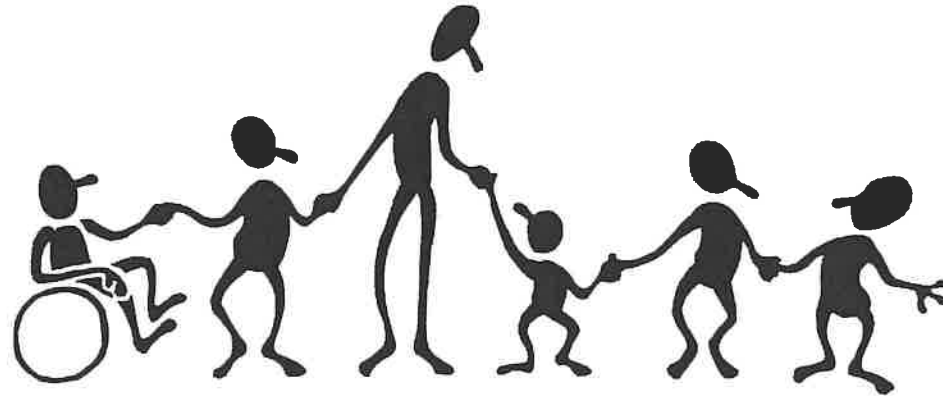


**NEW JERSEY STATE DEPARTMENT OF EDUCATION
DIVISION OF FIELD SERVICES**



**COMPREHENSIVE EQUITY PLAN
For School Years
2019-20 through 2021-22**

***Lodi Public School District
8 Hunter Street
Lodi, NJ 07644***

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

School Years 2019-2020 through 2021-2022

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New Jersey State Board of Education

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Arcelio Aponte (President)	Middlesex County
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Division of Field Services

General Information

Purpose

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

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

Federal Laws

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

State Laws

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

Questions

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

Submission Deadlines

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

Resources for more Information About Equity and Equality in Education

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

Instructions For Completion of the Comprehensive Equity Plan

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

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

Step 2: Conduct Needs Assessment (Appendix B)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The following Board resolutions must be attached to the CEP:

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

Step 6: Assemble the Submission Package in this order:

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

Step 7: Submit the CEP

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

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

Comprehensive Equity Plan

Accountability:

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

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

Sanctions:

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

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

Appendix A











Affirmative Action Team Form

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

Affirmative Action Team: Lodi Public Schools

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
Albert Tarleton	Affirmative Action Officer	Lodi High School	
Frank Quatrone	Superintendent	Lincoln	
Lauren Luna	Supervisor of Curriculum	Lincoln	
Frank D'Amico	Principal	Lodi High School	
Kevin Dowson	Principal	Washington	
Robert Cannizzaro	Principal	Columbus	
Michael Cardone	Principal	Roosevelt	
Glenn Focarino	Principal	Hilltop	
Jack Lipari	Principal	Thomas Jefferson Middle School	
Christir Vanderhook	Principal	Wilson	

Lodi School District 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>YES</p>	<p>1140 Affirmative Action Program (June 2016) 1523 Comprehensive Equity Plan (June 2016) 2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27/96) 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2414R Programs and Services for Pupils in High Poverty and In Need School Districts (7/21/16) 2423 Bilingual and ESL Education (June 2016) 2423R Bilingual and ESL Education (June 2016) 2460 Special Education (Feb 2017) 2466 Needless Public Labeling of Pupils with Disabilities (6/25/08) 5120 Assignment of Pupils (8/28/13) 5339 Screening for Dyslexia (7/21/16) 5710 Pupil Grievance (5/24/06) 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5755 Equity in Educational Programs & Services (June 2016) 5756 Transgender Students (2/24/16) 8453 HIV/AIDS (5/24/06)</p>	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
<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>YES</p>	<p>8465R Hate Crimes and Bias Incidents in Schools (6/30/04) 8670 Transportation of Disabled Pupils (5/25/05) 8630R Bus Driver/Bus Aide responsibility (7/21/16)</p> <p>1140 Affirmative Action Program (June 2016) 1523 Comprehensive Equity Plan (June 2016) 1510 Americans with Disabilities Act (December 2016) 1510R Americans with Disabilities Act (December 2016) 2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27/96) 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2414R Programs and Services for Pupils in High Poverty and In Need School Districts (7/21/16) 2415 Title I - Educational Stability for Children in Foster Care (1/24/17) 2423 Bilingual and ESL Education (June 2016) 2423R Bilingual and ESL Education (June 2016) 2460 Special Education (Feb 2017) 2466 Needless Public Labeling of Pupils with Disabilities (6/25/08) 5116 Education of Homeless Children (1/24/17) 5120 Assignment of Pupils (8/28/13) 5339 Screening for Dyslexia (7/21/16) 5710 Pupil Grievance (5/24/06) 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5755 Equity in Educational Programs & Services (June 2016)</p>	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
<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>	<p>YES</p>	<p>1140 Affirmative Action Program (June 2016) 1510 Americans with Disabilities Act (December 2016) 1510R Americans with Disabilities Act (December 2016) 1523 Comprehensive Equity Plan (June 2016) 2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27/96) 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2414R Programs and Services for Pupils in High Poverty and In Need School Districts (7/21/16) 2423 Bilingual and ESL Education (June 2016) 2423R Bilingual and ESL Education (June 2016) 2460 Special Education (Feb 2017) 2466 Needless Public Labeling of Pupils with Disabilities (6/25/08) 5120 Assignment of Pupils (8/28//13) 5116Education of Homeless Children (1/24/17) 5339 Screening for Dyslexia (7/21/16) 5482 Equal Access of Pupil Organizations 5710 Pupil Grievance (5/24/06)</p>	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
c. Provide equitable treatment for pregnant and married students	YES	2416 Programs for Pregnant Pupils (April 2005) 5700 Pupil Rights (9/8/93) 5710 Pupil Grievance (5/24/06) 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5752 Marital Status and Pregnancy (April 2005)	
d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	YES	1523 Comprehensive Equity Plan (June 2016) 5710 Pupil Grievance (5/24/06) 5512 Harassment, Intimidation & Bullying (Aug 2018) 5512.01 Harassment, Intimidation & Bullying (Aug 2018) 5512.02 Cyberbullying (1/24/07) 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5751 Sexual Harassment of Pupils (Mar 1998) 5751R Sexual Harassment of Pupils (Mar 1998)	

