

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

Directions:

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

Table 1: Needs Assessment, Board Responsibility

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
<p>NJAC 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX; U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</p> <p>A. Adopt or re-adopt written equality and equity policies, requiring the following:</p>	YES	Policy # 1523: Comprehensive Equity Plan	
<p>1. Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following:</p> <p style="padding-left: 20px;">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	Policy # 1140 Affirmative Action Adopted: December 2014 Edited: August 2016	

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	Policy # 5755 Affirmative Action Adopted: December 2014 Edited: August 2016	
c. Provide equitable treatment for pregnant and married students	YES	Policy # 2416 Programs for pregnant pupils Adopted: September 2016 Edited: January 2015	
d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	YES	Policy #5751 Sexual Harrasment Policy # 5615 Suspected Gang Activity Adopted: June 2007 Edited: January 2015	
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 #1550 AA Program for Employment and Condract Practices Adopted: April 2006 Edited: August 2018	

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
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	Policy # 1140 Affirmative Action Officer Adopted: December 2014 Edited: August 2016	
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	YES	Policy # 3240 Professional Development Adopted: February 2007 Edited: July 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 NJQSAC. Charter schools will report annual progress in the Charter School Annual Report.	YES	QSAC Documents Comprehensive Equity Plan	

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>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>	YES	<p>Public Annual Yearly Progress Report 12/15/2018 Policy 2415.01: Academic Standards, Academic Assessments & Accountability Adopted: September 2006 Edited: January 2015</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>Policy 1523: Comprehensive Equity Plan Adopted: January 26, 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
1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	YES	Policy # 1523 Comprehensive Equity Plan Adopted: January 26, 2016	
2. Define the responsibilities of the AAO (Affirmative Action Officer/504 Officer, and/or Title IX Coordinator); require that the AAO be a certificated staff person; and, train the AAO to handle the district, charter and renaissance school projects equity' responsibilities.	YES	Policy # 1140: Affirmative Action Adopted: December 2014	
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	Policy # 1140: Affirmative Action Adopted: December 2014	

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
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	Policy # 1140: Affirmative Action Adopted: December 2014	
5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	YES	Policy # 1140: Affirmative Action Adopted: December 2014 1530: equal Opportunity Employer Adopted: April 2006 Edited: August 2016	
6. Authorize the AAO to conduct yearly equity training for all staff.	YES	Policy 1523: Comprehensive Equity Plan January 26, 2016 Policy 1140: Affirmative Action Adopted: December 2014 1540: Equal Opportunity Employer Adopted; April 2006 Edited: August 2016	

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
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.	YES	(For County Vocational School Districts Only)	

Table 2: Needs Assessment, Staff Development and Classroom Practices

II. Staff Development And Training • N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
A. Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or	YES	Professional Development opportunities for Certificated and Non-Certificated Staff. 10-10-2019 02-12-2019 After School Professional Development Parent Workshops	

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
socioeconomic status every school year , as follows:			
1. To all certificated (administrative and professional) staff.	YES	Professional Development opportunities for Certificated and Non-Certificated Staff. 10-10-2019 02-12-2019 After School Professional Development	
2. To all non-certificated (non-professional) staff.	YES	Professional Development opportunities for Certificated and Non-Certificated Staff. 10-10-2019 02-12-2019 After School Professional Development	

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>Policy & Regulation 2200: Curriculum Content Adopted: May 2010</p> <p>Policy 2210: Curriculum Development May 2010</p> <p>Policy 2220: Adoption of Courses Adopted: September 2006 Janaury 2015</p> <p>Policy & Regulation2260: Affirmative Action Program Adopted: December 2014</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
a. School climate and culture, safe and positive learning environment.	YES	Policy 1523: Comprehensive Plan January 26, 2016 Policy & Regulation 5750: Equal Educational Opportunity Adopted: June 2007 Edited: July 2016	
b. Courses of study, including Physical Education	YES	Policy & Regulation: 2260 Affirmative Action Program Adopted: December 2014	
c. Library materials/Instructional materials and strategies	YES	Policy & Regulation: 2260 Affirmative Action Program Adopted: December 2014 Policy & Regulation: 2361 Acceptable Use of Computer/Networks and Resources Adopted: September 2006 Edited: January 2015 Policy 2510: Adoption of Educational Materials Adopted: September 2006 Edited: January 2015	
d. Technology/software and audio-visual materials	YES	Policy & Regulation 2360: Use of Technology Adopted: September 2006 Policy & Regulation 2361 Acceptable Use of Computer/Networks and Resources Adopted: September 2006 Edited: January 2015 Policy 2510: Adoption of Educational Materials Adopted: September 2006 Edited: January 2015	

