

*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: 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	<ul style="list-style-type: none"> <li>• Policy 1140-Affirmative Action Program (01/2018)</li> <li>• Policy 1523-Comprehensive Equity Plan (01/2018)</li> <li>• Policy &amp; Regulation 2260 -Affirmative Action (01/2018)</li> <li>• Policy &amp; Regulation 5750 –Equal Educational Opportunity (01/2018)</li> <li>Policy 5755 -Equity in Educational Programs and Services (01/2018)</li> </ul>	
b. Ensure equal access to all schools, facilities, programs, activities, and benefits for all	Yes	<ul style="list-style-type: none"> <li>• Policy 1140-Affirmative Action Program (01/2018)</li> <li>• Policy 1523-Comprehensive Equity Plan (01/2018)</li> <li>• Policy &amp; Regulation 5750 -Equal</li> </ul>	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.		Educational Opportunity (01/2018) • Policy 5755 -Equity in Educational Programs and Services(01/2018)	
c. Provide equitable treatment for pregnant and married students	Yes	• Policy 2416 -Programs for Pregnant Students (08/18/2010) • Policy 5752 -Marital Status and Pregnancy (01/2018)	
d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Yes	• Policy 1523 -Comprehensive Equity Plan (01/2018) • Policy 5512 -Harassment, Intimidation, and Bullying (10/2018) • Policy & Regulation 5751 -Sexual Harassment (08/18/2010)	
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 (01/2018) • Policy 1550 -Equal Employment/Anti-Discrimination Practices (01/2019) • Policy & Regulation 1530 - Equal Employment Opportunity(06/2016)	

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
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	<ul style="list-style-type: none"> <li>Policy 1140 -Affirmative Action Program (01/2018)</li> </ul>	
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	<ul style="list-style-type: none"> <li>Policy 1140-Affirmative Action Program (01/2018)</li> </ul>	
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	<ul style="list-style-type: none"> <li>Policy 1140-Affirmative Action Program (01/2018)</li> </ul>	
C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups	Yes	<ul style="list-style-type: none"> <li>Policy 1550—Equal Employment/Anti-Discrimination Practices (01/2019)</li> <li>Policy 2415.01 -Academic Standards, (08/2018)</li> </ul>	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
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.		<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2423 -Bilingual and ESL Education (01/2018)</li> <li>• Policy 2610 -Educational Program Evaluation (01/2018)</li> <li>• Policy 2622 -Student Assessment (01/2018)</li> <li>• Policy &amp; regulation 2460- Special Education ( 01/2018)</li> <li>• Policy 1140-Affirmative Action Program (01/2018)</li> </ul>	
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:	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 -Affirmative Action Program (01/2018)</li> <li>• Policy 1523 -Comprehensive Equity Plan (01/2018)</li> </ul>	
1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and	Yes	<ul style="list-style-type: none"> <li>• Policy 1140-Affirmative Action Program (01/2018)</li> <li>• Policy &amp; Regulation 5512 -Harassment, Intimidation, and Bullying (10/2018)</li> </ul>	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
segregation; and ensuring equality in educational programs.		<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 5750- Equal Education Opportunity ( 01/2018)</li> <li>• District Website- Board of Education- Policies and information) <a href="https://www.longbranch.k12.nj.us/Page/150">https://www.longbranch.k12.nj.us/Page/150</a></li> </ul>	
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	<ul style="list-style-type: none"> <li>• Policy 1140 -Affirmative Action Program ( 01/2018)</li> </ul>	
3. Inform students, staff and the community of the name, office address, and phone number of the district, charter and renaissance school project's AAO, and publicize the location and availability of the district, charter and renaissance school project's CEP, policy(ies), grievance procedures and annual reports.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 -Affirmative Action Program ( 01/2018)</li> <li>• Policy &amp; Regulation 1510 -Rights of Persons With Handicaps or Disabilities/Policy on Non-Discrimination ( 01/2018)</li> <li>• Policy &amp; Regulation 2260 -Affirmative Action Program for School and Classroom Practices ( 01/2018)</li> <li>• Posted in schools, on website, and located in Bargaining Agreements</li> </ul>	

