



## ***COMPREHENSIVE EQUITY PLAN***

### ***A. ACCOUNTABILITY:***

1. Each district will review their approved comprehensive equity plan on an annual basis and submit a statement of assurance of its implementation to their respective county office of education and the Office of Specialized Populations no later than June 30 of each year. Statements of Assurance forms for each academic year are attached as Appendix D. Districts will also complete the *District Performance Review* in the New Jersey Quality Single Accountability Continuum (NJ QSAC). For charter schools, annual progress will be reported in the Charter School Annual Report.
2. A sampling of district/charter schools may be reviewed on an annual basis for compliance of the approved Comprehensive Equity Plan.

### ***B. SANCTIONS***

1. 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."

**APPENDIX A**

**COMPREHENSIVE EQUITY PLAN**  
**DISTRICT/CHARTER SCHOOL**

**NEEDS ASSESSMENT**

**CHECKLIST**

**DISTRICT/CHARTER SCHOOL NEEDS ASSESSMENT CHECKLIST**  
**TO ACHIEVE EQUALITY AND EQUITY IN EDUCATIONAL PROGRAMS**

**Directions:** *Indicate compliance by checkmark. When a district is 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.*

I.	<b><u>BOARD RESPONSIBILITY</u></b>	Compliant or Non-compliant	Documentation or Evidence to Substantiate Compliance <b>MUST</b> include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
A.	N.J.A.C. 6A:7-1.7; Booker v. Plainfield, 461 NJ, 1965; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX Adopt or re-adopt written equality and equity policies, requiring the following:		Policy 1523 December 19, 2006 Copy of NJAC 6A:7	
1)	Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following: Identify and address all forms of prejudice and discrimination in all district/charter school programs, practices, curricula, instructional materials and assessments.		Policy 1523 December 19, 2006 Policy & Regulation 1550 December 19, 2006 Policy Code # IAA 6010 October 18, 1988	
(a)			Policy 1523 December 19, 2006 Policy 2261 May 17, 2005 Policy Code #1AA 6010 October 18, 1988 Class lists, sports program, rosters, club rosters	
(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.		Policy Code 1GBD October 16, 1979	
(c)	Provide equitable treatment for pregnant and married students.		Policy 1523 December 19, 2006 Policy Code 2224 November 20, 2001	
(d)	Prohibit or eliminate sexual harassment, and harassment.		Policy 1523 December 19, 2006 Staff Lists, Policy Code GBA, Jan. 15, 1980 Staff Contracts	
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.		Policy & Regulation 1510 April 5, 2005 Policy 1523 December 19, 2006 Copy of resolutions on file	
3)	The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district/charter school's Section 504 Officer and/or the district/charter school's Title IX Coordinator.		Policy 1523 December 19, 2006 Professional Dev. Plan on file	
4)	Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.			

BOARD RESPONSIBILITY .....	Compliant or Non-compliant	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
<p align="center">Continued</p>			
<p><b>B.</b> Authorize the Affirmative Action Officer team to develop 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 NJ QSAC. Charter schools will report annual progress in the Charter School Annual Report.</p>		Policy 1523 December 19, 2006 Copy of resolutions on file	
<p><b>C.</b> Collect and analyze AYP data for underperforming subgroups disaggregated by gender, race, ethnicity, limited English proficiency, special education, migrant, 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 AYP reports for state assessments.</p>		Class lists for homerooms and all subjects/rosters of all sports and clubs Promotion and retention lists Staffing patterns for all schools by race and gender Compliance with NCLB requirements	
<p><b>D.</b> 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>		Policy 1523 December 19, 2006 Copy of Resolutions on file	
<p>1) Publicize throughout the community the local Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.</p>		Policy 1523 December 19, 2006 Policy & Regulation 3362 April 5, 2005 Policy & Regulation 4352 April 5, 2005 District calendar and website Policies are available for public review	
<p>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 school's equity responsibilities.</p>		Policy file code 2224 November 20, 2001	
<p>3) Inform students, staff and the community of the name, office address, and phone number of the district/charter school's AAO, and publicize the location and availability of the district/charter school's CEP, policy(ies), grievance procedures and annual reports.</p>		Policy & Regulation 1550 December 19, 2006 Professional development Calendar/website/classroom bulletin boards Back to School Night	