1. 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>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>	<p>YES</p>	<p>1400 Job Descriptions (5/24/06) 1510 Americans with Disabilities Act (December 2016) 1510R Americans with Disabilities Act (December 2016) 1523 Comprehensive Equity Plan (June 2016) 1530 Equal Employment Opportunities (June 2016) 1530R Equal Employment Opportunities (June 2016) 1550 Equal Employment/Anti-Discrimination Practices (April 2018) 1550R Equal Employment/Anti-Discrimination Practices (April 2018) 1613 Disclosure and Review of Applicant's Employment History (7/31/18) 1631 Residency Requirement for Person Holding School District Office, Employment, or Position (3/28/12) 3111 Creating Positions (7/21/16) 3362 Sexual Harassment (3/9/94) 3362 Sexual Harassment of Teaching Staff Members (6/30/04) 3362 Sexual Harassment of Support Staff Members (6/30/04) 4352 Sexual Harassment (3/9/94) 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5751 Sexual Harassment (Mar 1998) 5751R Sexual Harassment of Pupils (Mar 1998)</p>	

1. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
3. The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district, charter and renaissance school project school's Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.	YES	District Organizational Manual Staff Policy Handbook Utilize Star Ledger, The Record, NJ.com and EdJobsSpot.com to post external positions 1140 Affirmative Action Program (June 2016) 1523 Comprehensive Equity Plan (June 2016) 1550 Equal Employment/Anti-Discrimination Practices (April 2018) 1550R Equal Employment/Anti-Discrimination Practices (April 2018) 2260 Affirmative Action Program for School and Classroom Practices (7/21/16) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992)	
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	YES	1140 Affirmative Action Program (June 2016) Staff Participation Rosters and Certificates 3240 Professional Development for Teachers and School Leaders (May 2017) 3240R Professional Development for Teachers and School Leaders (May 2017)	
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	YES	1140 Affirmative Action Program (June 2016) 1523 Comprehensive Equity Plan (June 2016)	

1. 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>NJQSAC. Charter schools will report annual progress in the Charter School Annual Report.</p>			
<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 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>YES</p>	<p>1140 Affirmative Action Program (June 2016) 2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27/96) 2260 Affirmative Action Program for School and Classroom Practices (7/21/16) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2414R Programs and Services for Pupils in High Poverty and In Need School Districts (7/21/16) 2423 Bilingual and ESL Education (June 2016) 2423R Bilingual and ESL Education (June 2016) 2460 Special Education (Feb 2017) 2466 Needless Public Labeling of Pupils with Disabilities (6/25/08) 2610 Educational Program Evaluation (Jan 2019) 2622 Student Assessment (Feb 2017) 5120 Assignment of Pupils (8/28/13) 5200 Attendance (8/31/16) 5339 Screening for Dyslexia (7/21/16) 5410 Promotion and Retention (10/25/16) 5610 Suspension (8/30/17) 5710 Pupil Grievance (5/24/06) Documentation on file in the Office of Curriculum & Instruction</p>	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
<p>D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions:</p>	YES	<p>1140 Affirmative Action Program (June 2016) 1523 Comprehensive Equity Plan (June 2016)</p>	
<p>1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.</p>	YES	<p>1140 Affirmative Action Program (June 2016) 1523 Comprehensive Equity Plan (June 2016) 5512 Harassment, Intimidation, & Bullying (Aug 2018)</p>	
<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 and renaissance school projects equity' responsibilities.</p>	YES	<p>1140 Affirmative Action Program (June 2016) 1523 Comprehensive Equity Plan (June 2016)</p>	
<p>3. Inform students, staff and the community of the name, office address, and phone number of the district, charter and</p>	YES	<p>1140 Affirmative Action Program (June 2016) 1510 Americans with Disabilities Act (December 2016) 1510R Americans with Disabilities Act (December 2016) 1523 Comprehensive Equity Plan (June 2016)</p>	

1. 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>rennaissance 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.</p>		<p>2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) http://lodi.k12.nj.us/departments/affirmative-actions Posted in every classroom and office in district</p>	
<p>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, housing status, socio-economic status or disability.</p>	YES	<p>1140 Affirmative Action Program (June 2016) 1510 Americans with Disabilities Act (December 2016) 1510R Americans with Disabilities Act (December 2016) 1523 Comprehensive Equity Plan (June 2016) 1550 Equal Employment/Anti-Discrimination Practices (April 2018) 1550R Equal Employment/Anti-Discrimination Practices (April 2018) 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 3362 Sexual Harassment (3/9/94) 3362 Sexual Harassment of Teaching Staff Members (6/30/04) 3362 Sexual Harassment of Support Staff Members (6/30/04) 4352 Sexual Harassment (3/9/94) 5710 Pupil Grievance (5/24/06) 5512 Harassment, Intimidation & Bullying (Aug 2018) 5512.01 Harassment, Intimidation & Bullying (Aug 2018) 5512.02 Cyberbullying (1/24/07) 5750 Equal Education Opportunity (June 2016)</p>	

1. 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>5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.</p>	<p>YES</p>	<p>Affirmative Action Officer Records District HIB Records 1140 Affirmative Action Program (June 2016) 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) Documentation on file in the Office of the Supervisor of Academic Support and Enrichment Programs</p>	
<p>6. Authorize the AAO to conduct yearly equity training for all staff.</p>	<p>YES</p>	<p>1140 Affirmative Action Program (June 2016) 3240 Professional Development for Teachers and School Leaders (May 2017) 3240R Professional Development for Teachers and School Leaders (May 2017) 3244 In-Service Training (5/25/05) Training Participation Roster and Certificates Global Compliance, https://site.gctraining.com/</p>	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision. (For County Vocational School Districts Only)	List name of noncompliant school(s) in the district
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.	N/A		

Table 2: Needs Assessment, Staff Development and Classroom Practices

II. Staff Development And Training	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	YES	1140 Affirmative Action Program (June 2016) 1523 Comprehensive Equity Plan (June 2016) 1550 Equal Employment/Anti-Discrimination Practices (April 2018) 1550R Equal Employment/Anti-Discrimination Practices (April 2018) 2260 Affirmative Action Program for School and Classroom Practices (June 2016)	

