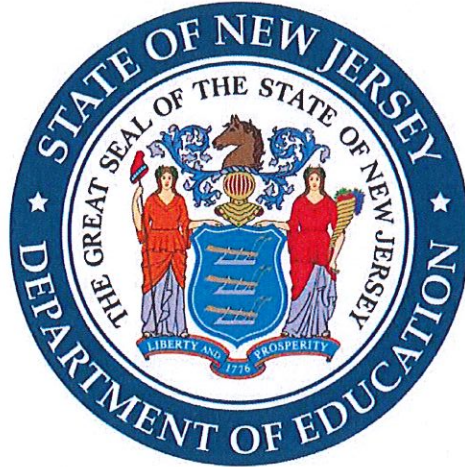


**New Jersey State Department of Education
Division of Field Services**



**Comprehensive Equity Plan
for School Years 2019-20 through 2021-22**

Forms and Instructions

To Assist School Districts, Charter Schools and Renaissance Schools in Developing
A Comprehensive Equity Plan to Provide
Equality and Equity in Educational Programs

Due Date: On or before June 14, 2019

**“Managing for Equality and Equity in Education”
Three Year Comprehensive Equity Plan**

School Years 2019-2020 through 2021-2022

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General Information

Purpose

In January 2017, the State Board of Education re-adopted N.J.A.C. 6A:7, Managing for Equality and Equity in Education, which outlines responsibilities for achieving and maintaining compliance with all state and federal laws governing equity in educational programs. As a result, all school districts, including charter schools and renaissance school projects are mandated to develop a three-year Comprehensive Equity Plan (CEP). The responsibility of each board of education and board of trustees of every public school district, charter school and renaissance school project in New Jersey is to identify and correct all discriminatory and inequitable policies, programs, practices and conditions within or affecting its schools. The role of the New Jersey Department of Education (NJDOE) is to ensure that each district, charter school and renaissance school project complies with equality and equity requirements, and to provide guidelines to accomplish that result.

The CEP enables school districts, charter schools and renaissance school projects to demonstrate compliance with all applicable laws, codes, and regulations, including, but not limited to, the following:

Federal Laws

- Titles VI and VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Section 504 of the Rehabilitation Act of 1973
- Equal Pay Act
- The Americans with Disabilities Act of 1990
- Individuals with Disabilities Education Act (I.D.E.A.)

State Laws

- Article I, Paragraph 5 of the New Jersey State Constitution
- N.J.S.A.18A:36-20, Equality in Educational Programs
- N.J.S.A.10:5 New Jersey Law Against Discrimination
- New Jersey Administrative Code (N.J.A.C.) 6A:7
- N.J.S.A. 18A:35-1, History of the United States and New Jersey
- N.J.S.A. 18A:36-20, Prohibition of Discrimination

Questions

Questions regarding the development, submission, and implementation of the Comprehensive Equity Plan may be sent to countyoffices@doe.nj.gov. Additionally, questions may be directed to the county education specialist at the County Office of Education. The contact list for the county offices of education is available on the NJDOE [County Information and Services](#) webpage.

Submission Deadlines

School districts, charter schools and renaissance school projects must submit the original Comprehensive Equity Plan and corresponding forms to the **County Office of Education** for review and approval no later than **Friday, June 14, 2019** for implementation of the 2019-2020 CEP to begin on September 1, 2019.

Resources for more Information About Equity and Equality in Education

- [NJ State Division on Civil Rights website](#)
- [U.S. Dept. of Education Office for Civil Rights website](#)
- [U.S. Commission on Civil Rights website](#)
- [U.S. Dept. of Justice Civil Rights Division website:](#)

Instructions For Completion of the Comprehensive Equity Plan

Step 1: Establish the Affirmative Action Team, [N.J.A.C. 6A:7-1.5](#) (Appendix A)

Each district, charter schools and renaissance school projects shall annually designate a member of its staff as the affirmative action officer (AAO) and provide a resolution approving the AAO. The district, charter school and renaissance school project shall form an affirmative action team (AAT) – a minimum of three individuals – of whom the AAO is a member, to conduct a needs assessment and to develop the CEP. The Department encourages districts, charter schools and renaissance school projects to ensure a diverse stakeholder group and to invite a member of the community as part of the team. The members of the AAT must be identified on the form provided in this manual (Appendix A)—Affirmative Action Team.

