

**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: Pascack Valley Reg. HS Dist.

Address: 28 West Grand Ave, Montvale NJ 07656

Affirmative Action Office (AAO): Dr. Barry Bachenheimer Telephone #: 2013587020

AAO Email: bbachenheimer@pascack.org

Alternate Contact Person: Dr. Erik Gundersen Telephone #: 2013587004

Title: Superintendent

Email: egundersen@pascack.org

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

Certification:

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

Name and Title: Dr. Erik Gundersen, Superintendent

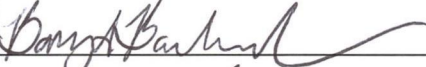
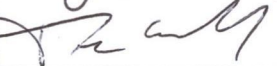
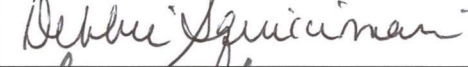

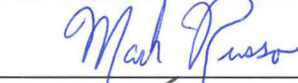
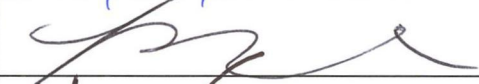



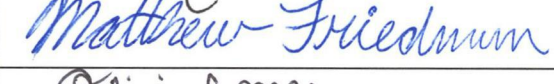
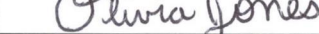
Signature: 

Date: _____

Affirmative Action Team

The following Affirmative Action Team (AAT) members that participated in the development of the needs assessment and Comprehensive Equity Plan. The AAT **must** consist of a minimum of three personnel and be comprised of diverse stakeholders.

School District, Charter School And Renaissance School Project Name: Pascack Valley Regional High School District

Name	Title	Grade Level (If Applicable)	Signature
Dr. Barry Bachenheimer	Affirmative Action Officer		
Mr. Tim Wieland	Asst. Principal, PHHS		
Ms. Debbie Squicciarri	Asst. Principal, PVHS		
Ms. Eva Merk	Supervisor of Special Services		
Dr. Mark Russo	Supervisor of Math		
Ms. Leah Jerome	Teacher, PVHS		
Ms. Heather Lutz	Teacher, PHHS		
Mr. Robert Salgado	Teacher, PHHS		
Ms. Luanne McGlone	Executive Secretary, CIA		
Mr. Matthew Friedman	Student, PHHS		
Ms. Olivia Jones	Student, PVHS		

APPENDIX B: COMPREHENSIVE EQUITY PLAN NEEDS ASSESSMENT

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

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
<p>NJAC 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX; U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</p> <p>A. Adopt or re-adopt written equality and equity policies, requiring the following:</p>			
<p>1) Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following:</p> <p>a) Identify and address all forms of prejudice and discrimination in all district, charter and renaissance school project programs, practices, curricula, instructional materials and assessments.</p>	Yes	<p>Policy 1140 Affirmative Action Program, July 27, 2016 Policy 1523 Comprehensive Equity Plan, July 27, 2016 Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 22, 2011 Policy 5750 Equal Educational Opportunity, July 27, 2016 Regulation 5750 Equal Educational Opportunity Complaint Procedures, April 22, 2011 Policy 5755 Equity in Educational Programs and Services, July 27, 2016</p>	
<p>b) Ensure equal access to all schools, facilities, programs, activities, and benefits for all students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</p>	Yes	<p>Policy 1140 Affirmative Action Program, July 27, 2016 Policy 1523 Comprehensive Equity Plan, July 27, 2016 Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 22, 2011 Policy 5750 Equal Educational Opportunity, July 27, 2016 Regulation 5750 Equal Educational Opportunity Complaint Procedures, April 22, 2011</p>	

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
		Policy 5755 Equity in Educational Programs and Services, July 27, 2016	
c) Provide equitable treatment for pregnant and married students.	Yes	Policy 2416 Programs for Pregnant Students, April 22, 2011 Policy 5752 Marital Status and Pregnancy, April 22, 2011	
d) Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Yes	Policy 1523 Comprehensive Equity Plan, July 27, 2016 Policy 5512 Harassment, Intimidation, & Bullying, July 25, 2018 Policy 5751 Sexual Harassment , April 22, 2011 Regulation 5751 Sexual Harassment of Students, April 22, 2011	
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.	Yes	Policy 1523 Comprehensive Equity Plan, July 27, 2016 Policy 1530 Equal Employment Opportunities, July 27, 2016 Regulation 1530 Equal Employment Opportunities, July 27, 2016 Policy 1550 Equal Employment/Anti-Discrimination Practices, February 2018	
3) Appoint an Affirmative Action Officer (AAO) who can also serve as or coordinate with the Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.	Yes	Policy 1140 Affirmative Action Program, July 27, 2016	
4) Provide staff development to ensure that all equity requirements comply with N.J.A.C. 6A:7-1.6.	Yes	Policy 1140 Affirmative Action Program, July 27, 2016	