<p>II. Staff Development And Training</p> <ul style="list-style-type: none"> ● N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5 	<p>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.</p>	<p>List name of noncompliant school(s) in the district</p>
<p>prejudice regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status every school year, as follows:</p>		<p>2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2417 Pupil Intervention and Referral Services (8/26/14) 2460 Special Education (Feb 2017) 2466 Needless Public Labeling of Pupils with Disabilities (6/25/08) 3240 Professional Development for Teachers and School Leaders (May 2017) 3240R Professional Development for Teachers and School Leaders (May 2017) 3244 In-Service Training (5/25/05) 5710 Pupil Grievance (5/24/06) 5512 Harassment, Intimidation & Bullying (Aug 2018) 5512.01 Harassment, Intimidation & Bullying (Aug 2018) 5512.02 Cyberbullying (1/24/07) 5550 Disaffected Pupils (5/25/05) 5561 Use of Physical Restraint and Seclusion Techniques for Students With Disabilities (8/29/19) 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5751 Sexual Harassment of Pupils (Mar 1998) 5751R Sexual Harassment of Pupils (Mar 1998) 5755 Equity in Educational Programs & Services (June 2016) 5756 Transgender Students (2/24/16)</p>	

II. Staff Development And Training <ul style="list-style-type: none"> • N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5 	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy, title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
1. To all certificated (administrative and professional) staff.		1140 Affirmative Action Program (June 2016) 3240 Professional Development for Teachers and School Leaders (May 2017) 3240R Professional Development for Teachers and School Leaders (May 2017) Training Participation Roster and Certificates Global Compliance, https://site.gcctraining.com/ 1140 Affirmative Action Program (June 2016) 4240 Employee Training (Nov 1992)	
2. To all non-certificated (non-professional) staff.		Training Participation Roster and Certificates Global Compliance, https://site.gcctraining.com/	