Step 2: Conduct Needs Assessment (Appendix B)

Each school district, charter school and renaissance school project board shall use the Appendix B entitled, “District, Charter School and Renaissance School Project Needs Assessment” to conduct a needs assessment of each school. This document is intended to be used as a checklist to assist the AAO and the AAT to identify and eliminate discriminatory practices and other barriers to achieving equity in educational programs. The completed Needs Assessment must be submitted to the county office as part of the documentation that accompanies the Comprehensive Equity Plan. When citing documentation in the Needs Assessment, you **must** include the document title, date of board of education or board of trustees’ adoption or page number in the document being provided. In conducting the needs assessment, the AAT will ascertain whether the school district (and each school within the district), charter school or renaissance school project is in compliance with each requirement in the checklist, and, whether there are internal monitoring procedures in place to ensure continuing compliance. Those items needing correction or requiring an internal monitoring procedure or system will form the basis for the improvement strategies that will be proposed in the CEP.

The school district, charter school or renaissance school project Needs Assessment checklist contains four sections:

- I. Board Responsibility - This section sets forth the types of policies and resolutions that the Board must adopt (create if nonexistent, revise if existing but deficient) in order to comply with applicable law. This section outlines specific areas that must be addressed in these policies and resolutions.
- II. Staff Development - Staff development and training on equity matters is required annually for all staff, certificated and non-certificated.
- III. School and Classroom Practices - This section sets forth the equity requirements for four categories: curriculum, student access, guidance, and physical education/athletics.
- IV. Employment and Contract Practices - This section outlines the basic practices that must be observed to comply with equity requirements in this area.

Note: At the beginning of each section of the Needs Assessment, the laws and codes that specifically apply to the section have been provided for your convenience. The Department encourages the AAT preparing the CEP to refer to these sources of legal authority and become acquainted with the mandates they contain.

Step 3: Develop the Comprehensive Equity Plan (CEP) (Appendix C)

After identifying the items that need correction from the Needs Assessment, improvement strategies covering the next three years must be developed for each one of these identified items. For this purpose, forms specific to each assessment section are provided with this packet.

- I. Board Responsibilities
- II. Staff Development
- III. School and Classroom Practices (One for each sub-area: Equality and Equity in Curriculum, Equality and Equity in Student Access, Equality and Equity in Guidance Programs, and Equality and Equity in Physical Education/Athletic Programs)
- IV. Employment and Contract Practices

The plan to correct or address each item that needs correction must be on the form covering the corresponding section (Board Responsibilities, Staff Development, School and Classroom Practices, and Employment and Contract Practices). Use the Needs Assessment categories and sub-categories as your guide. Each form contains space to include each of the elements of the plan. For each form:

Identify Items that were Not Compliant - In the CEP, enter the section or subsection of noncompliance identified in the Needs Assessment. If a school within a district is not compliant; identify the school(s) by name in the Needs Assessment. If the district, charter school or renaissance school project itself is not compliant, write "district wide, charter school-wide or renaissance school project-wide." If one school is out of compliance, the entire district is out of compliance and a plan to address the noncompliant schools must be developed.

Develop Improvement Strategies – List each identified need from the corresponding number in the Needs Assessment (e.g., I.D.1) together with the strategies/activities you will use to improve or correct the deficiency. A district, charter school or renaissance school project should ensure that its strategies are specific, measurable, achievable, realistic and time-bound (S.M.A.R.T.).

Assign Staff Responsible – List the names and titles of the personnel that will implement the proposed strategies and activities.

Plan the Implementation Timeline - Indicate the year or specific timeframe that the strategy or activity will take place, i.e. 2019-2020 school year; 2020-2021 school year, ongoing, etc.

Provide Evidence of Completion – List the indicator(s) and/or documentation that will be made available for review, if requested, which will verify that the identified need is being or was corrected. Use qualitative or quantitative methods depending on the type of problem that is being corrected. This will set forth the basis for approval of the CEP. Omission of this information will result in disapproval of the CEP; it will be returned for revisions.