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
e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures	YES	<p>Policy 1523: Comprehensive Equity Plan January 26, 2016 Policy & Regulation: 2260 Affirmative Action Program Adopted: December 2014</p> <p>Policy& regulation: 5512: Harrassment, Intimidation & Bullying Adopted: June 2017 Edited: January 2015 Policy & Regulation 5750: Equal Educational Opportunity Adopted: June 2007 Edited: July 2016</p> <p>Policy & Regulation 5751: Sexual Harrasment of Pupils Adopted: June 2007 Editedd; Janaury 2015</p>	
f. Extra-curricular programs and activities	YES	<p>Policy 1523: Comprehensive Equity Plan Adopted: Janaury 26, 2016</p> <p>Policy 2430: Co-Curricular Activities Adopted: September 2016 Edited: Janaury 2015</p> <p>Policy & Regulation 5750: Equal Educational Opportunity Curriculum Guides and Instructional Alignments Adopted: June 2007 Edited: July 2016</p>	
g. Tests and other assessments	YES	<p>Policy & Regulation 2260: Affirmative Action Program Adopted: December 2014</p> <p>Policy 2610: Educational Program Evaluations Adopted: September 2006 Edited: April 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
		Policy 2622: Student Assessments Adopted: March 2007 Edited: April 2017 Policy & Regulation 2624: Grading Policy and Procedure Adopted: March 2017 Edited: Janaury 2015	
h. Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	YES	Policy 1523: Comprehensive Equity Plan Adopted: Janaury 26,2016 Policy & Regulation: 2260 Affirmative Action Adopted: December 2014 Policy 5755: Equity in Educational Program and Services Curriculum Guides and Instructional Alignments Adopted: June 2007 Edited: July 2016	
2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	YES	Policy & Regulation 2200: Curricular Content Adopted: May 2010 Edited: July 2016 Policy & Regulation 5750: Equal Educational Opportunity Adopted: June 2007 Edited: July 2016 Curriculum Guides and Instructional Alignments	
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	Policy & Regulation 220: Curricula Content Policy & Regulation 5750: Equal Educational Opportunity Curriculum Guides and instructional Alignments Adopted: June 2007 Edited: July 2016	

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>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>Policy & Regulation 2200: Curricular Content Adopted: May 2010 Edited: July 2016</p> <p>Policy & Regulation 5750: Equal Educational Opportunity Curriculum Guides and Instructional Alignments Adopted: June 2007 Edited: July 2016</p>	
<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>Policy 1523: Comprehensive Equity Plan Adopted: January 26, 2016</p> <p>Policy & Regulation: 2260 Affirmative Action Program Adopted: December 2014</p> <p>Policy 5755: Equity in Educational Programs and Services Adopted: June 2007 Edited: July 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
1. Ensure equal and barrier-free access to all school and classroom facilities.	YES	Policy 1523: Comprehensive Equity Plan Adopted: January 26, 2016 Policy & Regulation: 2260 Affirmative Action Program Adopted: December 2014 Policy 5755: Equity in Educational Programs and Services Adopted: June 2007 Edited: July 2016	
2. Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter and renaissance school project's overall minority racial and ethnic representation.	YES	Policy 1523: Comprehensive Equity Plan Adopted: January 26, 2016 Policy & Regulation: 2260 Affirmative Action Program Adopted: December 2014 Policy 5755: Equity in Educational Programs and Services Adopted: June 2007 Edited: July 2016	
3. Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	YES	Policy & Regulation 5750: Equal Educational Opportunity Adopted: June 2007 Edited: July 2016 Policy 5755: Equity in Educational Programs and Services Adopted: June 2007 Edited: July 2016 Policy 7100: Long Range Facilities Planning Adopted: June 2007 Edited: February 2018	

