

**EAST ORANGE SCHOOL DISTRICT**

*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:</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>	<p><b>YES</b></p>	<ul style="list-style-type: none"> <li>▪ <b>Policy 1140:</b> Affirmative Action Program Adopted 08/09/16</li> <li>▪ <b>Policy 1523:</b> Comprehensive Equity Plan Adopted 08/09/16</li> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Compliant Procedures Adopted 08/09/16</li> <li>▪ <b>Policy &amp; Regulation 5750:</b> Equal Educational Opportunity Adopted 08/09/16</li> <li>▪ <b>Policy 5755:</b> Equity in Educational Programs and Services Adopted 08/09/16</li> </ul>	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
b. Ensure equal access to all schools, facilities, programs, activities, and benefits for all students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy 1140:</b> Affirmative Action Program Adopted 08/09/16</li> <li>▪ <b>Policy 1523:</b> Comprehensive Equity Plan Adopted 08/09/16</li> <li>▪ <b>Policy &amp; Regulation 5750:</b> Equal Educational Opportunity Adopted 08/09/16</li> <li>▪ <b>Policy 5755:</b> Equity in Educational Programs and Services Adopted 08/09/16</li> </ul>	
c. Provide equitable treatment for pregnant and married students	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy 2416:</b> Programs for Pregnant Pupils Adopted 10/11/16</li> <li>▪ <b>Policy 5752:</b> Marital Status and Pregnancy Adopted 11/14/16</li> </ul>	
d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy 1523:</b> Comprehensive Equity Plan Adopted 08/09/16</li> <li>▪ <b>Policy &amp; Regulation 5512:</b> Harassment, Intimidation and Bullying – Adopted 08/14/18</li> <li>▪ <b>Policy &amp; Regulation 5751:</b> Sexual Harassment / Sexual Harassment of Students Adopted 10/18/18</li> </ul>	
2. Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status,	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy 1523:</b> Comprehensive Equity Plan Adopted 08/09/16</li> <li>▪ <b>Policy 1550:</b> Affirmative Action Program for Employment and Contract Practices/Employment</li> </ul>	

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
affectional or sexual orientation, gender, religion, disability or socioeconomic status.		Practice Plan & Affirmative Action Program for Employment and Contract Practices Plan Complaint Procedures Adopted 08/09/16	
3. The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district, charter and renaissance school project school's Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.	YES	<b>Policy 1140:</b> Affirmative Action Program Adopted 08/09/16  <b>Board resolution, Board minutes</b>	
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	YES	<b>Policy 1140:</b> Affirmative Action Program Adopted 08/09/16	
B. Authorize the Affirmative Action Officer team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress, and complete the District Performance Review in the NJQSAC. Charter schools will report annual progress in the Charter School Annual Report.	YES	<b>Policy 1140:</b> Affirmative Action Program Adopted 08/09/16  <b>Copies of annual Statement of Assurance, documentation to support compliance</b>	
C. Collect and analyze Annual Yearly Progress (Progress Targets) data for	YES	▪ <b>Policy 1140:</b> Affirmative Action Program Adopted 08/09/16	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
<p>underperforming subgroups disaggregated by gender, race, ethnicity, limited English proficiency, special education, migrant status, date of enrollment, student suspension, expulsion, child study team referrals; Pre-K-12 promotion/retention data; Pre-K-12 completion rates and re-examination and re-evaluation of classification and placement of students in special education programs if there is over representation within certain groups; staffing practices; quality of program data; and stakeholder satisfaction data. Identify any school-level underperforming subgroups on Annual Yearly Progress (Progress Targets) reports for state assessments.</p>		<ul style="list-style-type: none"> <li>▪ <b>Policy 2415.01:</b> Academic Standards, Academic Assessments and Accountability Adopted 02/08/11</li> <li>▪ <b>Policy &amp; Regulation 2423:</b> Bilingual and ESL Education Adopted 08/09/16</li> <li>▪ <b>Policy 2610:</b> Educational Program Evaluation Adopted 03/12/19</li> <li>▪ <b>Policy 2622:</b> Pupil Assessment Adopted 05/09/17</li> </ul> <p><b>Monthly Reports</b> <b>District Assessment Reports</b></p>	
<p>D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions:</p>	<p>YES</p>	<ul style="list-style-type: none"> <li>▪ <b>Policy 1140:</b> Affirmative Action Program Adopted 08/09/16</li> <li>▪ <b>Policy 1523:</b> Comprehensive Equity Plan Adopted 08/09/16</li> </ul> <p><b>Board Resolution</b> <b>Board Minutes</b></p>	
<p>1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and</p>	<p>YES</p>	<ul style="list-style-type: none"> <li>▪ <b>Policy 1140:</b> Affirmative Action Program Adopted 08/09/16</li> </ul>	

