

**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:     Morris County    

Name of School District/Charter School/Renaissance School Project:     Washington Township Board of

Address:     53 West Mill Rd., Long Valley, NJ 07853         Education    

Affirmative Action Office (AAO):     Marvann Millar     Telephone #:     908-876-9211 x2300    

AAO Email:     mmillar@wtschools.org    

Alternate Contact Person:     Liz George     Telephone #:     908-876-4172 x1019    

Title:     Business Administrator    

Email:     lgeorge@wtschools.org    

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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:     Jeffrey S. Mohre         JEFFREY S. MOHRE, SUPERINTENDENT    

Signature:     Jeffrey S. Mohre    

Date:     5/30/19

## Resolution

The Board of Education of the Township of Washington in the County of Morris, New Jersey convened in regular session on May 14, 2019 at 7:00 p.m. in the Long Valley Middle School Learning Community Center, Long Valley, New Jersey.

The following resolution was adopted by the Board of Education:

**Appoint Affirmative Action Officer (AAO) and Team** - RESOLVED, that the Washington Township Board of Education, in the County of Morris, New Jersey, in accordance with N.J.A.C. 6:4-1.3I, appoints Maryann Millar as Affirmative Action Officer effective July 1, 2019 through June 30, 2020 and authorizes the Affirmative Action Officer to select a team of individuals to conduct a needs assessment and develop the Comprehensive Equity Plan for the district as required in accordance with the State Department of Education.

### Roll Call Vote:

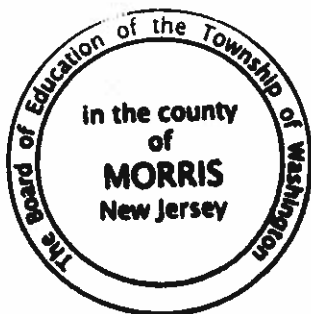
Ayes: Mr. Capogrosso, Mr. Daly, Mr. DiGabriele, Mr. Gorman, Mr. Kinney, Mr. Lourenco,

Nays: None

Abstentions: None

## Certification

I hereby certify that the within Resolution was adopted by the Board by a majority vote of its duly authorized meeting on May 14, 2019.



  
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Liz George  
Business Administrator/Board Secretary

## Resolution

The Board of Education of the Township of Washington in the County of Morris, New Jersey convened in regular session on May 14, 2019 at 7:00 p.m. in the Long Valley Middle School Learning Community Center, Long Valley, New Jersey.

The following resolution was adopted by the Board of Education:

**Motion to authorize submission of the Comprehensive Equity Plan for the 2019-2022 school years.**

### Roll Call Vote:

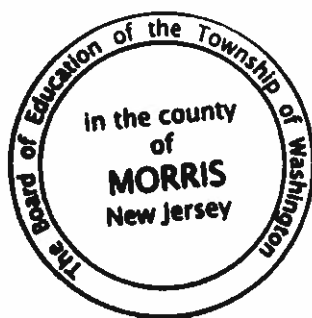
Ayes: Mr. Capogrosso, Mr. Daly, Mr. DiGabriele, Mr. Gorman, Mr. Kinney, Mr. Lourenco,

Nays: None

Abstentions: None

## Certification

I hereby certify that the within Resolution was adopted by the Board by a majority vote of its duly authorized meeting on May 14, 2019.







  
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Liz George  
Business Administrator/Board Secretary

## 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
MARYAN MILUAR	Affirmative Action Officer		
Danielle Schweitzer	Affirmative Action Team Member		
Jana Rojas	Affirmative Action Team Member		
Claudia Cantelmi	Affirmative Action Team member		