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>4. Ensure that students are not separated or isolated by race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, housing status or socioeconomic status, resulting in disproportionate placement within schools, courses, classes, programs or extracurricular activities.</p>	<p>YES</p>	<p>Policy & Regulation 5750: Equal Educational Opportunity Adopted: June 2007 Edited: July 2016</p> <p>Policy 5755: Equity in Educational Programs and Services Adopted: June 2007 Edited: July 2016</p>	
<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>Policy 1523: Comprehensive Equity Plan Adopted: Janaury 26, 2016</p> <p>Policy & Regulation: 2260 Affirmative Action Program Adopted: Adopted: June 207 Edited: July 2016</p> <p>Policy 5755: Equity in Educational Programs and Services Adopted: June 2007 Edited: July 2016</p>	
<p>b. Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.</p>	<p>YES</p>	<p>Policy 1523: Comprehensive Equity Plan Adopted: Janaury 26, 2016</p> <p>Policy 5755: Equity in Educational Programs and Services Adopted: June 2007 Edited: July 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>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>Policy 1523: Comprehensive Equity Plan Adopted: Janaury 26, 2016</p> <p>Policy & Regulation: 2260 Affirmative Action Program Adopted: Adopted: June 207 Edited: July 2016</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>Policy 1523: Comprehensive Equity Plan Adopted: Janaury 26, 2016</p> <p>Policy & Regulation: 2260 Affirmative Action Program Adopted: Adopted: June 207 Edited: July 2016</p> <p>Policy: 5755: Equity in Educational Programs and Services Policy & Regulation: 2423: Bilingual and ESL Educaiton Adopted: June 2007 Edited: July 2016</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>Policy 1523: Comprehensive Equity Plan Adopted: Janaury 26, 2016</p> <p>Policy & Regulation: 2260 Affirmative Action Program Adopted: Adopted: June 207 Edited: July 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
		Policy: 5755: Equity in Educational Programs and Services Policy & Regulation: 2423: Bilingual and ESL Education Adopted: June 2007 Edited: July 2016	
f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	YES	Policy 1523: Comprehensive Equity Plan Adopted: January 26, 2016 Policy & Regulation: 2260 Affirmative Action Program Adopted: June 2007 Edited: July 2016 Policy: 5755: Equity in Educational Programs and Services Policy & Regulation: 2423: Bilingual and ESL Education Adopted: June 2007 Edited: July 2016	
5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	YES	Policy 1523: Comprehensive Equity Plan Adopted: January 26, 2016 Policy & Regulation: 2423 Bilingual & ESL Education Adopted: September 2006 Edited: July 2016 Policy: 5755: Equity in Educational Programs and Services Policy & Regulation: 2423: Bilingual and ESL Education Adopted: June 2007 Edited: July 2016	

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>Policy 1523: Comprehensive Equity Plan Adopted: Janaury 26, 2016</p> <p>Policy 5755: Equity in Educational Programs and Services Adopted: June 2007 Edited: July 2016</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.	YES	<p>Policy 1523: Comprehensive Equity Plan Adopted: Janaury 26, 2016</p> <p>Policy & Regulation 2260: Affirmative Action Adopted: June 2007 Edited: July 2016</p> <p>Policy & Regulation 2414: Programs and Services for Pupils in HighPoverty and in High Need School Districts Adopted: September 2006 Edited: January 2015</p> <p>Policy & Regulation 2415: NCLB Programs Adopted: September 2006 Edited: January July 2015</p> <p>Policy 5755: Equity in Educaitonal Programs and Services Adopted: June 2007 Edited: July 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>Policy 1523: Comprehensive Equity Plan Adopted: January 26, 2016</p> <p>Policy & Regulation 2414: Programs and Services for Pupils in High Poverty and In High Need School Districts Adopted: September 2016 Edited; January 2015</p> <p>Policy 2416: Programs for Pregnant Teens September 2006 Edited: January 2015</p> <p>Policy 5152: Marital Status and Pregnancy</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>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>Policy & Regulation 2414: Guidance Counseling Adopted: September 2006 Edited: July 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
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	Policy & Regulation 2414: Guidance Counseling Adopted: September 2006 Edited: July 2016	
3. Guidance counselors are using bias-free materials.	YES	Policy & Regulation: Guidance Counseling Adopted: September 2006 Edited: Janaury 2015 Policy & Regulation 2510: Adoption of Text Book Adopted: September 2006 Edited: Janaury 2015 Policy & Regulation 2530: Resource Materials Adopted: September 2006 Edited: J lanaury 2016	
<p>Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972</p> <p>Ensure that the district, charter and renaissance school project's physical education program is co-educational, as follows:</p> <p>1. All instructional activities are equitable and are co-educational.</p>	YES	<p>Policy & Regulation 2260: Affirmative Action Program Adopted: September 2006 Edited July 2016</p> <p>Policy 2425: Physical Education Adopted: September 2006 Edited: July 2015</p> <p>Policy 5755: Equity in Educational Programs and Services Adopted: June 2007 Edited: July 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	Policy 5755: Equity in Educational Programs and Services Adopted: June 2007 Edited: July 2016	