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
B. Authorize the Affirmative Action Team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress.	Yes	Policy 1140 Affirmative Action Program, July 27, 2016 Policy 1523 Comprehensive Equity Plan, July 27, 2016	
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.	Yes	Policy 1140 Affirmative Action Program, July 27, 2016 Policy 2423 Bilingual and ESL Education, July 27, 2016 Regulation 2423 Bilingual and ESL Education, July 27, 2016 Policy 2610 Educational Program Evaluation, April 1, 2019 Policy 2622 Student Assessment, June 2017	
D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking the following actions:	Yes	Policy 1140 Affirmative Action Program, July 27, 2016 Policy 1523 Comprehensive Equity Plan, July 27, 2016	
1) Inform the school community about the Board's policies prohibiting bias, harassment, discrimination and	Yes	Policy 1140 Affirmative Action Program, July 27, 2016 Policy 5512 Harassment, Intimidation, & Bullying, July 25, 2018	

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
segregation; and ensuring equality in educational programs.			
2) Define the responsibilities of the AAO (Affirmative Action Officer/504 Officer, and/or Title IX Coordinator); require that the AAO be a certificated staff person; and, train the AAO to handle the equity responsibilities.	Yes	Policy 1140 Affirmative Action Program, July 27, 2016	
3) Provide students, staff and the community with contact information for the AAO and publicize the location and availability of the CEP, policy(ies), grievance procedures and annual reports.	Yes	Policy 1140 Affirmative Action Program, July 27, 2016 Policy 1510 Americans with Disabilities Act, February 6, 2017 Regulation 1510 Americans with Disabilities Act, February 6, 2017 Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 22, 2011	
4) Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.	Yes	Policy 1140 Affirmative Action Program, July 27, 2016 Policy 1510 Americans with Disabilities Act, February 6, 2017 Regulation 1510 Americans with Disabilities Act, February 6, 2017 Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 22, 2011 Policy 5750 Equal Educational Opportunity, July 27, 2016	

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
		Regulation 5750 Equal Educational Opportunity Complaint Procedures, April 22, 2011	
5) Report on progress made in meeting the adequate yearly targets established for closing the achievement gap as set by the Department of Education.	Yes	Policy 1140 Affirmative Action Program, July 27, 2016 Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 11, 2011	
6) Authorize the AAO to conduct yearly equity training for all staff.	Yes	Policy 1140 Affirmative Action Program, July 27, 2016	
E. A county vocational school district shall admit resident students based on board-approved policies and procedures that ensure equity and access for enrollment that shall be posted on the school district, charter and renaissance school project's website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.		(For County Vocational School Districts Only)	