Table 3: Needs Assessment, School and Classroom Practices

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>A. Equality and Equity in Curriculum</p> <ul style="list-style-type: none"> • N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard <p>1. Ensure that the district, charter school or renaissance school project's curriculum and instruction are aligned to the State's Core Curriculum Content Standards and addresses the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual</p>	<p>YES</p>	<p>2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27/96) 2200 Curriculum Content (June 2016) 2200R Curriculum Content (June 2016) 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2414R Programs and Services for Pupils in High Poverty and In Need School Districts (7/21/16) 2423 Bilingual and ESL Education (June 2016) 2423R Bilingual and ESL Education (June 2016) 2460 Special Education (Feb 2017) 2464 Gifted and Talented Students (4/26/17) 2466 Needless Public Labeling of Pupils with Disabilities (6/25/08) 2622 Student Assessment (February 2017) 5120 Assignment of Pupils (8/28/13) 5339 Screening for Dyslexia (7/21/16) 5710 Pupil Grievance (5/24/06) 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5755 Equity in Educational Programs & Services (June 2016) 5756 Transgender Students (2/24/16) 8453 HIV/ AIDS 95/24/06) 8465R Hate Crimes and Bias Incidents in Schools (6/30/04) 8670 Transportation of Disabled Pupils (5/25/05)</p>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>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>a. School climate and culture, safe and positive learning environment.</p>	YES	<p>2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27/96) 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2414R Programs and Services for Pupils in High Poverty and In Need School Districts (3/23/11) 2423 Bilingual and ESL Education (June 2016) 2423R Bilingual and ESL Education (June 2016) 5512 Harassment, Intimidation & Bullying (Aug 2018) 5512.01 Harassment, Intimidation & Bullying (Aug 2018) 5512.02 Cyberbullying (1/24/07) 5710 Pupil Grievance (5/24/06) 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5751 Sexual Harassment of Pupils (Mar 1998) 5751R Sexual Harassment of Pupils (Mar 1998) 5755 Equity in Educational Programs & Services (June 2016) 5756 Transgender Students (2/24/16)</p>	
<p>b. Courses of study, including Physical Education</p>	YES	<p>2110 Philosophy of Education/District Mission Statement (3/26/08)</p>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		2131 Educational Guides (11/27/96) 2200 Curriculum Content (June 2016) 2200R Curriculum Content (June 2016) 2210 Curriculum Development 2230 Course Guides 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2414R Programs and Services for Pupils in High Poverty and In Need School Districts (7/21/16) 2422 Health and Physical Education (Jan 2019) 2423 Bilingual and ESL Education (June 2016) 2423R Bilingual and ESL Education (June 2016) 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5710 Pupil Grievance (5/24/06) 5755 Equity in Educational Programs & Services (June 2016) 5756 Transgender Students (2/24/16)	
c. Library materials/Instructional materials and strategies	YES	2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27/96) 2200 Curriculum Content (June 2016) 2200R Curriculum Content (June 2016) 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2414R Programs and Services for Pupils in High Poverty and In Need School Districts (7/21/16)	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>d. Technology/software and audio-visual materials</p>	<p>YES</p>	<p>2423 Bilingual and ESL Education (June 2016) 2423R Bilingual and ESL Education (June 2016) 2460 Special Education (Feb 2017) 2610 Educational Program Evaluation (Jan 2019) 2622 Student Assessment (February 2017) 5482 Equal Access of Pupil Organizations 5710 Pupil Grievance (5/24/06) 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5755 Equity in Educational Programs & Services (June 2016)</p>	
		<p>2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27/96) 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2361 Acceptable Use of Technology 2414R Programs and Services for Pupils in High Poverty and In Need School Districts (3/23/11) 2423 Bilingual and ESL Education (June 2016) 2423R Bilingual and ESL Education (June 2016) 2460 Special Education (Feb 2017) 5482 Equal Access of Pupil Organizations 5710 Pupil Grievance (5/24/06) 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5755 Equity in Educational Programs & Services (June 2016) 7440 School District Security (2/28/18)</p>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures</p>	<p>YES</p>	<p>7441 Electronic Surveillance in School Buildings and On School Grounds (2/28/18)</p> <p>2260 Affirmative Action Program for School and Classroom Practices (June 2016)</p> <p>2260R Affirmative Action Program for School and Classroom Practices (Nov 1992)</p> <p>2411 Guidance Counseling (June 2016)</p> <p>2411R Guidance Counseling (June 2016)</p> <p>5482 Equal Access of Pupil Organizations</p> <p>5512 Harassment, Intimidation & Bullying (Aug 2018)</p> <p>5512.01 Harassment, Intimidation & Bullying (Aug 2018)</p> <p>5512.02 Cyberbullying (1/24/07)</p> <p>5710 Pupil Grievance (5/24/06)</p> <p>5750 Equal Education Opportunity (June 2016)</p> <p>5750R Equal Education Opportunity (Nov 1992)</p> <p>5751 Sexual Harassment of Pupils (Mar 1998)</p> <p>5751R Sexual Harassment of Pupils (Mar 1998)</p> <p>5755 Equity in Educational Programs & Services (June 2016)</p> <p>5756 Transgender Students (2/24/16)</p>	
<p>f. Extra-curricular programs and activities</p>	<p>YES</p>	<p>2260 Affirmative Action Program for School and Classroom Practices (June 2016)</p> <p>2260R Affirmative Action Program for School and Classroom Practices (Nov 1992)</p> <p>2430 Co-Curricular Activities (8/28/07)</p> <p>2431 Athletic Competition (2/27/13)</p> <p>5710 Pupil Grievance (5/24/06)</p> <p>5482 Equal Access of Pupil Organizations</p> <p>5750 Equal Education Opportunity (June 2016)</p> <p>5750R Equal Education Opportunity (Nov 1992)</p>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
g. Tests and other assessments	YES	2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2622 Student Assessment (February 2017) 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5755 Equity in Educational Programs & Services (June 2016)	
h. Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	YES	2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2430 Co-Curricular Activities (8/28/07) 2431 Athletic Competition (2/27/13) 2610 Educational Program Evaluation (Jan 2019) 5710 Pupil Grievance (5/24/06) 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5755 Equity in Educational Programs & Services (June 2016)	
2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	YES	2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992)	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance: must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>3. 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>	<p>2110 Philosophy of Education/District Mission Statement (3/26/08) 2210 Curriculum Development (11/24/03) 2220 Adoption of Courses (7/21/16) 2230 Course Guides (11/24/03) 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2131 Educational Goals (7/21/16) 2622 Student Assessment (February 2017) 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992)</p>	
<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>	<p>Course curricula on file in the Office of Curriculum & Instruction and with each Supervisor of Social Studies 2110 Philosophy of Education/District Mission Statement (3/26/08) 2210 Curriculum Development (11/24/03) 2220 Adoption of Courses (7/21/16) 2230 Course Guides (11/24/03) 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2131 Educational Goals (7/21/16) 2622 Student Assessment (February 2017) 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992)</p>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>B. Equality and Equity in Student Access</p> <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.7; Titles VI & VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5 IDEA of 1997; Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1989); U.S. Supreme Court, 1982; Plyler v. Doe; U.S. Supreme Court, 1974, Castañeda v. Pickard <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>YES</p>	<p>Course curricula on file in the Office of Curriculum & Instruction and with each Supervisor of Social Studies</p> <p>2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27/96) 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2414R Programs and Services for Pupils in High Poverty and In Need School Districts (3/23/11) 2416 Programs for Pregnant Pupils (April 2005) 2423 Bilingual and ESL Education (June 2016) 2423R Bilingual and ESL Education (June 2016) 5482 Equal Access of Pupil Organizations 5710 Pupil Grievance (5/24/06) 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5755 Equity in Educational Programs & Services (June 2016) 5756 Transgender Students (2/24/16)</p>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>1. Ensure equal and barrier-free access to all school and classroom facilities.</p>	<p>YES</p>	<p>5755 Equity in Educational Programs & Services (June 2016) 7100R Facilities Planning (1/24/18) 7101 Educational Adequacy of Capital Projects (1/24/18) 7430 School Safety (3/24/04)</p>	
<p>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.</p>	<p>YES</p>	<p>2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27/96) 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2411 Guidance Counseling (June 2016) 2411R Guidance Counseling (June 2016) 2414R Programs and Services for Pupils in High Poverty and In Need School Districts (3/23/11) 2423 Bilingual and ESL Education (June 2016) 2423R Bilingual and ESL Education (June 2016) 2460 Special Education (Feb 2017) 2466 Needless Public Labeling of Pupils with Disabilities (6/25/08) 5120 Assignment of Pupils (8/28//13) 5482 Equal Access of Pupil Organizations 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5755 Equity in Educational Programs & Services (June 2016)</p>	
<p>3. Refrain from locating new facilities in areas that will contribute to imbalanced,</p>	<p>YES</p>	<p>2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27 /96)</p>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
isolated, or racially identifiable school enrollments.		<p>2260 Affirmative Action Program for School and Classroom Practices (June 2016)</p> <p>2260R Affirmative Action Program for School and Classroom Practices (Nov 1992)</p> <p>2411 Guidance Counseling (June 2016)</p> <p>2411R Guidance Counseling (June 2016)</p> <p>2414R Programs and Services for Pupils in High Poverty and In Need School Districts (3/23/11)</p> <p>2423 Bilingual and ESL Education (June 2016)</p> <p>2423R Bilingual and ESL Education (June 2016)</p> <p>2460 Special Education (Feb 2017)</p> <p>2466 Needless Public Labeling of Pupils with Disabilities (6/25/08)</p> <p>5120 Assignment of Pupils (8/28/13)</p> <p>5482 Equal Access of Pupil Organizations</p> <p>5750 Equal Education Opportunity (June 2016)</p> <p>5750R Equal Education Opportunity (Nov 1992)</p> <p>5755 Equity in Educational Programs & Services (June 2016)</p>	
<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>	YES	<p>2110 Philosophy of Education/District Mission Statement (3/26/08)</p> <p>2131 Educational Goals (11/27/96)</p> <p>2260 Affirmative Action Program for School and Classroom Practices (June 2016)</p> <p>2260R Affirmative Action Program for School and Classroom Practices (Nov 1992)</p> <p>2411 Guidance Counseling (June 2016)</p> <p>2411R Guidance Counseling (June 2016)</p> <p>2414R Programs and Services for Pupils in High Poverty and In Need School Districts (3/23/11)</p> <p>2423 Bilingual and ESL Education (June 2016)</p> <p>2423R Bilingual and ESL Education (June 2016)</p>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>a. Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.</p>	<p>YES</p>	<p>2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27/96) 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2411 Guidance Counseling (June 2016) 2411R Guidance Counseling (June 2016) 2414R Programs and Services for Pupils in High Poverty and In Need School Districts (3/23/11) 2423 Bilingual and ESL Education (June 2016) 2423R Bilingual and ESL Education (June 2016) 2460 Special Education (Feb 2017) 2466 Needless Public Labeling of Pupils with Disabilities (6/25/08) 5120 Assignment of Pupils (8/28/13) 5482 Equal Access of Pupil Organizations 5755 Equity in Educational Programs & Services (June 2016)</p>	