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, socio-economic status or disability.	Policy & Regulation 1550 December 19, 2006 Grievance procedure in place	List name c noncompla school(s) in the district
	<b>BOARD RESPONSIBILITY</b> ..... Continued	Compliant or Non- compliant	Documentation or Evidence to Substantiate Compliance <b>MUST</b> include Board policy title, number and date of adoption.
5)	Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap		Policy & Regulation 1530 December 19, 2006 Copy of report on file
6)	Authorize the AAO to conduct yearly equity training for all staff.		Policy 1523 December 19, 2006 Included in staff development and staff orientation
<b>II.</b>	<b><u>STAFF DEVELOPMENT AND TRAINING</u></b> N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	Compliant or Non- compliant	List name c noncompla 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 or socioeconomic status every school year, as follows:	Ongoing	Documentation or Evidence to Substantiate Compliance  <b>MANDATORY: Address this on page 23</b> Policy 1523 December 19, 2006
1)	To all certificated (administrative and professional) staff.	Ongoing	<b>MANDATORY: Address this on page 23</b>
2)	To all non-certificated (non-professional) staff.	Ongoing	<b>MANDATORY: Address this on page 23</b>

		Compliant or Non-compliant	Documentation or Evidence to Substantiate Compliance	List name of noncompliant school(s) in the district
<b>III.</b>	<b><u>SCHOOL AND CLASSROOM PRACTICES</u></b>			
<b>A.</b>	<b>Equality and Equity in Curriculum</b> N.J.A.C. 6A:7-1.7 (b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972		Included in subject program and textbook review Lesson plans Teacher observations Curriculum review and pacing charts and alignment	
1)	Ensure that the district/charter school'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 reports 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 or socioeconomic status. Areas covered include, but are not limited to, the following:			
(a)	School climate/learning environment		Character Counts initiative	
(b)	Courses of study, including Physical Education		Lesson plans	
(c)	Library materials/Instructional materials and strategies		Lesson plans	
(d)	Technology/software and audio-visual materials		Lesson plans	
(e)	Guidance and counseling, including sexual harassment & grievance procedures		Character Counts, assemblies and in-services, daily announcements	
(f)	Extra-curricular programs and activities		Approved activities on file	
(g)	Testing and other assessments		All state-mandated tests/CST testing on file	
(h)	Reducing or preventing the under representation of minority, female and male students in all classes and programs		Class lists are set up to ensure greatest degree of social and gender balance	
2)	Include Multicultural Education content and practices across the curriculum.		Lesson plans	

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)		Lesson plans	
4)	Include instruction on the Holocaust and other genocides in the curriculum for elementary and secondary school students. (N.J.S.A. 18A:35-28)		Lesson plans	List name of noncompliant school(s) in the district
<b>III.</b>	<b><u>SCHOOL AND CLASSROOM PRACTICES</u> .....continued</b>	Compliant or Non-compliant	<b>Documentation or Evidence to Substantiate Compliance</b>	
<b>B.</b>	<b>Equality and Equity in Student Access</b> N.J.A.C. 6A:7-1.7 & (g); 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; <u>Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education</u> (1989), U.S. Supreme Court, 1982; <u>Pliver v. Doe</u>		Policy Code #FA(1) 3500 November 15, 1988	
1)	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 or socioeconomic status, as follows:		Policy & Regulation 1510 December 19, 2006 Postings, advertisements in various newspapers, Website, internet recruitment at job fairs	
2)	Ensure equal and barrier-free access to all school and classroom facilities.  Attain minority representation, including racial and ethnic balance, within each school that approximates the district/charter school's overall minority racial and ethnic representation.		Policy Code #FA(1) 3500 November 15, 1988 Policy & Regulation 7100	
3)	Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.		Class lists, rosters of all extra curricular activities	
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 or socioeconomic status, resulting in inappropriate placement within schools, courses, classes, programs or extracurricular activities.		Class lists	
(a)	Ensure that minority and female students are not disproportionately represented in gifted and talented or accelerated/advanced courses, including math and science.		Discipline actions and suspensions are on file Lists of classified students on file	
(b)	Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.			



