

*District, Charter School and Renaissance School Project Comprehensive Equity Plan
Needs Assessment*

Directions:

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

Table 1: Needs Assessment, Board Responsibility

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
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			
A. Adopt or re-adopt written equality and equity policies, requiring the following:			
1. Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following: <ul style="list-style-type: none"> 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. 	Yes	Affirmative Action Board Policy #1140 Adopted 2021 Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021 Comprehensive Equity Plan Board Policy #1523 Adopted 2021	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
b. Ensure equal access to all schools, facilities, programs, activities, and benefits for all students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	Yes	Equal Employment Opportunities Board Policy #1530 Adopted 2021 Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021 American with Disabilities Act Board Policy #1510 Adopted 2021 Comprehensive Equity Plan Board Policy #1523 Adopted 2021	
c. Provide equitable treatment for pregnant and married students	Yes	Programs for Pregnant Students Board Policy #2416 Adopted 2021 Marital Status and Pregnancy Board Policy #5752 Adopted 2021	
d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Yes	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021 Harassment, Intimidation and Bullying Board Policy #5512 Adopted 2023 Sexual Harassment Board Policy #3362, #4352 & #5751 Adopted 2021 Comprehensive Equity Plan Board Policy #1523 Adopted 2021	

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
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	Equal Employment Opportunities Board Policy #1530 Adopted 2021 Comprehensive Equity Plan Board Policy #1523 Adopted 2021	
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	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Affirmative Action Program Board Policy #1140 Adopted 2021	
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	No	Professional Development for Teachers and School Leaders Board Policy #3240 Adopted 2021 Affirmative Action Program Board Policy #1140 Adopted 2021 Professional Development Plan	Increase training for all staff levels and departments in the form of equity such as paras, custodial, maintenance, cafeteria etc.
B. Authorize the Affirmative Action Officer team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress, and complete the District Performance Review in the NJQSAC. Charter schools will report annual progress in the Charter School Annual Report.	Yes	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Affirmative Action Program Board Policy #1140 Adopted 2021 Comprehensive Equity Plan Board Policy #1523 Adopted 2021 Survey NJQSAC Monitored	
C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups disaggregated by gender, race, ethnicity, limited English proficiency, special education,	Yes	Documentation on file with each District Supervisor. The district continues to do an extensive analysis of student performance that disaggregates student scores by all of the subgroups that were identified.	

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<p>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>Bilingual and EL Education Board Policy #2423 Adopted 2023</p> <p>Title I School Parent and Family Engagement Board Policies #2415.04, 2415.50, 2415.50.1, 2415.50.2, 2415.50.3 Adopted 2023</p> <p>Special Education Board Policy #2460 Adopted 2021</p> <p>Student Assessment Board Policy #2622 Adopted 2022</p> <p>Affirmative Action Program Board Policy #1140 Adopted 2021</p>	
<p>D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions:</p>	Yes	<p>Board of Education Meeting: June 25, 2024</p> <p>Affirmative Action Program Board Policy #1140 Adopted 2021</p> <p>Comprehensive Equity Plan Board Policy #1523 Adopted 2021</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>Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021</p> <p>Equal Educational Opportunity Board Policy #5750 Adopted 2021</p> <p>Harassment, Intimidation and Bullying Board Policy #5512 Adopted 2023</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>Comprehensive Equity Plan Board Policy #1523 Adopted 2021</p> <p>Equal Educational Opportunity Board Policy #5750 Adopted 2021</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
		Affirmative Action Program Board Policy #1140 Adopted 2021	
3. Inform students, staff and the community of the name, office address, and phone number of the district, charter and renaissance school project's AAO, and publicize the location and availability of the district, charter and renaissance school project's CEP, policy(ies), grievance procedures and annual reports.	Yes	Township of Union Public School website Student Handbook Staff Handbook Harassment, Intimidation and Bullying Board Policy #5512 Adopted 2023 Equal Educational Opportunity Board Policy #5750 Adopted 2021 Affirmative Action Program Board Policy #1140 Adopted 2021 American with Disabilities Act Board Policy #1510 Adopted 2021	
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.	Yes	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021 Harassment, Intimidation and Bullying Board Policy #5512 Adopted 2023 American with Disabilities Act Board Policy #1510 Adopted 2021	
5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	Yes	Board of Education Superintendent Updates/State Assessment Report Updates Affirmative Action Program Board Policy #1140 Adopted 2021	