<p>b. Ensure that minority and male students are not disproportionately represented in detentions,</p>	<p>YES</p>	<p>2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27/96)</p>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>suspensions, expulsions, dropouts, or special need classifications.</p>		<p>2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2411 Guidance Counseling (June 2016) 2411R Guidance Counseling (June 2016) 2414R Programs and Services for Pupils in High Poverty and In Need School Districts (3/23/11) 2423 Bilingual and ESL Education (June 2016) 2423R Bilingual and ESL Education (June 2016) 2460 Special Education (Feb 2017) 2466 Needless Public Labeling of Pupils with Disabilities (6/25/08) 5120 Assignment of Pupils (8/28/13) 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5755 Equity in Educational Programs & Services (June 2016)</p>	
<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</p>	<p>YES</p>	<p>2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27/96) 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2411 Guidance Counseling (June 2016) 2411R Guidance Counseling (June 2016) 2414R Programs and Services for Pupils in High Poverty and In Need School Districts (3/23/11) 2423 Bilingual and ESL Education (June 2016) 2423R Bilingual and ESL Education (June 2016) 2460 Special Education (Feb 2017)</p>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
status or socioeconomic status.		2466 Needless Public Labeling of Pupils with Disabilities (6/25/08) 5120 Assignment of Pupils (8/28/13) 5482 Equal Access of Pupil Organizations 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5755 Equity in Educational Programs & Services (June 2016)	
d. Ensure that all English language learners have equal and bias-free access to all school programs and activities.	YES	2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27/96) 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2411 Guidance Counseling (June 2016) 2411R Guidance Counseling (June 2016) 2414R Programs and Services for Pupils in High Poverty and In Need School Districts (3/23/11) 2423 Bilingual and ESL Education (June 2016) 2423R Bilingual and ESL Education (June 2016) 2460 Special Education (Feb 2017) 2466 Needless Public Labeling of Pupils with Disabilities (6/25/08) 5120 Assignment of Pupils (8/28/13) 5482 Equal Access of Pupil Organizations 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5755 Equity in Educational Programs & Services (June 2016)	
e. Ensure that all students with disabilities have equal and	YES	2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27/96)	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
bias-free access to all school programs and activities		2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2411 Guidance Counseling (June 2016) 2411R Guidance Counseling (June 2016) 2414R Programs and Services for Pupils in High Poverty and In Need School Districts (3/23/11) 2423 Bilingual and ESL Education (June 2016) 2423R Bilingual and ESL Education (June 2016) 2460 Special Education (Feb 2017) 2466 Needless Public Labeling of Pupils with Disabilities (6/25/08) 5120 Assignment of Pupils (8/28/13) 5482 Equal Access of Pupil Organizations 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5755 Equity in Educational Programs & Services (June 2016)	
f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	YES	5111 Eligibility of Resident/Nonresident Pupils (Jan 2019) 5111R Eligibility of Resident/Nonresident Pupils (Jan 2019) 5112 Entrance Age (5/24/06) 5755 Equity in Educational Programs & Services (June 2016)	
5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	YES	2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27/96) 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992)	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision:	List name of noncompliant school(s) in the district
6. Utilize bias-free measures for determining the special needs of students with disabilities.	YES	<p>2411 Guidance Counseling (June 2016)</p> <p>2411R Guidance Counseling (June 2016)</p> <p>2414R Programs and Services for Pupils in High Poverty and In Need School Districts (3/23/11)</p> <p>2423 Bilingual and ESL Education (June 2016)</p> <p>2423R Bilingual and ESL Education (June 2016)</p> <p>2460 Special Education (Feb 2017)</p> <p>2466 Needless Public Labeling of Pupils with Disabilities (6/25/08)</p> <p>5120 Assignment of Pupils (8/28/13)</p> <p>5482 Equal Access of Pupil Organizations</p> <p>5750 Equal Education Opportunity (June 2016)</p> <p>5750R Equal Education Opportunity (Nov 1992)</p> <p>5755 Equity in Educational Programs & Services (June 2016)</p> <p>2110 Philosophy of Education/District Mission Statement (3/26/08)</p> <p>2131 Educational Goals (11/27/96)</p> <p>2260 Affirmative Action Program for School and Classroom Practices (June 2016)</p> <p>2260R Affirmative Action Program for School and Classroom Practices (Nov 1992)</p> <p>2411 Guidance Counseling (June 2016)</p> <p>2411R Guidance Counseling (June 2016)</p> <p>2414R Programs and Services for Pupils in High Poverty and In Need School Districts (3/23/11)</p> <p>2423 Bilingual and ESL Education (June 2016)</p> <p>2423R Bilingual and ESL Education (June 2016)</p> <p>2460 Special Education (Feb 2017)</p> <p>2460.1R Special Education - Location, Identification, and Referral (Feb 2017)</p> <p>2460.8R Special Education - Free & Appropriate Public Education (Feb 2017)</p>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>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>	<p>2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27/96) 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2411 Guidance Counseling (June 2016) 2411R Guidance Counseling (June 2016) 2414R Programs and Services for Pupils in High Poverty and In Need School Districts (3/23/11) 2423 Bilingual and ESL Education (June 2016) 2423R Bilingual and ESL Education (June 2016) 2460 Special Education (Feb 2017) 2466 Needless Public Labeling of Pupils with Disabilities (6/25/08) 5120 Assignment of Pupils (8/28/13) 5482 Equal Access of Pupil Organizations 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5755 Equity in Educational Programs & Services (June 2016)</p>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>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>	<p>2416 Programs for Pregnant Pupils (April 2005) 5700 Pupil Rights (9/8/93) 5752 Marital Status and Pregnancy (April 2005) 5710 Pupil Grievance (5/24/06) 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5755 Equity in Educational Programs & Services (June 2016)</p>	
<p>C. Equality and Equity in Guidance Programs and Services</p> <ul style="list-style-type: none"> N.J.A.C. 6A:7-1,7(c)Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998 <p>Ensure that the district, charter and renaissance school project's guidance program provides the following:</p>	<p>YES</p>	<p>2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27 /96) 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2411 Guidance Counseling (June 2016) 2411R Guidance Counseling (June 2016) 2414R Programs and Services for Pupils in High Poverty and In Need School Districts (7/21/16) 2423 Bilingual and ESL Education (June 2016) 2423R Bilingual and ESL Education (June 2016) 2460 Special Education (Feb 2017) 2466 Needless Public Labeling of Pupils with Disabilities (6/25/08) 5120 Assignment of Pupils (8/28/13) 5482 Equal Access of Pupil Organizations</p>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>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>	<p>2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27/96) 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2411 Guidance Counseling (June 2016) 2411R Guidance Counseling (June 2016) 2414R Programs and Services for Pupils in High Poverty and In Need School Districts (7/21/16) 2423 Bilingual and ESL Education (June 2016) 2423R Bilingual and ESL Education (June 2016) 2460 Special Education (Feb 2017) 2466 Needless Public Labeling of Pupils with Disabilities (6/25/08) 5120 Assignment of Pupils (8/28/13) 5305 Health Service Personnel (7/21/16) 5482 Equal Access of Pupil Organizations 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5755 Equity in Educational Programs & Services (June 2016)</p>	
<p>2. The presentation of a full range of possible occupational, professional, and Career and Technical Education choices for all</p>	<p>YES</p>	<p>2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27/96) 2260 Affirmative Action Program for School and Classroom Practices (June 2016)</p>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>students, including careers in the science and technology industries and nontraditional careers.</p>		<p>2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2411 Guidance Counseling (June 2016) 2411R Guidance Counseling (June 2016) 2414R Programs and Services for Pupils in High Poverty and In Need School Districts (7/21/16) 2423 Bilingual and ESL Education (June 2016) 2423R Bilingual and ESL Education (June 2016) 2460 Special Education (Feb 2017) 2466 Needless Public Labeling of Pupils with Disabilities (6/25/08) 5120 Assignment of Pupils (3/16/17) 5482 Equal Access of Pupil Organizations 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5755 Equity in Educational Programs & Services (June 2016)</p>	
<p>3. Guidance counselors are using bias-free materials.</p>	<p>YES</p>	<p>2110 Philosophy of Education/District Mission Statement (3/26/08) 2131 Educational Goals (11/27/96) 2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2411 Guidance Counseling (June 2016) 2411R Guidance Counseling (June 2016) 2414R Programs and Services for Pupils in High Poverty and In Need School Districts (7/21/16) 2423 Bilingual and ESL Education (June 2016) 2423R Bilingual and ESL Education (June 2016) 2460 Special Education (Feb 2017) 2466 Needless Public Labeling of Pupils with Disabilities (6/25/08)</p>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<ul style="list-style-type: none"> Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972 <p>Ensure that the district, charter and renaissance school project's physical education program is co-educational, as follows:</p> <ol style="list-style-type: none"> All instructional activities are equitable and are co-educational. 	YES	<p>3240 Professional Development for Teachers and School Leaders (May 2017)</p> <p>3240R Professional Development for Teachers and School Leaders (May 2017)</p> <p>5120 Assignment of Pupils (8/28/13)</p> <p>5305 Health Service Personnel (7/21/16)</p> <p>5482 Equal Access of Pupil Organizations</p> <p>5750 Equal Education Opportunity (June 2016)</p> <p>5750R Equal Education Opportunity (Nov 1992)</p> <p>5755 Equity in Educational Programs & Services (June 2016)</p>	
<p>D. Equality and Equity in Athletic Programs</p> <ul style="list-style-type: none"> Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972 	YES	<p>2200 Curriculum Content (June 2016)</p> <p>2200R Curriculum Content (June 2016)</p> <p>2260 Affirmative Action Program for School and Classroom Practices (June 2016)</p> <p>2260R Affirmative Action Program for School and Classroom Practices (Nov 1992)</p>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>Ensure that the district, charter and renaissance school project's Athletic Program accomplishes the following:</p>		<p>2430 Co-Curricular Activities (8/28/07) 2431 Athletic Competition (10/25/16) 2622 Student Assessment (February 2017) 3362 Sexual Harassment (3/9/94) 4352 Sexual Harassment (3/9/94) 5450 Athletic Awards (10/14/92) 5482 Equal Access of Pupil Organizations 5851 Athletic/Activity Appropriation (6/28/90) 5710 Pupil Grievance (5/24/06) 5755 Equity in Educational Programs & Services (June 2016) 5756 Transgender Students (2/24/16) 5750 Equal Education Opportunity (June 2016) 5750R Equal Education Opportunity (Nov 1992) 5751 Sexual Harassment of Pupils (Mar 1998) 5751R Sexual Harassment of Pupils (Mar 1998)</p>	
<p>1. Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.</p>	YES	<p>2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2430 Co-Curricular Activities (8/28/07) 2431 Athletic Competition (10/25/16) 5710 Pupil Grievance (5/24/06) 5755 Equity in Educational Programs & Services (June 2016)</p>	
<p>2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.</p>	YES	<p>2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2430 Co-Curricular Activities (8/28/07) 2431 Athletic Competition (10/25/16)</p>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision. 5710 Pupil Grievance (5/24/06) 5755 Equity in Educational Programs & Services (June 2016)	List name of noncompliant school(s) in the district
3. Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	YES	2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 5851 Athletic/ Activity Appropriation (6/28/90) 5710 Pupil Grievance (5/24/06)	
4. Provides comparable facilities for male and female teams.	YES	2260 Affirmative Action Program for School and Classroom Practices (June 2016) 2260R Affirmative Action Program for School and Classroom Practices (Nov 1992) 2430 Co-Curricular Activities (8/28/07) 2431 Athletic Competition (10/25/16) 5710 Pupil Grievance (5/24/06) 7100 Long Range Facilities Planning (1/24/18)	