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.		<b>District Website</b> <b>Student/Parent Handbook</b> <b>School and Office posting</b>	
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	<b>Policy 1140:</b> Affirmative Action Program Adopted 08/09/16	
3. Inform students, staff and the community of the name, office address, and phone number of the district, charter and renaissance school project's AAO, and publicize the location and availability of the district, charter and renaissance school project's CEP, policy(ies), grievance procedures and annual reports.	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy 1140:</b> Affirmative Action Program Adopted 08/09/16</li> <li>▪ <b>Policy &amp; Regulation 1510:</b> Rights of Persons with Handicaps or Disabilities/Policy on Discrimination Disabilities/Non-Discrimination Adopted 03/16/17</li> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices Adopted 08/09/16</li> </ul> <b>District memo</b> <b>District Posting</b>	
4. Investigate and resolve discrimination complaints, grievances and incidents between students and teachers or among students, based on race, national origin, sexual orientation, gender,	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy 1140:</b> Affirmative Action Program Adopted 08/09/16</li> <li>▪ <b>Policy &amp; Regulation 1510:</b> Rights of Persons with Handicaps or Disabilities/Policy on Discrimination Disabilities/Non-Discrimination Adopted 03/16/17</li> </ul>	

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
religion, English proficiency, housing status, socio-economic status or disability.		<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Complaint Procedures Adopted 08/09/16</li> <li>▪ <b>Policy &amp; Regulation 5750:</b> Equal Educational Opportunity Adopted 08/09/16</li> </ul> <p><b>AAO's file of completed investigations</b></p>	
5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy 1140:</b> Affirmative Action Program Adopted 08/09/16</li> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Complaint Procedures Adopted 02/08/11</li> <li>▪ <b>Policy 2415.01:</b> Academic Standards, Academic Assessments and Accountability Adopted 02/08/11</li> </ul> <p><b>Board Presentation Minutes from meeting School staff meetings, District In-services</b></p>	
6. Authorize the AAO to conduct yearly equity training for all staff.	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy 1140:</b> Affirmative Action Program Adopted 08/09/16</li> </ul> <p><b>List of staff trainings</b></p>	

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E. A county vocational school district shall admit resident students based on board-approved policies and procedures that ensure equity and access for enrollment that shall be posted on the school district, charter and renaissance school project's district's website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.		(For County Vocational School Districts Only)	

Table 2: Needs Assessment, Staff Development and Classroom Practices

<b>II. Staff Development And Training</b> • 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 <b>every school year</b> , as follows:	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy 1140:</b> Affirmative Action Program Adopted 08/09/16                             <ul style="list-style-type: none"> <li>- Parent Curriculum Review workshops</li> <li>- Resources for parents in multiple languages</li> <li>- Community and Parent frontloading and meetings prior to Math Madness event</li> <li>- Release your Math fears wall</li> <li>- ELL Parent Focus Meeting</li> <li>- Summer Reading Launch Party</li> <li>- Community Book Club</li> </ul> </li> </ul>	
1. To all certificated (administrative and professional) staff.	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy 1140:</b> Affirmative Action Program Adopted 08/09/16</li> <li>▪ <b>Policy &amp; Regulation 3240:</b> Professional Development for Teachers and School Leaders Adopted 06/29/17</li> </ul> <p><b>List of Professional Development Opportunities GCN completion</b></p> <ul style="list-style-type: none"> <li>- Department Affirmative Action training with Trainers</li> <li>- Admin Academy training from law firm</li> <li>- Data disaggregation during Networks</li> <li>- Special Education training</li> <li>- Future Ready initiative trainings</li> <li>- Curriculum review trainings</li> </ul>	