## APPENDIX B: COMPREHENSIVE EQUITY PLAN NEEDS ASSESSMENT

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

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>MUST include Board policy title, number and date of adoption.</b>	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:</p> <p>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	<ul style="list-style-type: none"> <li>· Policy 1140 – Affirmative Action Program Adopted 9.1.16</li> <li>· Policy 1523 – Comprehensive Equity Plan Adopted 9.1.16</li> <li>· Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> <li>· Policy &amp; Regulation 5750 – Equal Educational Opportunity Adopted 9.1.16</li> <li>· Policy 5755 – Equity in Educational Programs and Services Adopted 9.1.16</li> </ul>	
<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	<ul style="list-style-type: none"> <li>· Policy 1140 – Affirmative Action Program Adopted 9.1.16</li> <li>· Policy 1523 – Comprehensive Equity Plan Adopted 9.1.16</li> <li>· Policy &amp; Regulation 5750 – Equal Educational Opportunity Adopted 9.1.16</li> <li>· Policy 5755 – Equity in Educational Programs and Services Adopted 9.1.16</li> </ul>	
<p>c) Provide equitable treatment for pregnant and married students.</p>	yes	<ul style="list-style-type: none"> <li>· Policy 2416 – Programs for Pregnant Students Adopted 4.4.06</li> <li>· Policy 5752 – Marital Status and Pregnancy Adopted 11.7.06</li> </ul>	
<p>d) Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).</p>	yes	<ul style="list-style-type: none"> <li>· Policy 1523 – Comprehensive Equity Plan Adopted 9.1.16</li> <li>· Policy &amp; Regulation 5512 – Harassment, Intimidation, and Bullying Adopted 9.11.18</li> </ul>	

		<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 5751 – Sexual Harassment Adopted 11.7.06</li> </ul>	
<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	<ul style="list-style-type: none"> <li>· Policy 1523– Comprehensive Equity Plan Adopted 9.1.16</li> <li>· Policy 1550 – Affirmative Action Program for Employment and Contract Practices Adopted 9.11.18</li> </ul>	
<p>3) Appoint an Affirmative Action Officer (AAO) who can also serve as or coordinate with the Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.</p>	yes	<ul style="list-style-type: none"> <li>· Policy 1140 – Affirmative Action Program Adopted 9.1.16</li> </ul>	
<p>4) Provide staff development to ensure that all equity requirements comply with N.J.A.C. 6A:7-1.6.</p>	yes	<ul style="list-style-type: none"> <li>· Policy 1140 – Affirmative Action Program Adopted 9.1.16</li> </ul>	
<p>B. Authorize the Affirmative Action Team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress.</p>	yes	<ul style="list-style-type: none"> <li>· Policy 1140 – Affirmative Action Program Adopted 9.1.16</li> </ul>	
<p>C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups disaggregated by gender, race, ethnicity, limited English proficiency, special education, migrant status, date of enrollment, student suspension, expulsion, child study team referrals; Pre-K-12 promotion/retention data; Pre-K-12 completion rates and re-examination and re-evaluation of classification and placement of students in special education programs if there</p>	yes	<ul style="list-style-type: none"> <li>· Policy 1140 – Affirmative Action Program Adopted 9.1.16</li> <li>· Policy 2415.01 – Academic Standards, Academic Assessments, and Accountability Adopted 3.21.13</li> <li>· Policy &amp; Regulation 2423 – Bilingual and ESL Education Adopted 9.1.16</li> <li>· Policy 2610 – Educational Program Evaluation Adopted 9.1.16</li> <li>· Policy 2622 – Student Assessment Adopted 8.17.17</li> </ul>	

<p>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 the following actions:</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy 1140 – Affirmative Action Program Adopted 9.1.16</li> <li>· Policy 1523 – Comprehensive Equity Plan Adopted 9.1.16</li> </ul>	
<p>1) Inform the school community about the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy 1140 – Affirmative Action Program Adopted 9.1.16</li> </ul>	
<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 equity responsibilities.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy 1140 – Affirmative Action Program Adopted 9.1.16</li> </ul>	
<p>3) Provide students, staff and the community with contact information for the AAO and publicize the location and availability of the CEP, policy(ies), grievance procedures and annual reports.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy 1140 – Affirmative Action Program Adopted 9.1.16</li> <li>· Policy &amp; Regulation 1510 – Rights of Persons With Handicaps or Disabilities/Policy on Non-Discrimination Adopted 4.25.17</li> <li>· Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> </ul>	
<p>4) Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy 1140 – Affirmative Action Program Adopted 9.1.16</li> <li>· Policy &amp; Regulation 1510 – Rights of Persons With Handicaps or Disabilities/Policy on Non-Discrimination Adopted 4.25.17</li> <li>· Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> <li>· Policy &amp; Regulation 5750 – Equal Educational Opportunity Adopted 9.1.16</li> </ul>	
<p>5) Report on progress made in meeting the adequate yearly targets established for closing the</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy 1140 – Affirmative Action Program Adopted 9.1.16</li> </ul>	



achievement gap as set by the Department of Education.		<ul style="list-style-type: none"> <li>Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> <li>Policy 2415.01 – Academic Standards, Academic Assessments, and Accountability Adopted 3.21.13</li> </ul>	
6) Authorize the AAO to conduct yearly equity training for all staff.	yes	<ul style="list-style-type: none"> <li>Policy 1140 – Affirmative Action Program Adopted 9.1.16</li> </ul>	
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 website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.	yes	(For County Vocational School Districts Only)	

