & Services (8-25-16) Athletic Department Activities Schedule / List of Programs	
2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	YES	<b>Policy 5755:</b> Equity in Educational Programs & Services (8-25-16) Athletic Department Facilities Schedule	
3. Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	YES	<b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09) Staff Collective Bargaining Agreement (Coaching Salary Guide)	
4. Provides comparable facilities for male and female teams.	YES	<b>Policy / Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices (8-23-18 / 8-20-09) Athletic Department Purchase Orders	

Table 4: Needs Assessment, Employment/Contract Practices

IV. Employment/Contract Practices <ul style="list-style-type: none"> <li>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</li> </ul>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
A. Ensure that the district, charter and renaissance school project provides	YES	<b>Policy &amp; Regulation 1510:</b> Americans with Disabilities Act (2-16-17)	

<b>IV. Employment/Contract Practices</b> <ul style="list-style-type: none"> <li>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</li> </ul>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>equal and bias-free access to all categories of employment, as follows:</p> <ol style="list-style-type: none"> <li>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.</li> </ol>		<p><b>Policy &amp; Regulation 1530:</b> Equal Employment Opportunity (8-25-16)  <b>Policy &amp; Regulation 1550:</b> Affirmative Action Program for Employment &amp; Contract Practices / Employment Practices Plan (8-23-18)</p>	
<ol style="list-style-type: none"> <li>Target recruiting practices for under-represented populations in every category of employment.</li> </ol>	<p><b>YES</b></p>	<p><b>Policy &amp; Regulation 1530:</b> Equal Employment Opportunity (8-25-16)</p>	
<ol style="list-style-type: none"> <li>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.</li> </ol>	<p><b>YES</b></p>	<p><b>Policy &amp; Regulation 1510:</b> Americans with Disabilities Act (2-16-17)  <b>Policy &amp; Regulation 1530:</b> Equal Employment Opportunity (8-25-16)  <b>Policy &amp; Regulation 1550:</b> Affirmative Action Program for Employment &amp; Contract Practices / Employment Practices Plan (8-23-18)</p>	
<ol style="list-style-type: none"> <li>Monitor promotions and transfers to ensure non-discrimination.</li> </ol>	<p><b>YES</b></p>	<p><b>Policy &amp; Regulation 1530:</b> Equal Employment Opportunity (8-25-16)  <b>Policy &amp; Regulation 1550:</b> Affirmative Action Program for Employment &amp; Contract Practices / Employment Practices Plan (8-23-18)</p>	

<b>IV. Employment/Contract Practices</b> <ul style="list-style-type: none"> <li>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</li> </ul>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
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.	<b>YES</b>	<b>Policy &amp; Regulation 1530:</b> Equal Employment Opportunity (8-25-16) <b>Policy &amp; Regulation 1550:</b> Affirmative Action Program for Employment & Contract Practices / Employment Practices Plan (8-23-18) Collective Bargaining Agreement Salary Guides	
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.	<b>YES</b>	<b>Policy &amp; Regulation 1530:</b> Equal Employment Opportunity (8-25-16) <b>Policy &amp; Regulation 1550:</b> Affirmative Action Program for Employment & Contract Practices / Employment Practices Plan (8-23-18) Board of Ed. Affirmative Action Bidding Requirements NJQSAC Personnel / Operations DPR Reports	
C. Provide Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital	<b>YES</b>	<b>Policy &amp; Regulation 1530:</b> Equal Employment Opportunity (8-25-16) <b>Policy &amp; Regulation 1550:</b> Affirmative Action Program for Employment & Contract Practices / Employment Practices Plan (8-23-18)	

<b>IV. Employment/Contract Practices</b> <ul style="list-style-type: none"> <li>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</li> </ul>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.			