	<p>Ensure equal and bias-free access for all students to computers, computer classes, vocational ed classes, and technologically-advanced instructional assistance, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional/sexual orientation, gender, religion, disability or socioeconomic status.</p>	Class lists	
(d)	<p>Ensure that all limited English-proficient students have equal and bias-free access to all school programs and activities.</p>	Class lists	List name c noncompla school(s) in the district
<b>III.</b>	<b><u>SCHOOL AND CLASSROOM PRACTICES</u> .....continued</b>	Documentation or Evidence to Substantiate Compliance	
(e)	<p>Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.</p>	Class lists	
(f)	<p>Ensure that all schools' registration procedures are in compliance with State and Federal regulations.</p>	JEC School Admissions Policy January 17, 1995	
5)	<p>Utilize a State approved language proficiency measure on an annual basis for determining the special needs of language-minority students.</p>	Maculaitis assessment of competencies used; State mandated ELLS	
6)	<p>Utilize bias-free measures for determining the special needs of students with disabilities.</p>	Test results on file IEPS on file	
7)	<p>Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including limited English-proficient students.</p>	Class lists and after school activity lists on file	
8)	<p>Ensure that all pregnant students are permitted to remain in the regular school program and activities. If not permitted to attend school by her doctor, ensure that equivalent instruction is provided the student.</p>	Policy Code #1GBD October 16, 1979	
<b>C.</b>	<p><b>Equality and Equity in Guidance Programs and Services</b>  <small>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</small></p> <p>Ensure that the district/charter school's guidance program provides the following:</p>		
1)	<p>Access to adequate and appropriate counseling services for all students, including females, minority students, limited English proficient students, non-college bound students, and students with disabilities.</p>	Counseling records	

2)	The presentation of a full range of possible career, professional, and/or vocational choices for all students, including careers in the science and technology industries and nontraditional careers.	Counseling records and assembly programs	
3)	Guidance Counselors are not using biased materials.	Materials are available in Guidance office	

III.	<b>SCHOOL AND CLASSROOM PRACTICES .....continued</b>	Compliant or Non-compliant	Documentation or Evidence to Substantiate Compliance	List name of noncompliant school(s) in the district
D.	<b>Equality and Equity in Physical Education</b> N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972 Ensure that the district/charter school's physical education program is co-educational, as follows: 1) All instructional activities are equitable and are co-educational.		Class lists Lesson plans	
E.	<b>Equality and Equity in Athletic Programs</b> Athletic Guidelines 1986; N.J.A.C. 6A:7(d) and Title IX, Education Amendments of 1972 Ensure that the district/charter school's Athletic Program accomplishes the following: An interest survey has been completed in the last three years to ensure equitable opportunities for female and male students to participate in athletics. 1) Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students. 2) Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams. 3) Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc. 4) Provides comparable facilities for male and female teams. 5)		Survey currently completed in 8 <sup>th</sup> grade Need survey at the 6 <sup>th</sup> grade level  List of teams on file  Schedules on file  Salaries and purchase orders on file  Schedules on file	X
IV.	<b>EMPLOYMENT/CONTRACT PRACTICES</b> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973	Compliant or Non-compliant	Documentation or Evidence to Substantiate Compliance	List name of noncompliant school(s) in the district
A.	1) Ensure that the district/charter school provides equal and bias-free access to all categories of employment, as follows:  Utilize equitable practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district/charter school's certificated and non-certificated staff and within every category of employment, including administration.		Policy & Regulation 1510 December 19, 2006 Policy & Regulation 1530 December 19, 2006 Policy & Regulation 1550 December 19, 2006	

IV. EMPLOYMENT/CONTRACT PRACTICES. . . . continued	Compliant or Non-compliant	Documentation or Evidence to Substantiate Compliance	List name of noncompliant school(s) in the district
2) Target under-utilized groups in every category of employment.		Policy & Regulation 1530 December 19, 2006	
3) Ensure that the district/charter school's employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.		Policy & Regulation 1530 December 19, 2006 Policy & Regulation 1550 December 19, 2006	
4) Monitor promotions and transfers to ensure non-discrimination.		Policy & Regulation 1530 December 19, 2006 Policy & Regulation 1550 December 19, 2006	
5) Ensure equal pay for equal work among members of the district/charter school's staff, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.		Policy & Regulation 1530 December 19, 2006 Policy & Regulation 1550 December 19, 2006	
B. Ensure that the district/charter school 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 or socioeconomic status.		Policy & Regulation 1530 December 19, 2006 Policy & Regulation 1550 December 19, 2006	
C. 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.		Policy & Regulation 1530 December 19, 2006 Policy & Regulation 1550 December 19, 2006	