II. <u>STAFF DEVELOPMENT AND TRAINING</u> 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.	List name of noncompliant school(s) in the district
A. Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status every school year to:	Yes	Policy 1140 Affirmative Action Program, July 27, 2016	
1) Certificated (administrative and professional) staff.	Yes	Policy 1140 Affirmative Action Program, July 27, 2016 Policy 3240 Professional Development for Teachers and School Leaders, November 6, 2017 Regulation 3240 Professional Development for Teachers and School Leaders, November 6, 2017	
2) Non-certificated (non-professional) staff.	Yes	Policy 1140 Affirmative Action Program, July 27, 2016 Policy 4240 Employee Training, April 11, 2011	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
<p>A. Equality and Equity in Curriculum N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</p> <p>1) Ensure that the district, charter school or renaissance school project's curriculum and instruction are aligned to the State's Core Curriculum Content Standards and that they address the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p>	Yes	Policy 2200 Curriculum Content, July 27, 2016 Regulation 2200 Curriculum Content, July 27, 2016 Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 11, 2011 Policy 5755 Equity in Educational Programs and Services, July 27, 2016	
<p>a) School climate and culture, safe and positive learning environment</p>	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 11, 2011	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
		Policy 5512 Harassment, Intimidation, & Bullying, July 25, 2018 Policy 5750 Equal Educational Opportunity, July 27, 2016 Regulation 5750 Equal Educational Opportunity Complaint Procedures, April 11, 2011	
b) Courses of study, including physical education	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 11, 2011 Policy 2422 Health and Physical Education, April 1, 2019 Policy 5750 Equal Educational Opportunity, July 27, 2016 Regulation 5750 Equal Educational Opportunity Complaint Procedures, April 11, 2011	
c) Library materials/instructional materials and strategies	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 11, 2011 Policy 5750 Equal Educational Opportunity, July 27, 2016 Regulation 5750 Equal Educational Opportunity Complaint Procedures, April 11, 2011	
d) Technology/software and audiovisual materials	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 11, 2011 Policy 5750 Equal Educational Opportunity, July 27, 2016 Regulation 5750 Equal Educational Opportunity Complaint Procedures, April 11, 2011	
e) Guidance and counseling, including harassment, intimidation and	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
bullying, sexual harassment and grievance procedures		Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 11, 2011 Policy 2411 Guidance Counseling, July 27, 2016 Regulation 2411 Guidance and Counseling, July 27, 2016 Policy 5512 Harassment, Intimidation, & Bullying, July 25, 2018 Policy 5750 Equal Educational Opportunity, July 27, 2016 Regulation 5750 Equal Educational Opportunity Complaint Procedures, April 11, 2011	
f) Extra-curricular programs and activities	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 11, 2011 Policy 5750 Equal Educational Opportunity, July 27, 2016 Regulation 5750 Equal Educational Opportunity Complaint Procedures, April 11, 2011	
g) Tests and other assessments	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 11, 2011 Policy 5750 Equal Educational Opportunity, July 27, 2016 Regulation 5750 Equal Educational Opportunity Complaint Procedures, April 11, 2011	
h) Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 11, 2011 Policy 5750 Equal Educational Opportunity, July 27, 2016	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
		Regulation 5750 Equal Educational Opportunity Complaint Procedures, April 11, 2011 Policy 5755 Equity in Educational Programs and Services, July 27, 2016	
2) Incorporate multicultural aspects throughout the instructional content and practices across the curriculum.	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 11, 2011 Policy 5750 Equal Educational Opportunity, July 27, 2016 Regulation 5750 Equal Educational Opportunity Complaint Procedures, April 11, 2011	
3) Ensure that instruction in African-American History, including the Amistad, and the history of other cultures is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 11, 2011 Policy 5750 Equal Educational Opportunity, July 27, 2016 Regulation 5750 Equal Educational Opportunity Complaint Procedures, April 11, 2011	
4) Include instruction on the Holocaust and other genocide curricula at all grade levels. (N.J.S.A. 18A:35-28)	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 11, 2011 Policy 5750 Equal Educational Opportunity, July 27, 2016 Regulation 5750 Equal Educational Opportunity Complaint Procedures, April 11, 2011	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
<p>B. Equality and Equity in Student Access 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> <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>	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 11, 2011 Policy 5750 Equal Educational Opportunity, July 27, 2016 Regulation 5750 Equal Educational Opportunity Complaint Procedures, April 11, 2011 Policy 5755 Equity in Educational Programs and Services, July 27, 2016	
1) Ensure equal and barrier-free access to all school and classroom facilities.	Yes	Policy 5755 Equity in Educational Programs and Services, July 27, 2016	
2) Attain minority representation of students within each school, including racial and ethnic balance, that approximates the district, charter and renaissance school project's overall minority racial and ethnic representation.	Yes	Policy 5755 Equity in Educational Programs and Services, July 27, 2016	
3) Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	Policy 5755 Equity in Educational Programs and Services, July 27, 2016	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
4) Ensure that students are not separated or isolated by race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, housing status or socioeconomic status, resulting in disproportionate placement within schools, courses, classes, programs or extracurricular activities.	Yes	Policy 5755 Equity in Educational Programs and Services, July 27, 2016	
a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses.	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 11, 2011 Policy 5755 Equity in Educational Programs and Services, July 27, 2016	
b) Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	Policy 5755 Equity in Educational Programs and Services, July 27, 2016	
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,	Yes	Policy 5755 Equity in Educational Programs and Services, July 27, 2016	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
ancestry, age, marital status, affectional/sexual orientation, gender, religion, disability, English proficiency, immigration status, 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	Policy 5755 Equity in Educational Programs and Services, July 27, 2016	
e) Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.	Yes	Policy 5755 Equity in Educational Programs and Services, July 27, 2016	
f) Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Yes	Policy 5111 Eligibility of Resident/Nonresident Students, April 1, 2019 Regulation 5111 Eligibility of Resident/Nonresident Students, April 1, 2019	
5) Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Yes	Policy 2423 Bilingual and ESL Education, July 27, 2016 Regulation 2423 Bilingual and ESL Education, July 27, 2016	
6) Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 11, 2011	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
		Policy 2460 Special Education, May 1, 2017 Regulation 2460.1 Special Education - Location, Identification, and Referral, May 1, 2017 Regulation 2460.15 Special Education - In-Service Training Needs for Professional and Paraprofessional Staff, May 1, 2017 Regulation 2460.16 Special Education - Instructional Material to Blind or Print-Disabled Students, May 1, 2017 Regulation 2460.8 Special Education - Free and Appropriate Public Education, April 1, 2019 Regulation 2460.9 Special Education - Transition From Early Intervention Programs to Preschool Programs, April 11, 2011	
7) Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including English language learners.	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 11, 2011	
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.	Yes	Policy 2416 Programs for Pregnant Students, April 11, 2011 Policy 5752 Marital Status and Pregnancy, April 11, 2011 Policy 5755 Equity in Educational Programs and Services, July 27, 2016	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
C. Equality and Equity in Guidance Programs and Services N.J.A.C. 6A:7-1,7(c)Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998 Ensure that the district, charter and renaissance school project's guidance program provides the following:			
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.	Yes	Policy 2411 Guidance Counseling, July 27, 2016 Regulation 2411 Guidance and Counseling, July 27, 2016 Policy 5755 Equity in Educational Programs and Services, July 27, 2016	
2) A full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 11, 2011 Policy 2411 Guidance Counseling, July 27, 2016 Policy 5755 Equity in Educational Programs and Services, July 27, 2016	
3) Bias-free materials for use by counselors.	Yes	Policy 2411 Guidance Counseling, July 27, 2016 Policy 5755 Equity in Educational Programs and Services, July 27, 2016	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
D. Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972 Ensure that the physical education program and instructional activities are equitable.	Yes	Policy 2422 Health and Physical Education, April 1, 2019 Policy 5755 Equity in Educational Programs and Services, July 27, 2016	
E. Equality and Equity in Athletic Programs Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972 Ensure that the athletic program accomplishes the following:	Yes		
1) Relatively equal numbers of varsity and sub-varsity teams for male and female students.	Yes	Policy 5755 Equity in Educational Programs and Services, July 27, 2016	
2) Equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	Yes	Policy 5755 Equity in Educational Programs and Services, July 27, 2016	
3) Equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 11, 2011	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
4) Comparable facilities for male and female teams.	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices, July 27, 2016 Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure, April 11, 2011	