Table 4: Needs Assessment, Employment/Contract Practices

IV. Employment/Contract Practices <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
A. Ensure that the district, charter and renaissance school project	YES	1400 Job Descriptions (5/24/06) 1510 Americans with Disabilities Act (December 2016)	

<p>IV. Employment/Contract Practices</p> <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	<p>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.</p>	<p>List name of noncompliant school(s) in the district</p>
<p>provides equal and bias-free access to all categories of employment, as follows:</p> <ol style="list-style-type: none"> Utilize equitable hiring practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district, charter and renaissance school project's certificated and non-certificated staff and within every category of employment, including administration. 		<p>1510R Americans with Disabilities Act (December 2016) 1530 Equal Employment Opportunities (June 2016) 1530R Equal Employment Opportunities (June 2016) 1550 Equal Employment/Anti-Discrimination Practices (April 2018) 1550R Equal Employment/Anti-Discrimination Practices (April 2018) 1631 Residency Requirement for Person Holding School District Office, Employment, or Position (3/28/12) District Organizational Manual Staff Policy Handbook Utilize Star Ledger, The Record, NJ.com and EdJobsSpot.com to post external positions</p>	
<ol style="list-style-type: none"> Target recruiting practices for under-represented populations in every category of employment. 	<p>YES</p>	<p>1400 Job Descriptions (5/24/06) 1510 Americans with Disabilities Act (December 2016) 1510R Americans with Disabilities Act (December 2016) 1530 Equal Employment Opportunities (June 2016) 1530R Equal Employment Opportunities (June 2016) 1550 Equal Employment/Anti-Discrimination Practices (April 2018) 1550R Equal Employment/Anti-Discrimination Practices (April 2018) 1631 Residency Requirement for Person Holding School District Office, Employment, or Position (3/28/12)</p>	