A district, charter school and renaissance school project may include more than one "identified item as deficient or non-compliant" and accompanying strategies to correct the problem in one form or submit a separate form for each.

Step 4: Complete the Statement of Assurance (Appendix D)

The Statement of Assurance is submitted with the Comprehensive Equity Plan to ensure district, charter school and renaissance school project compliance with statute and code. The Chief School Administrator or Charter School Lead Person must sign and date the Statement of Assurance in the space indicated at the bottom of the form.

Step 5: Obtain the following Board Resolutions and attach them to the CEP

The following Board resolutions must be attached to the CEP:

- Annual resolution appointing the Affirmative Action Officer for 2019-20 school year;
- Resolution authorizing the Affirmative Action Team to conduct the Needs Assessment and develop a Comprehensive Equity Plan; and
- Resolution authorizing the submission of the proposed Comprehensive Equity Plan.

Step 6: Assemble the Submission Package in this order:

1. Statement of Assurance (Appendix D)
2. Resolution appointing the Affirmative Action Officer
3. Resolution authorizing the Affirmative Action Team to conduct the Needs Assessment and develop a Comprehensive Equity Plan;
4. Resolution authorizing the submission of the proposed Comprehensive Equity Plan.
5. List of Affirmative Action Team members (Appendix A)
6. District, Charter School and Renaissance School Project Needs Assessment (Appendix B)
7. Comprehensive Equity Plan forms, if applicable (Appendix C)

Step 7: Submit the CEP

Submit one (1) original CEP to the County Office of Education on or before Friday, June 14, 2019. The contact list for the county offices of education is available on the NJDOE [County Information and Services](#) webpage.

****After approval and implementation of the comprehensive equity plan, each school district, charter school or renaissance school project is required to submit the annual statement of assurance to their respective county office of education by September 1, 2019. (Appendix D).**

Comprehensive Equity Plan

Accountability:

Each school district, charter school and renaissance school project must review the approved Comprehensive Equity Plan (CEP) on an annual basis and submit a statement of assurance regarding the CEP implementation to the County Office of Education no later than September 1 of each year. Statements of Assurance forms for each school year are attached as Appendix D.

A sampling of school districts, charter school or renaissance school project may be reviewed by the New Jersey Department of Education on an annual basis for compliance of the approved Comprehensive Equity Plan.

Sanctions:

As noted in 6A:7-1.9(f), "If the district board of education or charter school does not implement the comprehensive equity plan within 180 days of the approval date of the plan, or fails to report its progress annually, sanctions deemed to be appropriate by the Commissioner of Education or his/her designee shall be imposed, and may include action to suspend, terminate or refuse to award continued federal or state financial assistance, pursuant to N.J.S.A. 18A:55-2."

*In accordance with NJSA 18A:36C-7h. Renaissance school projects are bound to the laws and regulations that govern charter schools

Appendix A

Affirmative Action Team Form

The Affirmative Action Team Form is a Word document available online: [Appendix A - Affirmative Action Team](#).

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
Denise V. Tighe	Affirmative Action Officer	District Grades PreK through 12	
Gina Leonard-Edone	Affirmative Action Team (AAT) member	Donald A. Quarles Early Childhood Center Grades PreK-K	
Daniela Small-Bailey	Affirmative Action Team (AAT) member	Dr. John Grieco Elementary School Grades 1& 2	
Abraham Alacron	Affirmative Action Team (AAT) member	Dr. Leroy McCloud Elementary School Grades 3-5	
Laura Mathieu	Affirmative Action Team (AAT) member	Janis E. Dismus Middle School Grades 6- 8	
Rosemary Seitel	Affirmative Action Team (AAT) member	Dwight Morrow High School Grades 9-12	
Richard Suchanski	Affirmative Action Team (AAT) member	District Athletic Department Grades PreK through 12	

*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

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>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</p>			
<p>A. 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>	Yes	<p>Policy 1140-Affirmative Action Program- Adopted August 30, 2016 Policy 1523-Comprehensive Equity Plan-Adopted August 30, 2016 Policy 2260-Affirmative Action Program for School and Classroom Practices –Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007 Policy 5750-Equal Educational Opportunity- Adopted August 11, 2016 Regulation 5750- Equal Educational Opportunity-Adopted 3/2007 Policy 5755-Equity in Educational Program and Services-Adopted August 11, 2016</p>	All schools are compliant