IV. EMPLOYMENT/CONTRACT PRACTICES 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.	List name of noncompliant school(s) in the district
A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows: 1) Utilize equitable hiring practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district, charter and renaissance school project's certificated and non-certificated staff and within every category of employment, including administration.	Yes	Policy 1510 Americans with Disabilities Act, February 6, 2017 Regulation 1510 Americans with Disabilities Act, February 6, 2017 Policy 1530 Equal Employment Opportunities, July 27, 2016 Regulation 1530 Equal Employment Opportunities, July 27, 2016 Policy 1550 Equal Employment/Anti-Discrimination Practices, June 18, 2018 Regulation 1550 Equal Employment/Anti-Discrimination Practices, June 18, 2018	
2) Target recruiting practices for under-represented populations in every category of employment.	Yes	Policy 1530 Equal Employment Opportunities, July 27, 2016 Regulation 1530 Equal Employment Opportunities, July 27, 2016	
3) Compliance of employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.	Yes	Policy 1510 Americans with Disabilities Act, February 6, 2017 Regulation 1510 Americans with Disabilities Act, February 6, 2017 Policy 1530 Equal Employment Opportunities, July 27, 2016 Regulation 1530 Equal Employment Opportunities, July 27, 2016 Policy 1550 Equal Employment/Anti-Discrimination Practices, June 18, 2018 Regulation 1550 Equal Employment/Anti-Discrimination Practices, June 18, 2018	