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
6. Authorize the AAO to conduct yearly equity training for all staff.	Yes	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Administration Leadership Training, Principal Orientation Training	
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	(For County Vocational School Districts Only)	

Table 2: Needs Assessment, Staff Development and Classroom Practices

<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>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, as follows:</p>	<p>Yes</p>	<p>Staff development information documented in Frontline Technologies</p> <p>Parent and community professional development kept on file with building level Administrators, Supervisors and School Counselors.</p> <p>Affirmative Action Program Board Policy #1140 Adopted 2021</p>	
<p>1. To all certificated (administrative and professional) staff.</p>	<p>Yes</p>	<p>Personnel Office Files</p> <p>Professional Development for Teachers and School Leaders Board Policy #3240 Adopted 2021</p> <p>Equal Educational Opportunity Board Policy #5750 Adopted 2021</p> <p>Affirmative Action Program Board Policy #1140 Adopted 2021</p>	
<p>2. To all non-certificated (non-professional) staff.</p>	<p>No</p>	<p>Personnel Office Files</p> <p>Professional Development for Teachers and School Leaders Board Policy #3240 Adopted 2021</p> <p>Equal Educational Opportunity Board Policy #5750 Adopted 2021</p> <p>Affirmative Action Program Board Policy #1140 Adopted 2021</p> <p>Employee Training Board Policy #4240 Adopted 2021</p> <p>GCN Trainings</p>	<p>Increase training opportunities for all staff levels and departments in the form of equity such as paras, custodial, maintenance, cafeteria etc.</p>

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 orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p>	<p>Yes</p>	<p>Board of Education Approved Curriculum Guides approved annually</p> <p>Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021</p> <p>School District Goals and Objectives Board Policy #2132 Adopted 2021</p> <p>Curriculum Content Board Policy #2200 Adopted 2021</p> <p>Curriculum Development Board Policy #2210 Adopted 2021</p>	
<p>a. School climate and culture, safe and positive learning environment.</p>	<p>Yes</p>	<p>School Climate Surveys (Staff, Student, Parent/Guardian)</p> <p>Curriculum Guides</p> <p>Building Climate/ Culture Committee</p> <p>New Teacher Mentoring Program</p> <p>Upcoming School Leader Mentoring Program</p> <p>School Safety Team per building</p> <p>The Leader in Me Program</p> <p>PBSIS</p> <p>Silas</p> <p>SciP Teams</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
		Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021 Harassment, Intimidation and Bullying Board Policy #5512 Adopted 2023 Health and Physical Education Board Policy #2422 Adopted 2021	
b. Courses of study, including Physical Education	Yes	Content Area Course Catalogs Board of Education approved Curriculum Guides approved annually Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021 Health and Physical Education Board Policy #2422 Adopted 2021	
c. Library materials/Instructional materials and strategies	Yes	Building Library Collections/Catalogs using vendors that focus on the diversity gap in children’s books. Online Resource Databases Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021	
d. Technology/software and audio-visual materials	Yes	1:1 Chromebook Initiative Grades K-12 Electronic Whiteboard Installations Curriculum Guides Board Policy #6142.10	

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
		Readopted Board approved curriculum approved annually School District Providing Technology Devices to Students Board Policy #7523 Adopted 2021 Use of Technology Board Policy #2360 Adopted 2021 Acceptable Use of Computer Networks, Computers and Resources Board Policy #2361 Adopted 2021	
e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures	Yes	Board Approved Curriculum Student Handbook District Website Guidance Counseling Board Policy #2411 Adopted 2021 Harassment, Intimidation and Bullying Board Policy #5512 Adopted 2023 Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021	
f. Extra-curricular programs and activities	Yes	Co-Curricular Activities Board Policy #2430 Adopted 2023 Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021	

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
		Student Handbooks	
g. Tests and other assessments	Yes	Board Approved Curriculum State and Local Assessment Testing Schedule Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021 High School Graduation Board Policy #5460 Adopted 2022 Student Assessment Board Policy #2622 Adopted 2022 Special Education Board Policy #2460 Adopted 2021	
h. Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Yes	Board approved curriculum approved annually Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021	
2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	Yes	Board approved curriculum approved annually Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021 Curriculum Content Board Policy #2200 Adopted 2021 Curriculum Guides Board Policy #2230 Adopted 2021	