NJ State Division on Civil Rights website: <http://www.state.nj.us/lps/dcr/>  
U.S. Dept. of Education Office for Civil Rights website: <http://www.ed.gov/about/offices/list/ocr/index.html?src=mi>

U.S. Commission on Civil Rights website: <http://www.usccr.gov/>  
U.S. Dept. of Justice Civil Rights Division website: <http://www.usdoj.gov/crt/crt-home.html>

**APPENDIX B**

**DISTRICT/CHARTER SCHOOL  
COMPREHENSIVE EQUITY PLAN**

**\*\*\* FORMS \*\*\***

## AFFIRMATIVE ACTION TEAM MEMBERSHIP FORM

The following Affirmative Action Team (AAT) members and other stakeholders participated in the development of the needs assessment and Comprehensive Equity Plan. PLEASE NOTE: The AAT must consist of a minimum of three personnel and is comprised of diverse stakeholders. FORMS WITHOUT SIGNATURES WILL BE RETURNED TO THE DISTRICT.

DISTRICT/CHARTER SCHOOL NAME: \_\_\_\_\_ Palmyra \_\_\_\_\_

NAME	TITLE	GRADE LEVEL (if applicable)	GENDER	SIGNATURE
Jeanne C. Barber	Affirmative Action Officer	Principal	F	
Virginia Aull	School Counselor	K-6	F	
Brenda Collier	Special Education Teacher	K-8	F	
Michael Georgeanni	Teacher	Middle/High School 7-12	M	
Linda Lucas	Special Education Teacher	K-6	F	
David Ritchie	Technology Coordinator	Preschool - 12	M	
Douglas Straeter	Teacher	K-6	M	
Pam Walsh	Teaching Assistant/Resident	K-6	F	
Donna Wenzke	Teacher	K-6	F	
Carolyn Murphy	Parent		F	

## AFFIRMATIVE ACTION TEAM MEMBERSHIP FORM

The following Affirmative Action Team (AAT) members and other stakeholders participated in the development of the needs assessment and Comprehensive Equity Plan. PLEASE NOTE: The AAT must consist of a minimum of three personnel and is comprised of diverse stakeholders. FORMS WITHOUT SIGNATURES WILL BE RETURNED TO THE DISTRICT.

DISTRICT/CHARTER SCHOOL NAME: \_\_\_\_\_ Palmyra \_\_\_\_\_

NAME	TITLE	GRADE LEVEL (if applicable)	GENDER	SIGNATURE
Jeanne C. Barber	Affirmative Action Officer	Principal	F	<i>Jeanne C. Barber</i>
Virginia Aull	School Counselor	K-6	F	<i>Virginia Aull</i>
Brenda Collier	Special Education Teacher	K-8	F	<i>Brenda Collier</i>
Michael Georgeanni	Teacher	Middle/High School 7-12	M	<i>Michael George</i>
Linda Lucas	Special Education Teacher	K-6	F	<i>Linda Lucas</i>
David Ritchie	Technology Coordinator	Preschool - 12	M	<i>David Ritchie</i>
Douglas Straeter	Teacher	K-6	M	<i>Douglas Straeter</i>
Pam Walsh	Teaching Assistant/Resident	K-6	F	<i>Pam Walsh</i>
Donna Wenzke	Teacher	K-6	F	<i>Donna Wenzke</i>
Carolyn Murphy	Parent		F	<i>Carolyn Murphy</i>

# COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE

Academic Years 2007 – 2010

## BOARD RESPONSIBILITIES

DISTRICT/CHARTER SCHOOL: Palmyra

OBJECTIVE: Describe the district/charter school's plan to be implemented for Academic Years 2007-2010 to ensure that the Board of Education follows through with its responsibilities as defined on pages 12 and 13 of this document, including adoption or re-adoption of written equality and equity policies; the authorization of the AAO to develop a CEP; collection of disaggregated data; and adoption of the CEP and facilitate and support its implementation.

NON-COMPLIANT AREAS: use more than one page as needed.