<b>II. STAFF DEVELOPMENT AND TRAINING</b> N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	Compliant (Yes or No)	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
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<p>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 to:</p>	<p>no</p>	<ul style="list-style-type: none"> <li>Policy 1140 – Affirmative Action Program Adopted 9.1.16</li> </ul>	<p>district</p>
<p>1) Certificated (administrative and professional) staff.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>Policy 1140 – Affirmative Action Program Adopted 9.1.16</li> <li>Policy &amp; Regulation 3240 – Professional Development for Teachers and School Leaders Adopted 8.17.17</li> </ul>	
<p>2) Non-certificated (non-professional) staff.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>Policy 1140 – Affirmative Action Program Adopted 9.1.16</li> <li>Policy 4240 – Employee Training Adopted 11.7.06</li> </ul>	

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

<p>A. Equality and Equity in Curriculum  N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</p> <p>1) Ensure that the district, charter school or renaissance school project's curriculum and instruction are aligned to the State's Core Curriculum Content Standards and that they address the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 2200 – Curriculum Content Adopted 9.1.16</li> <li>· Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> <li>· Policy 2415.01 – Academic Standards, Academic Assessments, and Accountability Adopted 3.21.13</li> <li>· Policy 5755 – Equity in Educational Programs and Services Adopted 9.1.16</li> </ul>	
<p>a) School climate and culture, safe and positive learning environment</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> <li>· Policy &amp; Regulation 5750 – Equal Educational Opportunity Adopted 9.1.16</li> </ul>	
<p>b) Courses of study, including physical education</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> <li>· Policy 2425 – Physical Education Adopted 4.4.06</li> </ul>	

		<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 5750 – Equal Educational Opportunity Adopted 9.1.16</li> </ul>	
c) Library materials/instructional materials and strategies	yes	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> <li>· Policy &amp; Regulation 5750 – Equal Educational Opportunity Adopted 9.1.16</li> </ul>	
d) Technology/software and audiovisual materials	yes	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> <li>· Policy &amp; Regulation 5750 – Equal Educational Opportunity Adopted 9.1.16</li> </ul>	
e) Guidance and counseling, including harassment, intimidation and bullying, sexual harassment and grievance procedures	yes	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> <li>· Policy &amp; Regulation 2411 – Guidance Counseling Adopted 9.1.16</li> <li>· Policy &amp; Regulation 5512 – Harassment, Intimidation, and Bullying Adopted 9.11.18</li> <li>· Policy &amp; Regulation 5750 – Equal Educational Opportunity Adopted 9.1.16</li> </ul>	
f) Extra-curricular programs and activities	yes	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> <li>· Policy &amp; Regulation 5750 – Equal Educational Opportunity Adopted 9.1.16</li> </ul>	
g) Tests and other assessments	yes	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> </ul>	

		<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 5750 – Equal Educational Opportunity Adopted 9.1.16</li> </ul>	
h) Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	yes	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> <li>· Policy &amp; Regulation 5750 – Equal Educational Opportunity Adopted 9.1.16</li> <li>· Policy 5755 – Equity in Educational Programs and Services Adopted 9.1.16</li> </ul>	
2) Incorporate multicultural aspects throughout the instructional content and practices across the curriculum.	yes	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> <li>· Policy &amp; Regulation 5750 – Equal Educational Opportunity Adopted 9.1.16</li> </ul>	
3) Ensure that instruction in African-American History, including the Amistad, and the history of other cultures is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	yes	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> <li>· Policy &amp; Regulation 5750 – Equal Educational Opportunity Adopted 9.1.16</li> </ul>	
4) Include instruction on the Holocaust and other genocide curricula at all grade levels. (N.J.S.A. 18A:35-28)	yes	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> <li>· Policy &amp; Regulation 5750 – Equal Educational Opportunity Adopted 9.1.16</li> </ul>	
B. Equality and Equity in Student Access	yes	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> </ul>	