<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 must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
2. To all non-certificated (non- professional) staff.	<b>YES</b>	<ul style="list-style-type: none"> <li>▪ <b>Policy 1140:</b> Affirmative Action Program Adopted 08/09/16</li> <li>▪ <b>Policy 4240:</b> Employee Training Adopted 02/14/17</li> </ul> <p><b>List of Professional Development Opportunities GCN completion</b></p> <ul style="list-style-type: none"> <li>- Professional Development Framework and Standards review for paraprofessionals, Teacher Assistants, Maintenance workers</li> </ul>	

Table 3: Needs Assessment, School and Classroom Practices

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>A. Equality and Equity in Curriculum</p> <ul style="list-style-type: none"> <li>• N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</li> </ul> <p>1. Ensure that the district, charter school or renaissance school project’s curriculum and instruction are aligned to the State’s Core Curriculum Content Standards and addresses the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p>	<p><b>YES</b></p>	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2200:</b> Curriculum Content Adopted 08/09/16</li> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Complaint Procedures Adopted 08/09/16</li> <li>▪ <b>Policy 2415.01:</b> Academic Standards, Academic Assessments and Accountability Adopted 02/08/11</li> <li>▪ <b>Policy 5755:</b> Equity in Educational Programs and Services Adopted 08/09/16</li> </ul>	
<p>a. School climate and culture, safe and positive learning environment.</p>	<p><b>YES</b></p>	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Complaint Procedures</li> </ul>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		<p>Adopted 08/09/16</p> <ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 5750:</b> Equal Educational Opportunity Adopted 08/09/16</li> </ul> <p><b>School Surveys on Climate and Culture</b></p> <ul style="list-style-type: none"> <li>- New Teacher Training and Mentoring</li> <li>- Sheltered Instruction Protocol Training for all administrators and coaches</li> <li>- Special Education training</li> <li>- CPI training</li> <li>- Social Emotional Training lessons</li> <li>- Rutgers Institute for Improving Student Achievement</li> <li>- Students Taking Action Together training through Rutgers Social Emotional Character Development lab</li> <li>- Digital Citizenship lessons</li> </ul>	
<p>b. Courses of study, including Physical Education</p>	<p><b>YES</b></p>	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Complaint Procedures Adopted 08/09/16</li> <li>▪ <b>Policy 2422:</b> Physical Education Adopted 05/10/16</li> <li>▪ <b>Policy &amp; Regulation 5750:</b> Equal Educational Opportunity Adopted 08/09/16</li> </ul>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		<b>Board approved curriculum guides</b> <ul style="list-style-type: none"> <li>- Project Adventure training</li> </ul>	
c. Library materials/Instructional materials and strategies	<b>YES</b>	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Complaint Procedures Adopted 08/09/16</li> <li>▪ <b>Policy &amp; Regulation 5750:</b> Equal Educational Opportunity Adopted 08/09/16</li> </ul> <b>Board approved curriculum guides</b> <ul style="list-style-type: none"> <li>- Textbook curriculum rubric</li> <li>- Review of materials to ensure balance</li> <li>- Review of materials to ensure various options</li> <li>- ebooks</li> <li>- PD with WorldBook</li> <li>- Partnership with public library</li> </ul>	
d. Technology/software and audio-visual materials	<b>YES</b>	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Complaint Procedures Adopted 08/09/16</li> <li>▪ <b>Policy &amp; Regulation 5750:</b> Equal Educational Opportunity Adopted 08/09/16</li> </ul>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		<p><b>Board approved curriculum guides</b></p> <ul style="list-style-type: none"> <li>- Book titles in Spanish</li> <li>- Licenses in Spanish for core areas - ELA, Math, Science, SS</li> <li>- Differentiated leveled readers</li> </ul>	
<p>e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, &amp; grievance procedures</p>	<p><b>YES</b></p>	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Complaint Procedures Adopted 08/09/16</li> <li>▪ <b>Policy &amp; Regulation 2411:</b> Guidance Counseling Adopted 08/09/16</li> <li>▪ <b>Policy &amp; Regulation 5512:</b> Harassment, Intimidation and Bullying Adopted 08/14/18</li> <li>▪ <b>Policy &amp; Regulation 5750:</b> Equal Educational Opportunity Adopted 08/09/16</li> </ul> <p><b>Board approved curriculum guides</b> <b>Monthly Anti-bullying specialists meeting</b></p> <ul style="list-style-type: none"> <li>- Sexual harassment training</li> </ul>	
<p>f. Extra-curricular programs and activities</p>	<p><b>YES</b></p>	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Complaint Procedures</li> </ul>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
	YES	<p>Adopted 08/09/16</p> <ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 5750:</b> Equal Educational Opportunity Adopted 08/09/16</li> </ul> <p><b>Board approved extra-curricular program and activity guide</b></p> <ul style="list-style-type: none"> <li>- School Community Book Clubs (6-12)</li> <li>- Extended Learning Program Activities Grant</li> </ul>	
g. Tests and other assessments	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Complaint Procedures Adopted 08/09/16</li> <li>▪ <b>Policy &amp; Regulation 5750:</b> Equal Educational Opportunity Adopted 08/09/16</li> </ul> <p><b>Sharing of Data with staff, students, community and Board</b></p> <ul style="list-style-type: none"> <li>- Data Analysis Protocol training</li> <li>- Creating Formative Assessments</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>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Complaint Procedures Adopted 08/09/16</li> </ul>	