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline	Indicator of Accomplishment
	<p>Through annual review, the district will insure a comprehensive staff training on the district procedures addressing issues, concerns, and/or complaints regarding discrimination, prejudice and/or sexual harassment.</p>	<p>Superintendent Principals</p>	<p>07 08 09 Ongoing  Δ Δ Δ Δ  Annually</p>	<p>Documentation Of training sessions</p>



# COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE

Academic Years 2007 – 2010

## STAFF DEVELOPMENT PROGRAM

DISTRICT/CHARTER SCHOOL: \_\_\_\_\_ Palmyra \_\_\_\_\_

**OBJECTIVE:** Describe the plan to be implemented for Academic Years 2007-2010 to provide in-service training for school personnel on continuing basis to identify and resolve problems arising from prejudice on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.

**STAFF DEVELOPMENT IS ONGOING (see above):** Use more than one page as needed.

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 07 08 09 Ongoing △ △ △ △	Indicator of Accomplishment
	Not applicable -----	-----	-----	-----

# COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE

Academic Years 2007 – 2010

## SCHOOL AND CLASSROOM PRACTICES: EQUALITY AND EQUITY IN CURRICULUM

DISTRICT/CHARTER SCHOOL: \_\_\_\_\_ Palmyra

OBJECTIVE: Describe the district/charter school's plan to be implemented for Academic Years 2007-2010 for developing and/or revising curriculum to eliminate discrimination, add multicultural content, and promote understanding and mutual respect among all students.

NON-COMPLIANT AREAS: Use more than one page as needed.

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 07 08 09 Ongoing Δ Δ Δ Δ	Indicator of Accomplishment
	Not applicable -----	-----	----- Δ Δ Δ Δ	-----

# COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE

Academic Years 2007 – 2010

## SCHOOL AND CLASSROOM PRACTICES: EQUALITY AND EQUITY IN STUDENT ACCESS

DISTRICT/CHARTER SCHOOL: Palmyra

OBJECTIVE: Describe the district/charter school's plan to be implemented for Academic Years 2007-2010 to provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, national origin, sexual orientation, gender, religion, English proficiency, socio-economic status or disability

NON-COMPLIANT AREAS: Use more than one page as needed.

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 07 08 09 Ongoing	Indicator of Accomplishment
	Not applicable -----	-----	Δ Δ Δ Δ -----	-----

# COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE

Academic Years 2007 – 2010

SCHOOL AND CLASSROOM PRACTICES: EQUALITY AND EQUITY IN GUIDANCE PROGRAM SERVICES

DISTRICT/CHARTER SCHOOL: \_\_\_\_\_ Palmyra

**OBJECTIVE:** Describe the district/charter school's plan to be implemented for Academic Years 2007-2010 to provide equitable treatment, adequate and appropriate counseling services for ALL students, including females, minority students, limited English-proficient students, non-college bound students, and students with disabilities, and to ensure exposure and counseling services focused on careers in the science and technology industries, non-traditional career options and post-secondary opportunities for minority and female students

**NON-COMPLIANT AREAS:** Use more than one page as needed.

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 07 08 09 Ongoing Δ Δ Δ Δ	Indicator of Accomplishment
Not applicable	-----	-----	-----	-----

# COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE

Academic Years 2007 – 2010

## SCHOOL AND CLASSROOM PRACTICES: EQUITY IN PHYSICAL EDUCATION & ATHLETIC PROGRAMS

DISTRICT/CHARTER SCHOOL: Palmyra

OBJECTIVE: Describe the district/charter school's plan to be implemented for Academic Years 2007-2010 to ensure that there is gender equity in all physical education and athletic programs, and to ensure equitable opportunities for all students to participate in athletics regardless of race, national origin, gender, sexual orientation, religion, English proficiency, socio-economic status or disability.

NON-COMPLIANT AREAS: Use more than one page as needed.

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline	Indicator of Accomplishment
	<p>An interest survey will be expanded to ensure equitable opportunities for all students to participate in athletics. Survey is currently taken in 8<sup>th</sup> grade through 12<sup>th</sup> grade. Survey will be expanded to include the 6<sup>th</sup> and 7<sup>th</sup> grades. It will be completed annually.</p>	<p>Principal's Athletic Director</p>	<p>07 08 09 Ongoing                      Δ Δ Δ Δ Δ</p>	<p>Survey results will be on file in the athletic director's office</p>

# COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE

Academic Years 2007 – 2010

## EMPLOYMENT AND CONTRACT PRACTICES

DISTRICT/CHARTER SCHOOL: Palmyra

**OBJECTIVE:** Describe the district/charter school's plan to be implemented for Academic Years 2007-2010 to ensure equitable practices in employment at all levels of responsibility, and to avoid engaging in business with firms that discriminate on the basis of race, national origin, sexual orientation, gender, religion, English proficiency, socio-economic status, or disability.