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>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>Policy 1140-Affirmative Action Program- Adopted August 30, 2016 Policy 1523-Comprehensive Equity Plan-Adopted August 30, 2016 Policy 5750-Equal Educational Opportunity- Adopted August 11, 2016 Regulation 5750- Equal Educational Opportunity-Adopted 3/2007 Policy 5755-Equity in Educational Program and Services-Adopted August 11, 2016 Policy 2260-Affirmative Action Program for School and Classroom Practices –Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007</p>	All schools are compliant
<p>c. Provide equitable treatment for pregnant and married students</p>	Yes	<p>Policy 2416- PROGRAMS FOR PREGNANT STUDENTS-Adopted 8/2006 Policy 5752- MARITAL STATUS AND PREGNANCY-Adopted 8/2006</p>	All schools are compliant
<p>d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).</p>	Yes	<p>Policy 1523-Comprehensive Equity Plan-Adopted August 30, 2016 Policy 5512- Harassment, Intimidation, and Bullying-Adopted September 13, 2018 Policy 5751- Sexual Harassment of Students-Adopted 8/2006 Regulation 5751- Sexual Harassment of Students-Adopted 10/1998</p>	All schools are compliant
<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>Policy 1523-Comprehensive Equity Plan-Adopted August 30, 2016 Policy 1550- EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES – Adopted September 13, 2018 Policy & Regulation 1530- EQUAL EMPLOYMENT OPPORTUNITIES- Adopted August 30, 2016</p>	All schools are compliant

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	Policy 1140-Affirmative Action Program- Adopted August 30, 2016	All schools are compliant
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	Policy 1140-Affirmative Action Program- Adopted August 30, 2016	All schools are compliant
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	Policy 1140-Affirmative Action Program- Adopted August 30, 2016 Policy 1523-Comprehensive Equity Plan-Adopted August 30, 2016	All schools are compliant
C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups	No	Policy 1140-Affirmative Action Program- Adopted August 30, 2016 Policy 2423-Bilingual and ESL Education-Adopted August 11, 2016 Regulation-2423-Bilingual and ESL Education- Adopted August 30, 2016 Policy 2622-Student Assessment-Adopted May 30, 2017 Policy 2610-Educational Program Evaluation-Adopted August 30, 2016	Policy 2610-First Reading –April 11, 2019 and Adopted May 1, 2019

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>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>	Yes	<p>Policy 1523-Comprehensive Equity Plan-Adopted August 30, 2016 Policy 1140-Affirmative Action Program- Adopted August 30, 2016</p>	All schools are compliant
<p>1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and</p>	Yes	<p>Policy 1140-Affirmative Action Program- Adopted August 30, 2016 Policy 5512- Harassment, Intimidation, and Bullying-Adopted September 13, 2018</p>	All schools are compliant

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.			
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.	Yes	Policy 1140-Affirmative Action Program- Adopted August 30, 2016	All schools are compliant
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.	Yes	Policy 1140-Affirmative Action Program- Adopted August 30, 2016 Policy & Regulation 1510- AMERICAN WITH DISABILITIES ACT -Adopted 2/16/2017 Policy 2260-Affirmative Action Program for School and Classroom Practices -Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007	All schools are compliant
4. Investigate and resolve discrimination complaints, grievances and incidents between students and teachers or among students, based on race, national	Yes	Policy 1140-Affirmative Action Program- Adopted August 30, 2016 Policy & Regulation 1510- AMERICANS WITH DISABILITIES ACT - Adopted February 16, 2017 Policy 2260-Affirmative Action Program for School and Classroom Practices -Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007	All schools are compliant

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.		Policy 5750-Equal Educational Opportunity- Adopted August 11, 2016 Regulation 5750- Equal Educational Opportunity-Adopted 3/2007	
5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	Yes	Policy 1140-Affirmative Action Program- Adopted August 30, 2016 Policy 2260-Affirmative Action Program for School and Classroom Practices –Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007	All schools are compliant
6. Authorize the AAO to conduct yearly equity training for all staff.	Yes	Policy 1140-Affirmative Action Program- Adopted August 30, 2016	All schools are compliant
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.	No	(For County Vocational School Districts Only) Policy & Regulation 5111- ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS-Adopted October 19, 2017	Policy & Regulation 5111- First Reading –April 11, 2019 and Adopted May 1, 2019