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
		Curriculum Development Board Policy #2210 Adopted 2021 District/School Record Collection of Multi-Cultural Activities per month	
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)	Yes	Board approved curriculum approved annually Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021 Curriculum Content Board Policy #2200 Adopted 2021 Curriculum Guides Board Policy #2230 Adopted 2021 Curriculum Development Board Policy #2210 Adopted 2021 NJ Student Learning Standards African American Studies Class and AP African American Studies Class offered Resource Guide	
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)	Yes	Board approved curriculum approved annually Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021 Curriculum Content Board Policy #2200 Adopted 2021 Curriculum Guides Board Policy #2230 Adopted 2021	

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
		Curriculum Development Board Policy #2210 Adopted 2021 NJ Student Learning Standards Kean University Diversity Council Partnership Holocaust and Genocide Studies Class Offered	
<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>	Yes	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021 Genesis/ Class Rosters Special Education Board Policy #2460 Adopted 2021	
<p>1. Ensure equal and barrier-free access to all school and classroom facilities.</p>	Yes	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021 Building Floor Plans	
<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>	Yes	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021	

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3. Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	Long Range Facilities Planning Board Policy #7100 Adopted 2021 Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021	
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	Genesis/Class Rosters Gifted and Talented Students Board Policy #2464 Adopted 2021	
a. Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.	Yes	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Gifted and Talented Students Board Policy #2464 Adopted 2021 Universal Screener for Gifted and Talented Girls Who Code Program	
b. Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Equal Educational Opportunity Board Policy #5750 Adopted 2021 Suspension Board Policy #5610 Adopted 2021 Discipline Board Policy #4150 & 3150 Adopted 2021 Student Discipline/Code of Conduct Board Policy #5600 Adopted 2023	

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>c. Ensure equal and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically-advanced instructional assistance, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional/sexual orientation, gender, religion, disability, English proficiency, immigration status, housing status or socioeconomic status.</p>	<p>Yes</p>	<p>Affirmative Action Program for Schools and Classroom Practices Board Policy #2260</p> <p>Equal Educational Opportunity Board Policy #5750 Adopted 2021</p> <p>Use of Technology Board Policy #2360 Adopted 2021</p> <p>Acceptable use of Computer Network, Computers and Resources #2361 Adopted 2021</p> <p>School District Providing Technology Devices to Students Board Policy #7523 Adopted 2021</p>	
<p>d. Ensure that all English language learners have equal and bias-free access to all school programs and activities.</p>	<p>Yes</p>	<p>Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021</p> <p>Equal Educational Opportunity Board Policy #5750 Adopted 2021</p> <p>ESL/ELL Schedules/Rosters</p> <p>Bilingual and ESL Education Board Policy #2423 Adopted 2023</p>	
<p>e. Ensure that all students with disabilities have equal and bias-free access to all school programs and activities</p>	<p>Yes</p>	<p>Genesis classified student schedules</p> <p>Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021</p> <p>Equal Educational Opportunity Board Policy #5750 Adopted 2021</p> <p>Special Education Board Policy #2460 Adopted 2021</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
		American with Disabilities Act Board Policy #1510 Adopted 2021	
f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Yes	Eligibility of Resident/Non Resident Students Board Policy #5111 Adopted 2021 McKinney-Vento Training	
5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Yes	Bilingual and ESL Education Board Policy #2423 Adopted 2023 Refer to ACCESS for ELLs Schools Report Translation Services	
6. Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	Special Education Board Policy #2460 Adopted 2021 American with Disabilities Act Board Policy #1510 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021 Affirmative Action Program Board Policy #1140 Adopted 2021 Section 504 of the Rehabilitation Act of 1973 Students Board Policy #2418 Adopted 2021	
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	Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021 Home Instruction due to Health Conditions Board Policy #2412 Adopted 2021	

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
		Title I Educational Stability for Children in Foster Care Board Policy #2415.30 Adopted 2023	
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	Home Instruction due to Health Conditions Board Policy #2412 Adopted 2021 Programs for Pregnant Students Board Policy #2416 Adopted 2021 CST Testing Instruments Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021 Marital Status and Pregnancy Board Policy #5752 Adopted 2021	
C. Equality and Equity in Guidance Programs and Services <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>	Yes	Counseling/SAC Offerings Guidance Counseling Board Policy #2411 Adopted 2021 Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021	
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	Naviance Genesis Sample of School Counseling/SAC Offerings Guidance Counseling Board Policy #2411 Adopted 2021	