**NON-COMPLIANT AREAS:** Use more than one page as needed.

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 07 08 09 Ongoing	Indicator of Accomplishment
			<p>Δ Δ Δ Δ</p>	

# **APPENDIX C**

## **DESEGREGATION INFORMATION For Districts Under Orders By The NJ COMMISSIONER OF EDUCATION To Implement School Desegregation Plans**

THE FOLLOWING SCHOOL DISTRICTS ARE REQUIRED TO SUMMARIZE ACTION(S) TAKEN TO IMPLEMENT SCHOOL DESEGREGATION PLANS (USE THE FOLLOWING PAGE).

List of the New Jersey Public School Districts Under Orders of the NJ Commissioner of Education to Implement School Desegregation Plans, as of 08/01/2001

COUNTY	School District	School District	COUNTY	School District	School District
Atlantic	Atlantic City	Pleasantville	Union	Elizabeth	Scotch Plains-Fanwood
Bergen	Hackensack			Linden	Summit
Burlington	NONE			Plainfield	Township of Union
Camden	Camden City	Camden County Voc			
Cumberland	Bridgeton	Millville			
Essex	Belleville	Irvington			
	Bloomfield	Newark			
	East Orange	Orange City			
	Essex County Voc	South Orange/Maplewood			
Gloucester	NONE				
Hudson	Bayonne	North Bergen			
	Hoboken	Union City			
	Jersey City				
Mercer	Hamilton Twp.	Trenton			
	Lawrence Twp.				
Middlesex	Carteret *	Perth Amboy			
	Edison Twp.	New Brunswick			
Monmouth	Neptune Twp.				
Morris	NONE				
Passaic	Passaic City	Paterson City			
Somerset	NONE				

\*Denotes extenuating circumstances; never officially ordered to desegregate.



**THIS PAGE IS TO BE USED FOR THOSE DISTRICTS LISTED ON THE PREVIOUS PAGE THAT ARE UNDER ORDERS BY THE NJ COMMISSIONER OF EDUCATION TO IMPLEMENT SCHOOL DESEGREGATION PLANS.**

District Name Palmyra Year Deseg Plan Started \_\_\_\_\_

List goals accomplished \_\_\_\_\_

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Ongoing Activities to Achieve Desegregation \_\_\_\_\_

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**OTHER** \_\_\_\_\_

**APPENDIX D**

**DISTRICT/CHARTER SCHOOL  
COMPREHENSIVE EQUITY PLAN  
YEARLY STATEMENT OF ASSURANCE**

**2007-2008**

**2008-2009**

**2009-2010**

# COMPREHENSIVE EQUITY PLAN ANNUAL ASSURANCE

Academic Year 2007-2008

Palmyra \_\_\_\_\_ 060 \_\_\_\_\_ 3920  
Legal Name of District/Charter School \_\_\_\_\_ Code \_\_\_\_\_ County \_\_\_\_\_

Address: 301 Delaware Avenue \_\_\_\_\_ Telephone # (856) \_\_\_\_\_ 786-9300 \_\_\_\_\_

City: Palmyra \_\_\_\_\_ Zip: 08065 \_\_\_\_\_ FAX #: (856) \_\_\_\_\_ 829-9638 \_\_\_\_\_

Affirmative Action Officer: Jeanne C. Barber \_\_\_\_\_ Telephone #: (856) \_\_\_\_\_ 829-3601 \_\_\_\_\_

AAO Email jbarber@palmyra.k12.nj.us \_\_\_\_\_

Contact Person: Jeanne C. Barber \_\_\_\_\_ Telephone #: (856) \_\_\_\_\_ 829-3601 \_\_\_\_\_ Ext. 27 \_\_\_\_\_

## STATEMENT OF ASSURANCE OF CEP IMPLEMENTATION - Year 2007-2008

1. The district/charter school will achieve and maintain compliance with all applicable laws, codes, regulations, and guidelines 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; Guidelines for the Desegregation of Public Schools in New Jersey (1989); 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.
2. The district/charter school has reviewed its implementation strategies for academic year 2007-2008 and provides assurance that the implementation timeline has been met at each school within the district, if applicable. The mandated staff development training programs have been conducted and areas of noncompliance as indicated in the Plan have met specific indicators of achievement at each site, if applicable, during this academic year.