Table 2: Needs Assessment, Staff Development and Classroom Practices

II. Staff Development And Training <ul style="list-style-type: none"> • 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 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 every school year, as follows:	Yes	Policy 1140-Affirmative Action Program- Adopted August 30, 2016	All schools are compliant
1. To all certificated (administrative and professional) staff.	Yes	Policy 1140-Affirmative Action Program- Adopted August 30, 2016 Policy & Regulation 3240- PROFESSIONAL DEVELOPMENT FOR TEACHERS AND SCHOOL LEADERS- Adopted August 30, 2016	All schools are compliant
2. To all non-certificated (non-professional) staff.	Yes	Policy 1140-Affirmative Action Program- Adopted August 30, 2016 Policy 4240- EMPLOYEE TRAINING- Adopted 10/02/2007 Regulation 4240- EMPLOYEE TRAINING-Adopted August 30, 2016	All schools are compliant

Table 3: Needs Assessment, School and Classroom Practices

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 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"> • 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>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>Yes</p>	<p>Policy 2200 - CURRICULUM CONTENT- Adopted August 11, 2016 Regulation 2200- CURRICULUM CONTENT- Adopted August 30, 2016 Policy 2260-Affirmative Action Program for School and Classroom Practices –Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007 Policy 5755-Equity in Educational Program and Services-Adopted August 11, 2016</p>	<p>All schools are compliant</p>
<p>a. School climate and culture, safe and positive learning environment.</p>	<p>Yes</p>	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices –Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007</p>	<p>All schools are compliant</p>

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 and/or revision.	List name of noncompliant school(s) in the district
<p>b. Courses of study, including Physical Education</p>	<p>No</p>	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices –Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007 Policy 2422- HEALTH AND PHYSICAL EDUCATION- Adopted August 30, 2016 Policy 5750-Equal Educational Opportunity- Adopted August 11, 2016 Regulation 5750- Equal Educational Opportunity-Adopted 3/2007</p>	<p>Policy 2422- First Reading –April 11, 2019 and Adopted May 1, 2019</p>
<p>c. Library materials/Instructional materials and strategies</p>	<p>Yes</p>	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices –Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007 Policy 5750-Equal Educational Opportunity- Adopted August 11, 2016 Regulation 5750- Equal Educational Opportunity-Adopted 3/2007</p>	<p>All schools are compliant</p>
<p>d. Technology/software and audio-visual materials</p>	<p>Yes</p>	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices –Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007 Policy 5750-Equal Educational Opportunity- Adopted August 11, 2016 Regulation 5750- Equal Educational Opportunity-Adopted 3/2007</p>	<p>All schools are compliant</p>
<p>e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures</p>	<p>Yes</p>	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices –Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007 Policy 2411- GUIDANCE COUNSELING- Adopted August 11, 2016 Regulation 2411- GUIDANCE COUNSELING-Adopted August 30, 2016 Policy 5750-Equal Educational Opportunity- Adopted August 11, 2016 Regulation 5750- Equal Educational Opportunity-Adopted 3/2007 Policy 5512- Harassment, Intimidation, and Bullying-Adopted September 13, 2018</p>	<p>All schools are compliant</p>