<b>I. Board Responsibility</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
4. Investigate and resolve discrimination complaints, grievances and incidents between students and teachers or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 -Affirmative Action Program ( 01/2018)</li> <li>• Policy &amp; Regulation 1510 -Rights of Persons With Handicaps or Disabilities/Policy on Non-Discrimination ( 01/2018)</li> <li>• Policy &amp; Regulation 2260 -Affirmative Action Program for School and Classroom Practices ( 01/2018)</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity (01/2018)</li> </ul>	
5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140-Affirmative Action Program ( 01/2018)</li> <li>• Policy &amp; Regulation 2260 -Affirmative Action Program for School and Classroom Practices ( 01/2018)</li> <li>• Policy 2415.01 -Academic Standards, Academic Assessments, and Accountability ( 01/2018)</li> </ul>	
6. Authorize the AAO to conduct yearly equity training for all staff.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140-Affirmative Action Program ( 01/2018)</li> </ul>	

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

*Table 2: Needs Assessment, Staff Development and Classroom Practices*

<b>II. Staff Development And Training</b> • N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	<b>Compliant (Yes or No)</b>	<b>Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
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	Yes	• Policy 1140 – Affirmative Action Program ( 01/2018)	

<b>II. Staff Development And Training</b> • N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
or sexual orientation, gender, religion, disability, housing status or socioeconomic status <b>every school          year</b> , as follows:			
1. To all certificated (administrative and professional) staff.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140-Affirmative Action Program ( 01/2018)</li> <li>• Policy &amp; Regulation 3240 -Professional Development ( 01/2018)</li> <li>• Annually provided for all certified staff: *Professional development calendar *Professional Learning Communities</li> <li>• New teacher orientation program</li> </ul>	
2. To all non-certificated (non- professional) staff.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140-Affirmative Action Program ( 01/2018)</li> <li>• Policy 4240 -Employee Training (08/18/2010)</li> <li>• Annually provided to non-certified staff: *Professional development calendar</li> </ul>	



Table 3: Needs Assessment, School and Classroom Practices

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>A. Equality and Equity in Curriculum</p> <ul style="list-style-type: none"> <li>N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</li> </ul> <p>1. Ensure that the district, charter school or renaissance school project's curriculum and instruction are aligned to the State's Core Curriculum Content Standards and addresses the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p>	Yes	<ul style="list-style-type: none"> <li>Policy &amp; Regulation 2200-Curriculum Content (08/2018)</li> <li>Policy &amp; Regulation 2260-Affirmative Action Program for School and Classroom Practices (01/2018)</li> <li>Policy 2415.01 -Academic Standards, Academic Assessments, and Accountability (08/2018)</li> <li>Policy 5755 -Equity in Educational Programs and Services (01/2018)</li> </ul>	
<p>a. School climate and culture, safe and positive learning environment.</p>	Yes	<ul style="list-style-type: none"> <li>Policy &amp; Regulation 2260-Affirmative Action Program for School and Classroom Practices (01/2018)</li> </ul>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		<ul style="list-style-type: none"> <li>• Policy 5512 – Harassment, Intimidation, and Bullying (10/2018)</li> <li>• Policy &amp; Regulation 2260 -Affirmative Action Program for School and Classroom Practices ( 01/2018)</li> <li>• Policy &amp; Regulation 5750-Equal Educational Opportunity (01/2018)</li> <li>• Professional Learning Communities</li> </ul>	
b. Courses of study, including Physical Education	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices (01/2018)</li> <li>• Policy 2422 – Health and Physical Education (01/2019)</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity(01/2018)</li> </ul>	
c. Library materials/Instructional materials and strategies	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices (01/2018)</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity(01/2018)</li> </ul>	
d. Technology/software and audio-visual materials	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260-Affirmative Action Program for School and Classroom Practices (01/2018)</li> <li>• Policy &amp; Regulation 5750-Equal Educational Opportunity ( 01/2018)</li> <li>• Technology plan</li> </ul>	
e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures	Yes	<ul style="list-style-type: none"> <li>• Policy 5756 -Transgender (12/15/2015)</li> <li>• Partnership with Prevention First</li> <li>• Annual professional development for staff</li> <li>• Policy &amp; Regulation 2260-Affirmative Action Program for School and Classroom Practices (01/2018)</li> <li>• Policy &amp; Regulation 2411 –Guidance</li> </ul>	