<p>N.J.A.C. 6A:7-1.7; Titles VI &amp; VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5 IDEA of 1997; Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1989); U.S. Supreme Court, 1982; Plyler v. Doe; U.S. Supreme Court, 1974, Castañeda v. Pickard</p> <p>Provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, English proficiency, housing status or socioeconomic status, as follows:</p>		<p>Adopted 9.1.16</p> <ul style="list-style-type: none"> <li>· Policy &amp; Regulation 5750 – Equal Educational Opportunity Adopted 9.1.16</li> <li>· Policy 5755 – Equity in Educational Programs and Services Adopted 9.1.16</li> </ul>	
<p>1) Ensure equal and barrier-free access to all school and classroom facilities.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy 5755 – Equity in Educational Programs and Services Adopted 9.1.16</li> </ul>	
<p>2) Attain minority representation of students within each school, including racial and ethnic balance that approximates the district, charter and renaissance school project's overall minority racial and ethnic representation.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy 5755 – Equity in Educational Programs and Services Adopted 9.1.16</li> </ul>	
<p>3) Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy 5755 – Equity in Educational Programs and Services Adopted 9.1.16</li> </ul>	

<p>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.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>Policy 5755 – Equity in Educational Programs and Services Adopted 9.1.16</li> </ul>	
<p>a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> <li>Policy 5755 – Equity in Educational Programs and Services Adopted 9.1.16</li> </ul>	
<p>b) Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>Policy 5755 – Equity in Educational Programs and Services Adopted 9.1.16</li> </ul>	
<p>c) Ensure equal and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically-advanced instructional assistance, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional/sexual orientation, gender, religion, disability, English proficiency, immigration status, housing status or socioeconomic status.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>Policy 5755 – Equity in Educational Programs and Services Adopted 9.1.16</li> </ul>	
<p>d) Ensure that all English language learners have equal and bias-free access to all school programs and activities.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>Policy 5755 – Equity in Educational Programs and Services Adopted 9.1.16</li> </ul>	



<p>e) Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy 5755 – Equity in Educational Programs and Services Adopted 9.1.16</li> </ul>	
<p>f) Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 5111 – Eligibility of Resident/Nonresident Students Adopted 7.12.16</li> </ul>	
<p>5) Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 2423 – Bilingual and ESL Education Adopted 9.1.16</li> </ul>	
<p>6) Utilize bias-free measures for determining the special needs of students with disabilities.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> <li>· Policy 2460 – Special Education Adopted 8.17.17</li> <li>· Regulation 2460.1 – Special Education - Location, Identification, and Referral Adopted 8.17.17</li> <li>· Regulation 2460.8 – Special Education - Free and Appropriate Public Education Adopted 8.17.17</li> <li>· Regulation 2460.9 – Special Education - Transition From Early Intervention Programs to Preschool Programs Adopted 8.17.17</li> <li>· Regulation 2460.16 – Special Education - Instructional Material to Blind or Print-Disabled Students Adopted 8.17.17</li> </ul>	

<p>7) Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including English language learners.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> </ul>	
<p>8) Ensure that all pregnant students are permitted to remain in the regular school program and activities. Ensure that equivalent instruction is provided the students, if not permitted to attend school by a doctor.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>Policy 2416 – Programs for Pregnant Students Adopted 4.4.06</li> <li>Policy 5752 – Marital Status and Pregnancy Adopted 11.7.06</li> <li>Policy 5755 – Equity in Educational Programs and Services Adopted 9.1.16</li> </ul>	
<p>C. Equality and Equity in Guidance Programs and Services N.J.A.C. 6A:7-1,7(c) Title IX, Education Amendments of 1972, &amp; Carl D. Perkins Vocational &amp; Technical Education Act of 1998</p> <p>Ensure that the district, charter and renaissance school project's guidance program provides the following:</p>			
<p>1) Access to adequate and appropriate counseling services for all students, including females, minority students, English language learners, non-college bound students, and students with disabilities.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>Policy &amp; Regulation 2411 – Guidance Counseling Adopted 9.1.16</li> <li>Policy 5755 – Equity in Educational Programs and Services Adopted 9.1.16</li> </ul>	
<p>2) A full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> <li>Policy &amp; Regulation 2411 – Guidance Counseling Adopted 9.1.16</li> <li>Policy 5755 – Equity in Educational Programs and Services Adopted 9.1.16</li> </ul>	