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 and/or revision.	List name of noncompliant school(s) in the district
f. Extra-curricular programs and activities	Yes	Policy 2260-Affirmative Action Program for School and Classroom Practices –Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007 Policy 5750-Equal Educational Opportunity- Adopted August 11, 2016 Regulation 5750- Equal Educational Opportunity-Adopted 3/2007	All schools are compliant
g. Tests and other assessments	Yes	Policy 2260-Affirmative Action Program for School and Classroom Practices –Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007 Policy 5750-Equal Educational Opportunity- Adopted August 11, 2016 Regulation 5750- Equal Educational Opportunity-Adopted 3/2007	All schools are compliant
h. Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Yes	Policy 2260-Affirmative Action Program for School and Classroom Practices –Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007 Policy 5750-Equal Educational Opportunity- Adopted August 11, 2016 Regulation 5750- Equal Educational Opportunity-Adopted 3/2007 Policy 5755-Equity in Educational Program and Services-Adopted August 11, 2016	All schools are compliant
2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	Yes	Policy 2260-Affirmative Action Program for School and Classroom Practices –Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007 Policy 5750-Equal Educational Opportunity- Adopted August 11, 2016 Regulation 5750- Equal Educational Opportunity-Adopted 3/2007	All schools are compliant
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	Policy 2260-Affirmative Action Program for School and Classroom Practices –Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007 Policy 5750-Equal Educational Opportunity- Adopted August 11, 2016 Regulation 5750- Equal Educational Opportunity-Adopted 3/2007	All schools are compliant
4. Include instruction on the Holocaust and other genocide curricula in the curriculum for elementary and	Yes	Policy 2260-Affirmative Action Program for School and Classroom Practices –Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007 Policy 5750-Equal Educational Opportunity- Adopted August 11, 2016	All schools are compliant

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 and/or revision.	List name of noncompliant school(s) in the district
secondary school students. (N.J.S.A. 18A:35-28)		Regulation 5750- Equal Educational Opportunity-Adopted 3/2007	
B. Equality and Equity in Student Access <ul style="list-style-type: none"> • 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 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:	Yes	Policy 2260-Affirmative Action Program for School and Classroom Practices –Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007 Policy 5750-Equal Educational Opportunity- Adopted August 11, 2016 Regulation 5750- Equal Educational Opportunity--Adopted 3/2007 Policy 5755-Equity in Educational Program and Services-Adopted August 11, 2016	All schools are compliant
1. Ensure equal and barrier-free access to all school and classroom facilities.	Yes	Policy 5755-Equity in Educational Program and Services-Adopted August 11, 2016	All schools are compliant
2. Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter	Yes	Policy 5755-Equity in Educational Program and Services-Adopted August 11, 2016	All schools are compliant

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 and/or revision.	List name of noncompliant school(s) in the district
and renaissance school project's overall minority racial and ethnic representation.			
3. Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	Policy 5755-Equity in Educational Program and Services-Adopted August 11, 2016	All schools are compliant
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.	Yes	Policy 5755-Equity in Educational Program and Services-Adopted August 11, 2016	All schools are compliant
a. Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.	Yes	Policy 2260-Affirmative Action Program for School and Classroom Practices -Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007 Policy 5755-Equity in Educational Program and Services-Adopted August 11, 2016	All schools are compliant
b. Ensure that minority and male students are not disproportionately represented in detentions,	Yes	Policy 5755-Equity in Educational Program and Services-Adopted August 11, 2016	All schools are compliant

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 and/or revision.	List name of noncompliant school(s) in the district
suspensions, expulsions, dropouts, or special need classifications.			
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	Policy 5755-Equity in Educational Program and Services-Adopted August 11, 2016	All schools are compliant
d. Ensure that all English language learners have equal and bias-free access to all school programs and activities.	Yes	Policy 5755-Equity in Educational Program and Services-Adopted August 11, 2016	All schools are compliant
e. Ensure that all students with disabilities have equal and bias-free access to all school programs and activities	Yes	Policy 5755-Equity in Educational Program and Services-Adopted August 11, 2016	All schools are compliant
f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	No	Policy & Regulation 5111- ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS-Adopted October 19, 2017	Policy & Regulation 5111- First Reading –April 11, 2019 and Adopted May 1, 2019