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		Counseling (01/2018) • Policy & Regulation 5512 -Harassment, Intimidation, and Bullying (10/2018) • Policy & Regulation 5750 -Equal Educational Opportunity (01/2018) • Policy & Regulation 5519 -Dating Violence (02/29/2012) • Policy 5700 –Pupil Rights (08/2010)	
f. Extra-curricular programs and activities	Yes	• Policy & Regulation 2260 - Affirmative Action Program for School and Classroom Practices (01/2018) • Policy & Regulation 5750- Equal Educational Opportunity (01/2018) • Policy & Regulation 2430- Co-curricular Activities (08/18/2010) • Policy 5842 -Equal Access to Pupil Organizations (08/2010)	
g. Tests and other assessments	Yes	• Policy & Regulation 2260 -Affirmative Action Program for School and Classroom Practices (01/2018) • Policy & Regulation 5750-Equal Educational Opportunity (01/2018) • Policy 2622 -Pupil Assessments(01/2018) • Link It-benchmark assessments • District assessment/testing calendar • IEPs	
h. Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	NO	• Policy & Regulation 2260 -Affirmative Action Program for School and Classroom Practices (01/2018) • Policy & Regulation 5750 -Equal Educational Opportunity (01/2018)	Long Branch High School CTE Programs

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		<ul style="list-style-type: none"> <li>• Policy 5755 -Equity in Educational Programs and Services (01/2018)</li> <li>• Class rosters</li> </ul>	
2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	Yes	<ul style="list-style-type: none"> <li>• Curriculum guides</li> <li>• Multicultural activity calendar</li> <li>• Board Meetings</li> <li>• Policy &amp; Regulation 2260 -Affirmative Action Program for School and Classroom Practices (01/2018)</li> <li>• Policy &amp; Regulation 5750 -Equal Educational Opportunity (01/2018)</li> </ul>	
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	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 -Affirmative Action Program for School and Classroom Practices (01/2018)</li> <li>• Policy &amp; Regulation 5750 –Equal Educational Opportunity (01/2018)</li> <li>• Curriculum guides</li> </ul>	
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	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 -Affirmative Action Program for School and Classroom Practices (01/2018)</li> <li>• Policy &amp; Regulation 5750 -Equal Educational Opportunity (01/2018)</li> <li>• Curriculum guides</li> </ul>	
B. Equality and Equity in Student Access <ul style="list-style-type: none"> <li>• N.J.A.C. 6A:7-1.7; Titles VI &amp; VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5 IDEA of 1997; Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1989); U.S. Supreme Court, 1982; Plyler v. Doe;</li> </ul>	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 -Affirmative Action Program for School and Classroom Practices (01/2018)</li> <li>• Policy &amp; Regulation 5750 -Equal Educational Opportunity (01/2018)</li> <li>• Policy 5755 -Equity in Educational Programs and Services (01/2018)</li> </ul>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>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>			
<p>1. Ensure equal and barrier-free access to all school and classroom facilities.</p>	Yes	<ul style="list-style-type: none"> <li>• Policy 5755 -Equity in Educational Programs and Services (01/2018)</li> </ul>	
<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	<ul style="list-style-type: none"> <li>• Policy 5755 -Equity in Educational Programs and Services (01/2018)</li> </ul>	
<p>3. Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.</p>	Yes	<ul style="list-style-type: none"> <li>• Policy 5755 -Equity in Educational Programs and Services (01/2018)</li> <li>• Facility plan</li> </ul>	
<p>4. Ensure that students are not separated or isolated by race, creed,</p>	Yes	<ul style="list-style-type: none"> <li>• Policy 5755 -Equity in Educational Programs and Services (01/2018)</li> </ul>	