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
Ensure that the district, charter and renaissance school project's Athletic Program accomplishes the following:			
1. Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.	YES	Policy 575: Equity in Educational Programs and Services Athletic Schedules: District Web Page Policy 5755: Equity in Educational Programs and Services Adopted: June 2007 Edited: July 2016	
2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	YES	Director of Athletics Schedules night games and practices for males and females in basketball Policy 2431: Athletics Competition Adopted: September 2006 Edited: January 2015	
3. Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	YES	Athletic Trainer manages equipment budget process, vendor recondition/replacement, recommend salary to Board of Education Policy & Regulation 2260: Affirmative Action Program Adopted: June 2007 Edited: July 2016	
4. Provides comparable facilities for male and female teams.	YES	Equal number of locker and facilities Policy 7 Regulation 2260: Affirmative Action Program Adopted: June 2007 Edited: July 2016 Policy 5755: Equity in Educational Programs and Services Adopted: June 2007 Edited: July 2016	

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
<p>A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows:</p> <ol style="list-style-type: none"> 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	<p>Policy & regulation 1519: Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination Adopted: April 2006 Edited: January 2015</p> <p>Policy & Regulation 1530: Equal Employment Opportunities Adopted: April 2006 Edited: August 2016</p> <p>Policy & Regulation 1550: Affirmative Action Program for Employment and Contract Practices Adopted: April 2006 Edited: August: 2018</p>	
<ol style="list-style-type: none"> Target recruiting practices for under-represented populations in every category of employment. 	YES	<p>Policy & Regulation 1530: Equal Employment Opportunities</p> <p>Policy & Regulation 1550: Affirmative Action Program for Employment and Contract Practices</p>	
<ol style="list-style-type: none"> 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	<p>Policy & Regulation 1530: Equal Employment Opportunities Adopted: April 2006 Edited: August 2016</p> <p>Policy & Regulation 1550: Affirmative Action Program for Employment and Contract Practices Adopted: April 2006 Edited: August 2018</p>	

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
4. Monitor promotions and transfers to ensure non-discrimination.	YES	Policy & Regulation 1530: Equal Employment Opportunities Adopted: April 2006 Edited: August 2016 Policy & Regulation 1550: Affirmative Action Program for Employment and Contract Practices Adopted: April 2006 Edited: August 2018	
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	Policy & Regulation 1530: Equal Employment Opportunities Adopted: April 2006 Edited: August 2016 Policy & Regulation 1550: Affirmative Action Program for Employment and Contract Practices, Collective Bargaining Agreements are negotiated and Board Approved Adopted: April 2006 Edited: August 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,	YES	Policy & Regulation 1530: Equal Employment Opportunities Adopted: April 2006 Edited: August 2016 Policy & Regulation 1550: Affirmative Action Program for Employment and Contract Practices Adopted: April 2006 Edited: August 2018	

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
housing status or socioeconomic status.			
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 & Regulation 1530: Equal Employment Opportunities Adopted: April 2006 Edited: August 2016 Policy & Regulation 1550: Affirmative Action Program for Employment and Contract Practices Adopted: April 2006 Edited: August 2018	