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		<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 5750:</b> Equal Educational Opportunity Adopted 08/09/16</li> <li>▪ <b>Policy 5755:</b> Equity in Educational Programs and Services Adopted 08/09/16</li> </ul> <p><b>Board Approved Middle and High School Course of Study Manual</b></p> <ul style="list-style-type: none"> <li>- Girls Who Code</li> <li>- Male Mentoring Programs</li> <li>- Female Mentoring Programs</li> <li>- ACE Mentorship Program</li> </ul>	
2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Complaint Procedures Adopted 08/09/16</li> <li>▪ <b>Policy &amp; Regulation 5750:</b> Equal Educational Opportunity Adopted 08/09/16</li> </ul> <p><b>Board approved curriculum guides</b></p> <ul style="list-style-type: none"> <li>- Multicultural Studies Course (Grades 9-12)</li> <li>- Use of culturally &amp; socially-responsive texts in ELA curricula</li> <li>- Textbook adoption rubric</li> </ul>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>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)</p>	<p>YES</p>	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Complaint Procedures Adopted 08/09/16</li> <li>▪ <b>Policy &amp; Regulation 5750:</b> Equal Educational Opportunity Adopted 08/09/16</li> </ul> <p><b>Board approved curriculum guides</b></p> <ul style="list-style-type: none"> <li>- Integration of Social Studies/History content in ELA curricula</li> <li>- Professional development focused on Amistad</li> <li>- 2-3x/week expectation</li> </ul>	
<p>4. Include instruction on the Holocaust and other genocide curricula in the curriculum for elementary and secondary school students. (N.J.S.A. 18A:35-28)</p>	<p>YES</p>	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Complaint Procedures Adopted 08/09/16</li> <li>▪ <b>Policy &amp; Regulation 5750:</b> Equal Educational Opportunity Adopted 08/09/16</li> </ul> <p><b>Board approved curriculum guides</b></p>	