CERTIFICATION: By signing below, the Chief School Administrator certifies that all statements above are true and correct:

Name Walter J. Rudder, Ed.D. \_\_\_\_\_ Title Interim Superintendent \_\_\_\_\_

Signature:  \_\_\_\_\_ Date: 3/27/07 \_\_\_\_\_



**APPENDIX D: COMPREHENSIVE EQUITY PLAN ANNUAL ASSURANCE**  
Academic Year 2008-2009

Palmyra School District \_\_\_\_\_ 05 \_\_\_\_\_ Burlington County  
Legal Name of School District \_\_\_\_\_ Code \_\_\_\_\_  
Address 301 Delaware Avenue, \_\_\_\_\_ Telephone # ( 856 ) 786-2963 \_\_\_\_\_  
City Palmyra \_\_\_\_\_ Zip 08065 \_\_\_\_\_ FAX # ( 856 ) 829-1253 \_\_\_\_\_  
Affirmative Action Officer: Jeanne C. Barber \_\_\_\_\_ Telephone # ( 956 ) 829-3601 \_\_\_\_\_  
AAO Email jbarber@palmyra.k12.nj.us \_\_\_\_\_  
Contact Person Jeanne Barber \_\_\_\_\_ Telephone # ( 856 ) 829-3601 \_\_\_\_\_ Ext. \_\_\_\_\_

**STATEMENT OF ASSURANCE OF CEP IMPLEMENTATION – Year 2008-2009**

1. The district/charter school will achieve and maintain compliance with all applicable laws, codes, regulations, and guidelines 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; Guidelines for the Desegregation of Public Schools in New Jersey (1989); 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.
2. The district/charter school has reviewed its implementation strategies for academic year 2008-2009 and provides assurance that the implementation timeline has been met at each school within the district, if applicable. The mandated staff development training programs have been conducted and areas of noncompliance as indicated in the Plan have met specific indicators of achievement at each site, if applicable, during this academic year.

CERTIFICATION: By signing below, the Chief School Administrator certifies that all statements above are true and correct:

Name Dr. Richard Perry \_\_\_\_\_ Title Superintendent \_\_\_\_\_

Signature *Richard Perry* \_\_\_\_\_ Date May 5, 2009 \_\_\_\_\_

# COMPREHENSIVE EQUITY PLAN ANNUAL ASSURANCE

## Academic Year 2009-2010

Palmyra \_\_\_\_\_ 060 \_\_\_\_\_ 3920  
Legal Name of District/Charter School \_\_\_\_\_ County \_\_\_\_\_  
Address: 301 Delaware Avenue Telephone # ( 856 ) 786-9300  
City: Palmyra Zip: 08065 FAX #: (856) 829-9638  
Affirmative Action Officer: Jeanne C. Barber Telephone #: ( 856 ) 829-3601  
AAO Email: jbarber@palmyra.k12.nj.us  
Contact Person: Jeanne C. Barber Telephone #: ( 856 ) 829-3601 Ext. 27

### STATEMENT OF ASSURANCE OF CEP IMPLEMENTATION – Year 2009-2010

1. The district/charter school will achieve and maintain compliance with all applicable laws, codes, regulations, and guidelines 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; Guidelines for the Desegregation of Public Schools in New Jersey (1989); 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.
2. The district/charter school has reviewed its implementation strategies for academic year 2009-2010 and provides assurance that the implementation timeline has been met at each school within the district, if applicable. The mandated staff development training programs have been conducted and areas of noncompliance as indicated in the Plan have met specific indicators of achievement at each site, if applicable, during this academic year.

**CERTIFICATION:** By signing below, the Chief School Administrator certifies that all statements above are true and correct:

Name \_\_\_\_\_ Title: \_\_\_\_\_  
signature \_\_\_\_\_ Date: \_\_\_\_\_