<p>IV. Employment/Contract Practices</p> <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	<p>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.</p>	<p>List name of noncompliant school(s) in the district</p>
<p>3. Ensure that the district, charter and renaissance school project's employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.</p>	<p>YES</p>	<p>District Organizational Manual Staff Policy Handbook Utilize Star Ledger, The Record, NJ.com and EdJobsSpot.com to post external positions</p> <p>1400 Job Descriptions (5/24/06); 1510 Americans with Disabilities Act (December 2016) 1510R Americans with Disabilities Act (December 2016) 1530 Equal Employment Opportunities (June 2016) 1530R Equal Employment Opportunities (June 2016) 1550 Equal Employment/Anti-Discrimination Practices (April 2018) 1550R Equal Employment/Anti-Discrimination Practices (April 2018) 1631 Residency Requirement for Person Holding School District Office, Employment, or Position (3/28/12) District Organizational Manual Staff Policy Handbook Utilize Star Ledger, The Record, NJ.com and EdJobsSpot.com to post external positions</p>	
<p>4. Monitor promotions and transfers to ensure non-discrimination.</p>	<p>YES</p>	<p>1400 Job Descriptions (5/24/06) 1510 Americans with Disabilities Act (December 2016) 1510R Americans with Disabilities Act (December 2016) 1530 Equal Employment Opportunities (June 2016) 1530R Equal Employment Opportunities (June 2016) 1550 Equal Employment/Anti-Discrimination Practices (April 2018) 1550R Equal Employment/Anti-Discrimination Practices (April 2018)</p>	

<p>IV. Employment/Contract Practices</p> <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	<p>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.</p> <p>1631 Residency Requirement for Person Holding School District Office, Employment, or Position (3/28/12) District Organizational Manual Staff Policy Handbook Utilize Star Ledger, The Record, NJ.com and EdJobsSpot.com to post external positions</p>	<p>List name of noncompliant school(s) in the district</p>
<p>5. Ensure equal pay for equal work among members of the district, charter and renaissance school project's staff, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</p>	<p>YES</p>	<p>1400 Job Descriptions (5/24/06); 1510 Americans with Disabilities Act (December 2016) 1510R Americans with Disabilities Act (December 2016) 1530 Equal Employment Opportunities (June 2016) 1530R Equal Employment Opportunities (June 2016) 1550 Equal Employment/Anti-Discrimination Practices (April 2018) 1550R Equal Employment/Anti-Discrimination Practices (April 2018) 1631 Residency Requirement for Person Holding School District Office, Employment, or Position (3/28/12) District Organizational Manual Staff Policy Handbook Utilize Star Ledger, The Record, NJ.com and EdJobsSpot.com to post external positions</p>	
<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</p>	<p>YES</p>	<p>1400 Job Descriptions (5/24/06) 1510 Americans with Disabilities Act (December 2016) 1510R Americans with Disabilities Act (December 2016) 1530 Equal Employment Opportunities (June 2016) 1530R Equal Employment Opportunities (June 2016)</p>	

<p>IV. Employment/Contract Practices</p> <ul style="list-style-type: none"> • N.J.A.C. 6A:7-1.8, Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	<p>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.</p>	<p>List name of noncompliant school(s) in the district</p>
<p>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>1550 Equal Employment/Anti-Discrimination Practices (April 2018) 1550R Equal Employment/Anti-Discrimination Practices (April 2018) 1631 Residency Requirement for Person Holding School District Office, Employment, or Position (3/28/12) District Organizational Manual Staff Policy Handbook Utilize Star Ledger, The Record, NJ.com and EdJobSpot.com to post external positions</p>	
<p>C. Provide Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.</p>	<p>YES</p>	<p>1400 Job Descriptions (5/24/06) 1510 Americans with Disabilities Act (December 2016) 1510R Americans with Disabilities Act (December 2016) 1530 Equal Employment Opportunities (June 2016) 1530R Equal Employment Opportunities (June 2016) 1550 Equal Employment/Anti-Discrimination Practices (April 2018) 1550R Equal Employment/Anti-Discrimination Practices (April 2018) 1631 Residency Requirement for Person Holding School District Office, Employment, or Position (3/28/12) District Organizational Manual Staff Policy Handbook Utilize Star Ledger, The Record, NJ.com and EdJobSpot.com to post external positions</p>	

APPENDIX C: COMPREHENSIVE EQUITY PLAN CORRECTIVE ACTIONS

BOARD RESPONSIBILITY

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME: Lodi Public Schools

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2019-20 through 2021-22, to ensure that the Board of Education or Board of Trustees follows through with its responsibilities, 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.

Section/sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline	Evidence of Completion
	Supporting staff in the implementation of the NISLS standards and to ensure curriculum and instruction are aligned to state standards.	Board members All district administrators CST members District staff	Ongoing	Standardized test data BOE Meetings, Agendas, and Memorandums Frontline Reports/ Teacher Evaluations Curriculum Meetings
	Monitor student progress on standardized assessments and relevant academic and non-academic measures.	Board members All district administrators CST members District staff	Ongoing	Standardized test data Graduation Reports Evaluations Study Island SGO's Grade level assessments
	Ensuring staff are utilizing multiple measures of accountability.	Board members All district administrators CST members District staff	Ongoing	BOE Meetings, Agendas, and Memorandums Lesson plans Teacher Evaluations/Assessments

Continue to engage families, students, educators, community members, elected officials and business leaders to play a vital role in student achievement.	Board members All district administrators CST members District staff	Ongoing	Back to School Nights BOE Meetings, Agendas, and Memorandums School website updates Science fairs
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II. STAFF DEVELOPMENT AND TRAINING

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME: Lodi Public Schools

OBJECTIVE: For each noncompliant area of the 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.