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 and/or revision.	List name of noncompliant school(s) in the district
5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Yes	Policy 2423-Bilingual and ESL Education-Adopted August 11, 2016 Regulation-2423-Bilingual and ESL Education- Adopted August 30, 2016	All schools are compliant
6. Utilize bias-free measures for determining the special needs of students with disabilities.	No	Policy 2260-Affirmative Action Program for School and Classroom Practices –Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007 Policy 2460- SPECIAL EDUCATION-Adopted May 11, 2017 Regulation 2460.1- SPECIAL EDUCATION – LOCATION, IDENTIFICATION, AND REFERRAL-Adopted May 11, 2017 Regulation 2460.8 - SPECIAL EDUCATION - FREE AND APPROPRIATE PUBLIC EDUCATION-Adopted May 11, 2017 Regulation 2460.9 - SPECIAL EDUCATION - TRANSITION FROM EARLY INTERVENTION PROGRAMS TO PRESCHOOL PROGRAMS-Adopted May 11, 2017 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 PUPILS-Adopted 3/2014	Regulation 2460.15- - First Reading – April 11, 2019 and Adopted May 1, 2019 Regulation 2460.16 -- First Reading – April 11, 2019 and Adopted May 1, 2019
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	Policy 2260-Affirmative Action Program for School and Classroom Practices –Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007	All schools are compliant
8. Ensure that all pregnant students are permitted to remain in the	Yes	Policy 2416- PROGRAMS FOR PREGNANT STUDENTS-Adopted 8/2006	All schools are compliant

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 and/or revision.	List name of noncompliant school(s) in the district
<p>regular school program and activities. Ensure that equivalent instruction is provided the students, if not permitted to attend school by a doctor.</p> <p>C. Equality and Equity in Guidance Programs and Services</p> <ul style="list-style-type: none"> 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>Ensure that the district, charter and renaissance school project's guidance program provides the following:</p>		<p>Policy 5752- MARITAL STATUS AND PREGNANCY-Adopted 8/2006 Policy 5755-Equity in Educational Program and Services-Adopted August 11, 2016</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>	Yes	<p>Policy 2411- GUIDANCE COUNSELING- Adopted August 11, 2016 Regulation 2411- GUIDANCE COUNSELING-Adopted August 30, 2016 Policy 5755-Equity in Educational Program and Services-Adopted August 11, 2016</p>	All schools are compliant
<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>	Yes	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices –Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007 Policy 2411- GUIDANCE COUNSELING- Adopted August 11, 2016 Regulation 2411- GUIDANCE COUNSELING-Adopted August 30, 2016 Policy 5755-Equity in Educational Program and Services-Adopted August 11, 2016</p>	All schools are compliant

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 and/or revision.	List name of noncompliant school(s) in the district
<p>3. Guidance counselors are using bias-free materials.</p> <ul style="list-style-type: none"> Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972 <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"> All instructional activities are equitable and are co-educational. 	Yes	<p>Policy 2411 - GUIDANCE COUNSELING- Adopted August 11, 2016 Regulation 2411 - GUIDANCE COUNSELING-Adopted 8/30/2016 Policy 5755-Equity in Educational Program and Services-Adopted August 11, 2016</p>	All schools are compliant
<p>D. Equality and Equity in Athletic Programs</p> <ul style="list-style-type: none"> Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972 <p>Ensure that the district, charter and renaissance school project's Athletic Program accomplishes the following:</p> <ol style="list-style-type: none"> Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams. 	No	<p>Policy 2422- HEALTH AND PHYSICAL EDUCATION- Adopted August 30, 2016 Policy 5755-Equity in Educational Program and Services-Adopted August 11, 2016</p>	<p>Policy 2422- First Reading -April 11, 2019 and Adopted May 1, 2019</p>
<p>1. Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.</p>	Yes	<p>Policy 5755-Equity in Educational Program and Services-Adopted August 11, 2016</p>	All schools are compliant
<p>2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.</p>	Yes	<p>Policy 5755-Equity in Educational Program and Services-Adopted August 11, 2016</p>	All schools are compliant

<p>III. School and Classroom Practices</p>	<p>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.</p>	<p>List name of noncompliant school(s) in the district</p>
<p>3. Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.</p>	<p>Yes</p>	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices –Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007</p>	<p>All schools are compliant</p>
<p>4. Provides comparable facilities for male and female teams.</p>	<p>Yes</p>	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices –Adopted August 11, 2016 Regulation 2260- Affirmative Action Program for School and Classroom Practices-Adopted 3/2007</p>	<p>All schools are compliant</p>