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		<ul style="list-style-type: none"> <li>- Integration of Social Studies/History content in ELA curricula (Exemplar text: Anne Frank, The Boy in the Striped Pajamas, Long Way Gone)</li> <li>- Bully lessons</li> <li>- World History, US I and USII</li> </ul>	
<p>B. Equality and Equity in Student Access</p> <ul style="list-style-type: none"> <li>• N.J.A.C. 6A:7-1.7; Titles VI &amp; VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5 IDEA of 1997; Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1989); U.S. Supreme Court, 1982; Plyler v. Doe; U.S. Supreme Court, 1974, Castañeda v. Pickard</li> </ul> <p>Provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, English proficiency, housing status or socioeconomic status, as follows:</p>	<b>YES</b>	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Complaint Procedures Adopted 08/09/16</li> <li>▪ <b>Policy &amp; Regulation 5750:</b> Equal Educational Opportunity Adopted 08/09/16</li> <li>▪ <b>Policy 5755:</b> Equity in Educational Programs and Services Adopted 08/09/16 <ul style="list-style-type: none"> <li>- Student choice</li> <li>- Electives</li> <li>- Digital textbook resources</li> <li>- Google Classroom</li> </ul> </li> </ul>	
<p>1. Ensure equal and barrier-free access to all school and classroom facilities.</p>	<b>YES</b>	<ul style="list-style-type: none"> <li>▪ <b>Policy 5755:</b> Equity in Educational Programs and Services Adopted 08/09/16</li> </ul> <p><b>Long-range facilities plan</b></p>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
2. Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter and renaissance school project's overall minority racial and ethnic representation.	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy 5755:</b> Equity in Educational Programs and Services Adopted 08/09/16</li> </ul> <p><b>AASA Report</b></p>	
3. Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy 5755:</b> Equity in Educational Programs and Services Adopted 08/09/16</li> </ul> <p><b>Long range facilities plan</b></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.	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy 5755:</b> Equity in Educational Programs and Services Adopted 08/09/16</li> </ul> <p><b>AASA Report</b></p>	
a. Ensure that minority and female students are not under-represented in gifted and talented or	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Complaint Procedures</li> </ul>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
accelerated/advanced courses, including math and science.		<p>Adopted 08/09/16</p> <ul style="list-style-type: none"> <li>▪ <b>Policy 5755:</b> Equity in Educational Programs and Services Adopted 08/09/16</li> </ul> <p><b>Class rosters</b></p> <ul style="list-style-type: none"> <li>- Girls Who Code</li> <li>- Active recruitment of girls in non-traditional career pathways</li> </ul>	
b. Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy 5755:</b> Equity in Educational Programs and Services Adopted 08/09/16</li> </ul> <p><b>Monthly reports</b></p> <ul style="list-style-type: none"> <li>- Sigma Beta Club Meetings</li> <li>- Male Mentoring programs</li> </ul>	
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,	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy 5755:</b> Equity in Educational Programs and Services Adopted 08/09/16</li> </ul> <p><b>Class schedules</b> <b>Board approved curriculum guides</b></p> <ul style="list-style-type: none"> <li>- Active recruitment of girls in non-traditional career pathways</li> <li>- Technology electives</li> </ul>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
housing status or socioeconomic status.			
d. Ensure that all English language learners have equal and bias-free access to all school programs and activities.	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy 5755:</b> Equity in Educational Programs and Services Adopted 08/09/16</li> </ul> <p><b>Class schedules</b></p> <ul style="list-style-type: none"> <li>- Inclusive environment in all district programs and activities</li> </ul>	
e. Ensure that all students with disabilities have equal and bias-free access to all school programs and activities	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy 5755:</b> Equity in Educational Programs and Services Adopted 08/09/16</li> </ul> <p><b>Class schedules</b> <b>Department site visits</b></p> <ul style="list-style-type: none"> <li>- Inclusive environment in all district programs and activities</li> </ul>	
f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 5111:</b> Eligibility of Resident/Nonresident Pupils Adopted 09/14/10</li> </ul> <p><b>Registration packet</b></p>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2423:</b> Bilingual and ESL Education Adopted 08/09/16</li> </ul> <p><b>WIDA and ACCESS assessment results</b></p> <ul style="list-style-type: none"> <li>- WIDA ACCESS is administered annually to all ELLs in order to measure English Language development.</li> <li>- WIDA Screener is administered to determine need for ELL services.</li> </ul>	
6. Utilize bias-free measures for determining the special needs of students with disabilities.	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Complaint Procedures Adopted 08/09/16</li> <li>▪ <b>Policy 2460:</b> Special Education Adopted 04/18/17</li> <li>▪ <b>Regulation 2460.1:</b> Special Education – Location, Identification &amp; Referral Adopted 04/18/17</li> <li>▪ <b>Regulation 2460.8:</b> Special Education – Free &amp; Appropriate Public Education Adopted 03/12/19</li> <li>▪ <b>Regulation 2460.9:</b> Special Education – Transition from Early Intervention Programs to Preschool Programs Adopted 04/18/17</li> </ul>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		<ul style="list-style-type: none"> <li>▪ <b>Regulation 2460.16:</b> Special Education – Instructional Material to Blind or Print – Disabled Pupils Adopted 04/18/17</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>	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Complaint Procedures Adopted 08/09/16</li> </ul> <p><b>Class schedules</b> <b>After school program schedules</b></p> <ul style="list-style-type: none"> <li>- Inclusive environment in all district programs and activities</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>	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy 2416:</b> Programs for Pregnant Pupils Adopted 06/03/09</li> <li>▪ <b>Policy 5752:</b> Marital Status and Pregnancy Adopted 01/12/10</li> <li>▪ <b>Policy 5755:</b> Equity in Educational Programs and Services Adopted 08/09/16</li> </ul> <p><b>Attendance records</b></p>	
<p>C. Equality and Equity in Guidance Programs and Services</p> <ul style="list-style-type: none"> <li>• N.J.A.C. 6A:7-1,7(c)Title IX, Education Amendments of 1972, &amp; Carl D. Perkins</li> </ul>	YES		