<p>3) Bias-free materials for use by counselors.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 2411 – Guidance Counseling Adopted 9.1.16</li> <li>· Policy 5755 – Equity in Educational Programs and Services Adopted 9.1.16</li> </ul>	
<p>D. Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972  Ensure that the physical education program and instructional activities are equitable.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy 2425 – Physical Education Adopted 9.1.16</li> <li>· Policy 5755 – Equity in Educational Programs and Services Adopted 9.1.16</li> </ul>	
<p>E. Equality and Equity in Athletic Programs Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972  Ensure that the athletic program accomplishes the following:</p>			
<p>1) Relatively equal numbers of varsity and sub-varsity teams for male and female students.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy 5755 – Equity in Educational Programs and Services Adopted 9.1.16</li> </ul>	
<p>2) Equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy 5755 – Equity in Educational Programs and Services Adopted 9.1.16</li> </ul>	
<p>3) Equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> </ul>	
<p>4) Comparable facilities for male and female teams.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 9.1.16</li> </ul>	

<p><b><u>IV. EMPLOYMENT/CONTRACT PRACTICES</u></b>  N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973</p>	<p>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance <b>MUST</b> include Board policy title, number and date of adoption.</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> <p>1) Utilize equitable hiring practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district, charter and renaissance school project's certificated and non-certificated staff and within every category of employment, including administration.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 1510 – Rights of Persons With Handicaps or Disabilities/Policy on Non-Discrimination Adopted 6.6.06</li> <li>· Policy &amp; Regulation 1530 – Equal Employment Opportunities Adopted 9.1.16</li> <li>· Policy &amp; Regulation 1550 – Affirmative Action Program for Employment and Contract Practices Adopted 9.11.18</li> </ul>	
<p>2) Target recruiting practices for under-represented populations in every category of employment.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 1530 – Equal Employment Opportunities Adopted 9.1.16</li> </ul>	
<p>3) Compliance of employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 1510 – Rights of Persons With Handicaps or Disabilities/Policy on Non-Discrimination Adopted 6.6.06</li> <li>· Policy &amp; Regulation 1530 – Equal Employment Opportunities Adopted 9.1.16</li> <li>· Policy &amp; Regulation 1550 – Affirmative Action Program for Employment and Contract Practices Adopted 9.11.18</li> </ul>	

<p>4) Monitor promotions and transfers to ensure non-discrimination.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 1530 – Equal Employment Opportunities Adopted 9.1.16</li> <li>· Policy &amp; Regulation 1550 – Affirmative Action Program for Employment and Contract Practices Adopted 9.11.18</li> </ul>	
<p>5) Provide equal pay for equal work regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 1530 – Equal Employment Opportunities Adopted 9.1.16</li> <li>· Policy &amp; Regulation 1550 – Affirmative Action Program for Employment and Contract Practices Adopted 9.11.18</li> </ul>	
<p>B. Ensure that the district, charter and renaissance school project does not enter into, or maintain, contracts with persons, agencies, or organizations that discriminate in employment or in the provision of benefits or services, on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.</p>	<p>yes</p>	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 1530 – Equal Employment Opportunities Adopted 9.1.16</li> <li>· Policy &amp; Regulation 1550 – Affirmative Action Program for Employment and Contract Practices Adopted 9.11.18</li> </ul>	
<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>	<ul style="list-style-type: none"> <li>· Policy &amp; Regulation 1530 – Equal Employment Opportunities Adopted 9.1.16</li> <li>· Policy &amp; Regulation 1550 – Affirmative Action Program for Employment and Contract Practices Adopted 9.11.18</li> </ul>	





**II. Staff Development and Training**

**School District, Charter School or Renaissance School Project Name:**

**Objective:**

For each noncompliant area of the district, charter school or renaissance school project's Needs Assessment describe the corrective actions to be implemented for School Years 2019-20 through 2021-22 to provide in-service training for school personnel on a 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, housing status or socioeconomic status.

**Table 6: Corrective Actions, Staff Development and Training**

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion
11.-A 1)	Review district development activities	AAO	Ongoing	Revised methods of public information regarding opportunities to participate in training activities
2)	Review district notifications to public regarding opportunities to access training activities	AAO	Ongoing	Revised posted public notices
3)	Revise public notices	AAO	Ongoing	Revised posted public notices
4)	Review and expand district staff training activities	AAO	Ongoing	Expanded training activities