Table 4: Needs Assessment, Employment/Contract Practices

<p>IV. Employment/Contract Practices</p> <ul style="list-style-type: none"> 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>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.</p>	<p>List name of noncompliant school(s) in the district</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> <ol style="list-style-type: none"> 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>Yes</p>	<p>Policy & Regulation 1510- AMERICAN WITH DISABILITIES ACT - Adopted 2/16/2017 Policy & Regulation 1530- EQUAL EMPLOYMENT OPPORTUNITIES- Adopted August 30, 2016 Policy & Regulation 1550- EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES –Adopted September 13, 2018</p>	<p>All schools are compliant</p>

<p>IV. Employment/Contract Practices</p> <ul style="list-style-type: none"> 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 and/or revision.	List name of noncompliant school(s) in the district
<p>2. Target recruiting practices for under-represented populations in every category of employment.</p>	Yes	Policy & Regulation 1530- EQUAL EMPLOYMENT OPPORTUNITIES- Adopted August 30, 2016	All schools are compliant
<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>	Yes	Policy & Regulation 1510 AMERICAN WITH DISABILITIES ACT - Adopted 2/16/2017 Policy & Regulation 1530- EQUAL EMPLOYMENT OPPORTUNITIES- Adopted August 30, 2016 Policy & Regulation 1550- EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES --Adopted September 13, 2018	All schools are compliant
<p>4. Monitor promotions and transfers to ensure non-discrimination.</p>	Yes	Policy & Regulation 1530- EQUAL EMPLOYMENT OPPORTUNITIES- Adopted August 30, 2016 Policy & Regulation 1550- EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES --Adopted September 13, 2018	All schools are compliant
<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>	Yes	Policy & Regulation 1530- EQUAL EMPLOYMENT OPPORTUNITIES- Adopted August 30, 2016 Policy & Regulation 1550- EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES --Adopted September 13, 2018	All schools are compliant

<p>IV. Employment/Contract Practices</p> <ul style="list-style-type: none"> 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>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.</p>	<p>List name of noncompliant school(s) in the district</p>
<p>B. Ensure that the district, charter and renaisance 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>Policy & Regulation 1530- EQUAL EMPLOYMENT OPPORTUNITIES- Adopted August 30, 2016 Policy & Regulation 1550- EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES –Adopted September 13, 2018</p>	<p>All schools are compliant</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>Policy & Regulation 1530- EQUAL EMPLOYMENT OPPORTUNITIES- Adopted August 30, 2016 Policy & Regulation 1550- EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES –Adopted September 13, 2018</p>	<p>All schools are compliant</p>

Appendix C

Comprehensive Equity Plan Corrective Actions

The Comprehensive Equity Plan Corrective Actions Form is a Word document available online: [Appendix C – Comprehensive Equity Plan Corrective Actions](#).

Comprehensive Equity Plan 3 Year Statement of Assurance to be Submitted with the Three-Year CEP

School District, Charter School or Renaissance School Project Information School Year 2019-2020:

Name of County: Bergen

Name of School District/Charter School/Renaissance School Project: Englewood Public School District

Address: 274 Knickerbocker Road, Englewood NJ 07631

Affirmative Action Office (AAO): Denise Tighe Telephone #: 201-862-6209

AAO Email: dtighe@epsd.org

Alternate Contact Person: Cheryl Balletto Telephone #: 201-862-6271

Title: Business Administrator/Board Secretary

Email: cballetto@epsd.org

1. The school district, charter school or renaissance school project has conducted a comprehensive needs assessment of its equality and equity needs at each school within the district, charter school or renaissance school project, if applicable. The attached Comprehensive Equity Plan is designed to meet the assessed equality and equity needs at each site, if applicable.
2. The local Board has authorized the submission of the Comprehensive Equity Plan and will support full implementation of the plan on September 1, 2019 upon approval by the New Jersey State Department of Education.
3. The school district, charter school or renaissance school project will achieve and maintain compliance with all applicable laws, codes and regulations governing equity in education including, but not limited to: N.J.S.A.18A:36-20; N.J.S.A.10:5; N.J.A.C. 6A:7; Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; The Americans with Disabilities Act of 1990; Individuals with Disabilities Education Act (I.D.E.A.) of 1997.

Certification:

By signing below, the Chief School Administrator or Charter or Renaissance School Project Lead Person certifies that all statements above are true and correct:

Name and Title: Robert Kravitz, Superintendent of Schools

Signature: _____

Date: 6/14/19