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		Equal Educational Opportunity Board Policy #5750 Adopted 2021 Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021	
2. The presentation of a full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.	Yes	Naviance Genesis Course Catalog for Career Education Guidance Counseling Board Policy #2411 Adopted 2021 Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021	
3. Guidance counselors are using bias-free materials.	Yes	Guidance Counseling Board Policy #2411 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021 Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021	
<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 Ensure that the district, charter and renaissance school project's physical education program is co-educational, as follows: <ol style="list-style-type: none"> All instructional activities are equitable and are co-educational. 	Yes	Health and Physical Education Board Policy #2422 Adopted 2021 Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Educational Opportunity Board Policy #5750 Adopted 2021	

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<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 <p>Ensure that the district, charter and renaissance school project's Athletic Program accomplishes the following:</p>	Yes	<p>Athletic Competition Board Policy #2431 Adopted 2023</p> <p>Health and Physical Education Board Policy #2422 Adopted 2021</p>	
<p>1. Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.</p>	Yes	<p>Athletic Competition Board Policy #2431 Adopted 2023</p> <p>Health and Physical Education Board Policy #2422 Adopted 2021</p> <p>List of teams offered districtwide</p> <p>Roster of teams</p>	
<p>2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.</p>	Yes	<p>Athletic Competition Board Policy #2431 Adopted 2023</p> <p>Health and Physical Education Board Policy #2422 Adopted 2021</p> <p>Districtwide sports schedule</p>	
<p>3. Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.</p>	Yes	<p>Athletic Competition Board Policy #2431 Adopted 2023</p> <p>Health and Physical Education Board Policy #2422 Adopted 2021</p> <p>Employment postings/stipends</p> <p>Sports Purchase Orders</p>	
<p>4. Provides comparable facilities for male and female teams.</p>	Yes	<p>Sample of location of team home games</p> <p>Athletic Competition Board Policy #2431 Adopted 2023</p> <p>Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021</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
		Equal Educational Opportunity Board Policy #5750 Adopted 2021 Athletic Schedule	

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 provides equal and bias-free access to all categories of employment, as follows: <ol style="list-style-type: none"> 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	Applitrack Affirmative Action Program for Schools and Classroom Practices Board Policy #2260 Adopted 2021 Equal Employment Opportunities Board Policy #1530 Adopted 2021 Equal Employment/Anti-Discrimination Practices #1550 Adopted 2021 Employment of Teaching Staff Members Board Policy #3125 Adopted 2022 Employment of Support Staff Members Board Policy #4125 Adopted 2021 Employment of Substitute Teachers Board Policy #3125.2 Adopted 2021 American with Disabilities Act Board Policy #1510 Adopted 2021 Personnel Office Documentation Attend Recruiting Fairs	
2. Target recruiting practices for under-represented populations in every category of employment.	Yes	Attend Job Fairs at various Colleges and Universities Applitrack	

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
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.	Yes	Equal Employment Opportunities Board Policy #1530 Adopted 2021 Equal Employment/Anti Discrimination Practices #1550 Adopted 2021 American with Disabilities Act Board Policy #1510 Adopted 2021 Applitrack	
4. Monitor promotions and transfers to ensure non-discrimination.	Yes	Equal Employment Opportunities Board Policy #1530 Adopted 2021 Equal Employment/Anti Discrimination Practices #1550 Adopted 2021 American with Disabilities Act Board Policy #1510 Adopted 2021 Sample Transfer Forms All transfers are BOE approved monthly	
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.	Yes	Equal Employment Opportunities Board Policy #1530 Adopted 2021 Equal Employment/Anti Discrimination Practices #1550 Adopted 2021 American with Disabilities Act Board Policy #1510 Adopted 2021 UTEA Agreement Maintenance and Custodial Agreement Central Office Agreement Transportation Agreement	

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
		Onboard and Offboarding Procedures Employee Handbook	
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	Approval of State Vendor List	
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	All hiring information is kept in Applitrack College Recruiting Fairs Cooperative Purchasing Board Policy #6440 Adopted 2021 Competitive Contracting Board Policy #6350 Adopted 2021 Purchases Subject to Bid Board Policy #6320 Adopted 2021 Equal Employment/Anti-Discrimination Practices #1550 Adopted 2021 American with Disabilities Act Board Policy #1510 Adopted 2021	