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>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><b>YES</b></p>	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2411:</b> Guidance Counseling Adopted 08/09/16</li> <li>▪ <b>Policy 5755:</b> Equity in Educational Programs and Services Adopted 08/09/16</li> </ul> <p><b>Board Approved Counseling Plan Counselors Monthly log</b></p>	
<p>2. The presentation of a full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.</p>	<p><b>YES</b></p>	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Complaint Procedures Adopted 08/09/16</li> <li>▪ <b>Policy &amp; Regulation 2411:</b> Guidance Counseling Adopted – 08/09/16</li> <li>▪ <b>Policy 5755:</b> Equity in Educational Programs and Services Adopted 08/09/16</li> </ul> <p><b>Course selection forms</b></p> <ul style="list-style-type: none"> <li>- School career days</li> <li>- CTE presentations for grade 8</li> </ul>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		<ul style="list-style-type: none"> <li>- Girls Who Code Summer Immersion Presentation</li> </ul>	
<p>3. Guidance counselors are using bias-free materials.</p>	<b>YES</b>	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2411:</b> Guidance Counseling Adopted 08/09/16</li> <li>▪ <b>Policy 5755:</b> Equity in Educational Programs and Services Adopted 08/09/16</li> </ul> <p><b>Board Approved Counselors Plan</b></p>	
<ul style="list-style-type: none"> <li>• Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972</li> </ul> <p>Ensure that the district, charter and renaissance school project’s physical education program is co-educational, as follows:</p> <ol style="list-style-type: none"> <li>1. All instructional activities are equitable and are co-educational.</li> </ol>	<b>YES</b>	<ul style="list-style-type: none"> <li>▪ <b>Policy 2422:</b> Physical Education Adopted 05/10/16</li> <li>▪ <b>Policy 5755:</b> Equity in Educational Programs and Services Adopted 08/09/16</li> </ul> <ul style="list-style-type: none"> <li>- Inclusive environment in all district programs and activities</li> </ul>	
<p>D. Equality and Equity in Athletic Programs</p> <ul style="list-style-type: none"> <li>• Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972</li> </ul> <p>Ensure that the district, charter and renaissance school project’s Athletic Program accomplishes the following:</p>	<b>YES</b>		
<ol style="list-style-type: none"> <li>1. Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.</li> </ol>	<b>YES</b>	<ul style="list-style-type: none"> <li>▪ <b>Policy 5755:</b> Equity in Educational Programs and Services Adopted 08/09/16</li> </ul>	



III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		<b>List of all Board approved teams</b>	
2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy 5755:</b> Equity in Educational Programs and Services Adopted 08/09/16</li> </ul> <b>Review of schedules and calendar</b>	
3. Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Complaint Procedures Adopted 08/09/16</li> </ul> <b>Teacher’s contract and EOBOE appointments</b>	
4. Provides comparable facilities for male and female teams.	YES	<ul style="list-style-type: none"> <li>▪ <b>Policy &amp; Regulation 2260:</b> Affirmative Action Program for School and Classroom Practices &amp; Affirmative Action Program for School and Classroom Practices Complaint Procedures Adopted 08/09/16</li> </ul> <b>Review of facilities</b>	