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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.		<ul style="list-style-type: none"> <li>• Class rosters</li> </ul>	
a. Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 -Affirmative Action Program for School and Classroom Practices (01/2018)</li> <li>• Policy 5755 -Equity in Educational Programs and Services (01/2018)</li> </ul>	
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 (01/2018)	
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,	Yes	<ul style="list-style-type: none"> <li>• Policy 5755 -Equity in Educational Programs and Services (01/2018)</li> <li>• Curriculum guides</li> <li>• Technology</li> </ul>	

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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	<ul style="list-style-type: none"> <li>• Policy 5755 -Equity in Educational Programs and Services(01/2018)</li> </ul>	
e. Ensure that all students with disabilities have equal and bias-free access to all school programs and activities	Yes	<ul style="list-style-type: none"> <li>• Policy 5755 -Equity in Educational Programs and Services(01/2018)</li> <li>• Curriculum guides</li> <li>• Student enrollment records</li> </ul>	
f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 5111 -Eligibility of Resident/Nonresident (01/2019)</li> </ul>	
5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2423 -Bilingual and ESL Education (01/2018)</li> <li>• Testing/Assessment calendar</li> </ul>	
6. Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 -Affirmative Action Program for School and Classroom Practices (01/2018)</li> <li>• Policy 2460-Special Education(01/2018)</li> </ul>	

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		<ul style="list-style-type: none"> <li>• Regulation 2460.1 – Special Education - Location, Identification, and Referral (01/2018)</li> <li>• Regulation 2460.8 – Special Education - Free and Appropriate Public Education (01/2018)</li> <li>• Regulation 2460.9 – Special Education - Transition From Early Intervention Programs to Preschool Programs(01/2018)</li> <li>• Regulation 2460.15 – Special Education – In-Service Training Needs for Professional and Paraprofessional Staff (01/2018)</li> <li>• Regulation 2460.16 – Special Education - Instructional Material to Blind or Print-Disabled Students(01/2018)</li> </ul>	
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	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 -Affirmative Action Program for School and Classroom Practices (01/2018)</li> <li>• Student handbooks</li> <li>• School-based healthcare</li> <li>• Tutoring</li> <li>• Mentoring</li> <li>• Student records</li> </ul>	
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	<ul style="list-style-type: none"> <li>• Policy 2416 -Programs for Pregnant Students (08/2010)</li> <li>• Policy 5752 -Marital Status and Pregnancy (01/2018)</li> <li>• Policy 5755 -Equity in Educational Programs and Services(01/2018)</li> </ul>	
C. Equality and Equity in Guidance Programs and Services <ul style="list-style-type: none"> <li>• N.J.A.C. 6A:7-1,7(c)Title IX, Education Amendments of 1972, &amp; Carl D. Perkins</li> </ul>			