Section/sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline	Evidence of Completion
	Provide annual staff development for certified and non-certified staff and provide opportunities for parents and the community, in order to identify and resolve problems associated with the following: *Student achievement gap *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 year *Bullying/prejudice, bias and stereotyping *Harassment, sexual harassment, & discrimination policies	All district administrators CST members District staff	Ongoing	Memorandum for meetings, Sign In Sheets, Agendas Log of incident Training Log Professional Development days/lrs. Staff meetings
	Continue to build capacity of all grade level and subject area teachers for a deeper understanding of NJ Student Learning Standards. In measuring students' mastery of the standards, teachers are using formative and summative assessments and are creating/utilizing	District administrators Principals	Ongoing	State mandate requires alignment of curricula to New Jersey Student Learning Standards. State mandates of Science curriculum

	<p>PARCC like questions to obtain student level data and monitor student growth.</p>	<p>Supervisors Guidance dept.</p>		<p>aligned to NJSLS-Science. State mandate requires students in grades 3-10 to participate in NJSLS assessments On-going classroom observations, formal and informal Review of lesson plans</p>
	<p>The continuation of school wide teacher resources to support Reading and Writing implementation. In addition to consultants to provide on-going professional development: workshop, in-class support and coaching.</p>	<p>District administrators Principals Supervisors Learning Consultant Literacy Coach</p>	<p>Ongoing</p>	<p>On-going feedback from teachers with regards to on-going training. On-going classroom observations, formal and informal. Professional development workshops</p>

Appendix D

District, Charter School and Renaissance School Project

Comprehensive Equity Plan

Yearly Statements of Assurance

2019-2020 Comprehensive Equity Plan 3 Year Statement of Assurance

2020-2021 CEP Statement of Assurance

2021-2022 CEP Statement of Assurance

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

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

Name of County: Bergen

Name of School District/Charter School/Renaissance School Project: Lodi Public Schools

Address: 8 Hunter Street. Lodi, NJ 07644

Affirmative Action Office (AAO): Albert Tarleton Telephone #: 973-795-0813

AAO Email: albert.tarleton@lodi.k12.nj.us

Alternate Contact Person: Lauren Luna Telephone #: 973-778-2419

Title: Supervisor of Curriculum and Instruction


Email: lauren.luna@lodi.k12.nj.us

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: Frank Quatrone, Superintendent of Schools

Signature: 

Date: April 8, 2019

ii. The Felician School for Exceptional Children

<u>Student Code</u>	<u>Tuition</u>	<u>Effective Date</u>
a. #05-19	\$17,653.98 (59 days)	3-18-19 to 6-19-19

In addition, in accordance with the Special Education Tuition Contract, the following service will be provided:

- (1) Individual Aide
 - \$6,313.00 (59 days)

iii. Lake Drive School

<u>Student Code</u>	<u>Tuition</u>	<u>Effective Date</u>
a. #10-22	\$19,325.00	4-10-19 to 6-18-19

18. REVISION OF 2018-2019 SCHOOL CALENDAR

Upon a motion by Leto, seconded by Cardone, and due to one (1) unused emergency school closing day, the request for authorization to close schools on Friday, May 24, 2019 is hereby approved unanimously.

THIS IS A TRUE EXCERPT
OF THE OFFICIAL MINUTES
FROM THE MEETING OF
August 5, 2019
Robert Brown
ROBERT BROWN
INTERIM BOARD SECRETARY

19. APPOINTMENT OF AFFIRMATIVE ACTION OFFICER FOR THE 2019-2020 SCHOOL YEAR

Upon a motion by Leto, seconded by Cardone, the recommendation of the appointment of **Albert Tarleton**, Supervisor of Curriculum/Instruction (LHS), to the position of Affirmative Action Officer for the 2019-2020 school year is hereby approved unanimously. The duties of the Affirmative Action Officer are to ensure that the district upholds all regulations, codes, and laws related to equity in the schools and to facilitate the development and implementation of the Comprehensive Equity Plan.

20. JOB EXPENSES

Upon a motion by Leto, seconded by Cardone, and in accordance with Policy 6471, *School District Travel*, the recommend of the approval/confirmation of the following travel and related expenses in the amount of **\$639.00** as attached is hereby approved unanimously. Said expenses are relating to the scope of the staff members' and/or Board Trustees' current responsibilities and will promote the delivery of instruction and/or further the efficient operation of the Lodi School District.

2. **COMPREHENSIVE EQUITY PLAN, SCHOOL YEARS 2019-2022**

Upon a motion by Panagiotou, seconded by Cardone, the request for authorization to submit the Comprehensive Equity Plan for the School Years 2019-2022 to the State Department of Education is hereby approved unanimously.

THIS IS A TRUE EXCERPT
OF THE OFFICIAL MINUTES
FROM THE MEETING OF
August 5, 2019
Robert Brown
ROBERT BROWN
INTERIM BOARD SECRETARY

3. **COMPREHENSIVE EQUITY PLAN AFFIRMATIVE ACTION TEAM**

Upon a motion by Panagiotou, seconded by Cardone, the request for authorization for the following individuals to comprise the Affirmative Action Team in order to conduct a Needs Assessment and develop the Comprehensive Equity Plan for the 2019-2022 School years for the Lodi School District is hereby approved unanimously:

Albert Tarleton, Affirmative Action Officer
Frank Quatrone, Superintendent of Schools
Lauren Luna, Supervisor of Curriculum
Frank D'Amico, Lodi High School Principal
Jack Lipari, Thomas Jefferson Middle School Principal
Robert Cannizzaro, Columbus School Principal
Glenn Focarino, Hilltop School Principal
Michael Cardone, Roosevelt School Principal
Kevin Dowson, Washington School Principal
Christie Vanderhook, Wilson School Principal

4. **RESIGNATION OF STAFF MEMBER**

Upon a motion by Panagiotou, seconded by Cardone, the letter from **Sean Kelly**, Health and Physical Education Teacher at Thomas Jefferson Middle School, effective August 30, 2019 is hereby approved unanimously.

5. **RESIGNATION OF STAFF MEMBER**

Upon a motion by Panagiotou, seconded by Cardone, the letter from **Deborah Mucllari**, Special Education Teacher Aide at Wilson School, resigning from her position effective June 24, 2019 is hereby approved unanimously.

6. **HOME INSTRUCTION**

Upon a motion by Panagiotou, seconded by Cardone, the request for confirmation of approval for home instruction for the student listed below is hereby approved unanimously:

<u>Student</u>	<u>Effective Date</u>	<u>Provider</u>
a. #10-02	7-8-19 to 7-31-19	District