Table 4: Needs Assessment, Employment/Contract Practices

<p><b>IV. Employment/Contract Practices</b></p> <ul style="list-style-type: none"> <li>N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973</li> </ul>	<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 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"> <li>Utilize equitable hiring practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district, charter and renaissance school project’s certificated and non-certificated staff and within every category of employment, including administration.</li> </ol>	<p>YES</p>	<ul style="list-style-type: none"> <li><b>Policy &amp; Regulation 1510:</b> Rights of Persons with Handicaps or Disabilities/Policy on Discrimination &amp; Rights of Persons with Handicaps or Disabilities/Non-Discrimination Adopted 03/16/17</li> <li><b>Policy &amp; Regulation 1530:</b> Equal Employment Opportunities &amp; Equal Employment Opportunities Complaint Procedures Adopted 08/09/16</li> <li><b>Policy 1550:</b> Affirmative Action Program for Employment and Contract Practices / Employment Practice Plan &amp; Affirmative Action Program for Employment and Contract Practices Plan Complaint Procedures Adopted 06/28/18</li> </ul>	
<ol style="list-style-type: none"> <li>Target recruiting practices for under-represented populations in every category of employment.</li> </ol>	<p>YES</p>	<ul style="list-style-type: none"> <li><b>Policy &amp; Regulation 1530:</b> Equal Employment Opportunities &amp; Equal Employment Opportunities Complaint Procedures Adopted 08/09/16</li> </ul>	
<ol style="list-style-type: none"> <li>Ensure that the district, charter and renaissance school project’s employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.</li> </ol>	<p>YES</p>	<ul style="list-style-type: none"> <li><b>Policy &amp; Regulation 1510:</b> Rights of Persons with Handicaps or Disabilities/Policy on Discrimination Adopted 03/16/17</li> <li><b>Policy &amp; Regulation 1530:</b> Equal Employment Opportunities &amp; Equal Employment Opportunities Complaint Procedures</li> </ul>	

<p><b>IV. Employment/Contract Practices</b></p> <ul style="list-style-type: none"> <li>N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973</li> </ul>	<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 and/or revision.</p>	<p>List name of noncompliant school(s) in the district</p>
		<p>Adopted 08/09/16</p> <ul style="list-style-type: none"> <li><b>Policy 1550:</b> Affirmative Action Program for Employment and Contract Practices/Employment Practice Plan &amp; Affirmative Action Program for Employment and Contract Practices Plan Complaint Procedures Adopted 06/28/18</li> </ul> <p><b>On-boarding checklist</b></p>	
<p>4. Monitor promotions and transfers to ensure non-discrimination.</p>	<p><b>YES</b></p>	<ul style="list-style-type: none"> <li><b>Policy &amp; Regulation 1530:</b> Equal Employment Opportunities &amp; Equal Employment Opportunities Complaint Procedures Adopted 08/09/16</li> <li><b>Policy 1550:</b> Affirmative Action Program for Employment and Contract Practices/Employment Practice Plan &amp; Affirmative Action Program for Employment and Contract Practices Plan Complaint Procedures Adopted 06/28/18</li> </ul>	

<b>IV. Employment/Contract Practices</b> <ul style="list-style-type: none"> <li>N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973</li> </ul>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
5. Ensure equal pay for equal work among members of the district, charter and renaissance school project's staff, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	<b>YES</b>	<ul style="list-style-type: none"> <li><b>Policy &amp; Regulation 1530:</b> Equal Employment Opportunities &amp; Equal Employment Opportunities Complaint Procedures Adopted 08/09/16</li> <li><b>Policy 1550:</b> Affirmative Action Program for Employment and Contract Practices/Employment Practice Plan &amp; Affirmative Action Program for Employment and Contract Practices Plan Complaint Procedures Adopted 06/28/18</li> </ul> <p><b>Board approved contracts for all positions</b></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.	<b>YES</b>	<ul style="list-style-type: none"> <li><b>Policy &amp; Regulation 1530:</b> Equal Employment Opportunities &amp; Equal Employment Opportunities Complaint Procedures Adopted 08/09/16</li> <li><b>Policy 1550:</b> Affirmative Action Program for Employment and Contract Practices/Employment Practice Plan &amp; Affirmative Action Program for Employment and Contract Practices Plan Complaint Procedures Adopted 06/28/18</li> </ul>	

<b>IV. Employment/Contract Practices</b> <ul style="list-style-type: none"> <li>N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973</li> </ul>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
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.	<b>YES</b>	<ul style="list-style-type: none"> <li><b>Policy &amp; Regulation 1530:</b> Equal Employment Opportunities &amp; Equal Employment Opportunities Complaint Procedures Adopted 08/09/16</li> <li><b>Policy 1550:</b> Affirmative Action Program for Employment and Contract Practices/Employment Practice Plan &amp; Affirmative Action Program for Employment and Contract Practices Plan Complaint Procedures Adopted 06/28/18</li> </ul> <p><b>District contracts</b></p>	