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<p>Vocational &amp; Technical Education Act of 1998</p> <p>Ensure that the district, charter and renaissance school project's guidance program provides the following:</p>			
<p>1. Access to adequate and appropriate counseling services for all students, including females, minority students, English language learners, non-college bound students, and students with disabilities.</p>	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2411 -Guidance Counseling (01/2018)</li> <li>• Policy 5755 -Equity in Educational Programs and Services (01/2018)</li> </ul>	
<p>2. The presentation of a full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.</p>	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 -Affirmative Action Program for School and Classroom Practices (01/2018)</li> <li>• Policy &amp; Regulation 2411 -Guidance Counseling (01/2018)</li> <li>• Policy 5755 -Equity in Educational Programs and Services (01/2018)</li> <li>• Course of studies</li> <li>• Curriculum guides</li> <li>• Student handbooks</li> <li>•</li> </ul>	
<p>3. Guidance counselors are using bias-free materials.</p>	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2411 -Guidance Counseling (01/2018)</li> </ul> <p>Policy 5755 -Equity in Educational Programs and Services (01/2018)</p>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<ul style="list-style-type: none"> <li>Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972</li> </ul> <p>Ensure that the district, charter and renaissance school project's physical education program is co-educational, as follows:</p> <ol style="list-style-type: none"> <li>All instructional activities are equitable and are co-educational.</li> </ol>	Yes	<ul style="list-style-type: none"> <li>Policy 2422 – Health and Physical Education (01/2019)</li> <li>Policy 5755 – Equity in Educational Programs and Services (01/2019)</li> </ul>	
<p>D. Equality and Equity in Athletic Programs</p> <ul style="list-style-type: none"> <li>Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972</li> </ul> <p>Ensure that the district, charter and renaissance school project's Athletic Program accomplishes the following:</p>	Yes	<ul style="list-style-type: none"> <li>Policy 2422 – Health and Physical Education(01/2019)</li> </ul>	
<ol style="list-style-type: none"> <li>Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.</li> </ol>	Yes	<ul style="list-style-type: none"> <li>Policy 5755 -Equity in Educational Programs and Services (01/2018)</li> </ul>	
<ol style="list-style-type: none"> <li>Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.</li> </ol>	Yes	<ul style="list-style-type: none"> <li>Policy 5755 -Equity in Educational Programs and Services(01/2018)</li> </ul>	
<ol style="list-style-type: none"> <li>Ensures that athletic programs receive equitable treatment that</li> </ol>	Yes	<ul style="list-style-type: none"> <li>Athletic schedules</li> </ul>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
includes staff salaries, purchase and maintenance of equipment, etc.		<ul style="list-style-type: none"> <li>• Policy and Regulation 2260- Affirmative Action Program for School and Classroom Practices (01/2018)</li> </ul>	
4. Provides comparable facilities for male and female teams.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260-Affirmative Action Program for School and Classroom Practices (01/2018)</li> <li>• District and school athletic budgets</li> </ul>	

Table 4: Needs Assessment, Employment/Contract Practices

IV. Employment/Contract Practices <ul style="list-style-type: none"> <li>• N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973</li> </ul>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
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"> <li>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.</li> </ol>	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1510 -Rights of Persons With Handicaps or Disabilities/Policy on Non-Discrimination · (01/2018)</li> <li>• Policy &amp; Regulation 1530 -Equal Employment Opportunities · (01/2018)</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti Discrimination Practices(01/2019)</li> </ul>	
<ol style="list-style-type: none"> <li>2. Target recruiting practices for under-represented populations in every category of employment.</li> </ol>	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1530 -Equal Employment Opportunities (01/2018)</li> </ul>	

<b>IV. Employment/Contract Practices</b> <ul style="list-style-type: none"> <li>N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973</li> </ul>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
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	<ul style="list-style-type: none"> <li>Policy &amp; Regulation 1530-Equal Employment Opportunities (01/2018)</li> </ul>	
4. Monitor promotions and transfers to ensure non-discrimination.	Yes	<ul style="list-style-type: none"> <li>Policy &amp; Regulation 1510 -Rights of Persons With Handicaps or Disabilities/Policy on Non-Discrimination · (01/2018)</li> <li>Policy &amp; Regulation 1530 -Equal Employment Opportunities · (01/2018)</li> <li>Policy &amp; Regulation 1550 – Equal Employment/Anti Discrimination Practices(01/2019)</li> </ul>	
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	<ul style="list-style-type: none"> <li>Policy &amp; Regulation 1530 -Equal Employment Opportunities (01/2018)</li> <li>Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices(01/2019)</li> <li>Board minutes</li> <li>Negotiated salary guides</li> </ul>	
B. Ensure that the district, charter and renaissance school project does not enter into, or maintain, contracts with	Yes	<ul style="list-style-type: none"> <li>Policy &amp; Regulation 1530 -Equal Employment Opportunities · (01/2018)</li> <li>Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices(01/2019)</li> </ul>	

<b>IV. Employment/Contract Practices</b> <ul style="list-style-type: none"> <li>N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973</li> </ul>	<b>Compliant</b> (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
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.		<ul style="list-style-type: none"> <li>Board minutes</li> <li>Bid packets</li> </ul>	
<b>C. Provide Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.</b>	Yes	<ul style="list-style-type: none"> <li>Policy &amp; Regulation 1530 -Equal Employment Opportunities · (01/2018)</li> </ul>	