IV. EMPLOYMENT/CONTRACT PRACTICES 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.	List name of noncompliant school(s) in the district
4) Monitor promotions and transfers to ensure non-discrimination.	Yes	Policy 1530 Equal Employment Opportunities, July 27, 2016 Regulation 1530 Equal Employment Opportunities, July 27, 2016 Policy 1550 Equal Employment/Anti-Discrimination Practices, June 18, 2018	
5) Provide equal pay for equal work regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	Yes	Policy 1530 Equal Employment Opportunities, July 27, 2016 Regulation 1530 Equal Employment Opportunities, July 27, 2016 Policy 1550 Equal Employment/Anti-Discrimination Practices, June 18, 2018	
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.	Yes	Policy 1530 Equal Employment Opportunities, July 27, 2016 Regulation 1530 Equal Employment Opportunities, July 27, 2016 Policy 1550 Equal Employment/Anti-Discrimination Practices, June 18, 2018	
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.	Yes	Policy 1530 Equal Employment Opportunities, July 27, 2016 Regulation 1530 Equal Employment Opportunities, July 27, 2016 Policy 1550 Equal Employment/Anti-Discrimination Practices, June 18, 2018	

Comprehensive Equity Plan Corrective Actions

I. Board Responsibility

School District, Charter School or Renaissance School Project Name:

Objective:

For each noncompliant area of the district, charter school or renaissance school project’s Needs Assessment describe the corrective actions to be implemented for School Years 2019-20 through 2021-22, to 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.

Table 5: Corrective Actions, Board Responsibilities

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion
N/A				

II. Staff Development and Training

School District, Charter School or Renaissance School Project Name:

Objective:

For each noncompliant area of the district, charter school or renaissance school project's Needs Assessment describe the corrective actions to be implemented for School Years 2019-20 through 2021-22 to provide in-service training for school personnel on a continuing basis to identify and resolve problems arising from prejudice on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.

Table 6: Corrective Actions, Staff Development and Training

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion
N/A				

*III. School and Classroom Practices:
Equality and Equity in Curriculum*

School District, Charter School or Renaissance School Project Name:

Objective:

For each noncompliant area of the district, charter school or renaissance school project's Needs Assessment describe the corrective actions to be implemented for School Years 2019-20 through 2021-22 for developing and/or revising curriculum to eliminate discrimination, add multicultural content, and promote understanding and mutual respect among all students.

Table 7: Corrective Actions, School and Classroom Practices: Equality and Equity in Curriculum

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion
N/A				

*III. School and Classroom Practices:
Equality and Equity in Student Access*

School District, Charter School or Renaissance School Project Name:

Objective:

For each noncompliant area of the district, charter school or renaissance school project’s Needs Assessment describe the corrective actions to be implemented for School Years 2019-20 through 2021-22 to provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, national origin, sexual orientation, gender, religion, English proficiency, socio-economic status, immigration status, housing status or disability

Table 8: Corrective Actions, School and Classroom Practices: Equality and Equity in Student Access

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion
N/A				

*III. School and Classroom Practices:
Equality and Equity in Guidance Program Services*

School District, Charter School or Renaissance School Project Name:

Objective:

For each noncompliant area of the district, charter school or renaissance school project’s Needs Assessment describe the corrective actions to be implemented for School Years 2019-20 through 2021-22 to provide equitable treatment, adequate and appropriate counseling services for ALL students, including females, minority students, English language learners, non-college bound students, migrant students, students experiencing homelessness and students with disabilities, and to ensure exposure and counseling services focused on careers in the science and technology industries, non-traditional career options and post-secondary opportunities for minority and female students

Table 9: Corrective Actions, School and Classroom Practices: Equality and Equity in Guidance Program Services

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion
N/A				

III. School and Classroom Practices:
 Equity in Physical Education and Athletic Programs

School District, Charter School or Renaissance School Project Name:

Objective:

For each noncompliant area of the district, charter school or renaissance school project’s Needs Assessment describe the corrective actions to be implemented for School Years 2019-20 through 2021-22 to ensure that there is gender equity in all physical education and athletic programs, and to ensure equitable opportunities for all students to participate in athletics regardless of race, national origin, gender, sexual orientation, religion, English proficiency, housing status, socio-economic status or disability.

Table 10: Corrective Actions, School and Classroom Practices: Equity in Physical Education and Athletic Programs

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion
N/A				

IV. Employment/Contract Practices

School District, Charter School or Renaissance School Project Name:

Objective:

For each noncompliant area of the district, charter school or renaissance school project's Needs Assessment describe the corrective actions to be implemented for School Years 2019-20 through 2021-22 to ensure equitable practices in employment at all levels of responsibility, and to avoid engaging in business with firms that discriminate on the basis of race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status, or disability.

Table 11: Corrective Actions, Employment/Contract Practices

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion
N/A				