

APPENDIX B: COMPREHENSIVE EQUITY PLAN NEEDS ASSESSMENT

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

| I. <u>BOARD RESPONSIBILITY</u> | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
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| <p>NJAC 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX; U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</p> <p>A. Adopt or re-adopt written equality and equity policies, requiring the following:</p> | | | |
| <p>1) Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following:</p> <p>a) Identify and address all forms of prejudice and discrimination in all district, charter and renaissance school project programs, practices, curricula, instructional materials and assessments.</p> | Yes | <p>Policy 2224- Nondiscrimination/Affirmative Action (Affirmative Action Officer), adopted 8/23/05; revised 7/15/14</p> <p>Policy 5145.4 - Equal Educational Opportunity, adopted 8/23/2005; revised 12/18/12, 7/15/14 5/21/19</p> <p>Policy 6010 – Goals & Objectives, adopted 8/23/05</p> <p>Policy 6010.1 – Educational Outcome Goals, adopted 8/23/05</p> <p>Policy 6121 – Nondiscrimination/ Affirmative Action, adopted 8/23/05; revised 7/15/14</p> <p>Policy 6141.2 – Recognition of Religious Beliefs and Customs, adopted 8/23/05</p> <p>Policy 6145 - Extracurricular Activities, adopted 8/23/05; revised 3/3/15.</p> | |
| <p>b) Ensure equal access to all schools, facilities, programs, activities, and benefits for all students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</p> | Yes | <p>Policy 5145.4 - Equal Educational Opportunity, adopted 8/23/05; revised 12/18/12, 7/15/14, 5/21/19</p> <p>Policy 5145.7 Gender Identity and Expression adopted 9/20/16</p> <p>Policy 6010 – Goals & Objectives, adopted 8/23/05</p> <p>Policy 6010.1 – Educational Outcome Goals, adopted 8/23/05</p> <p>Policy 6121 – Nondiscrimination/ Affirmative Action, adopted 8/23/05; revised 7/15/14</p> <p>Policy 6141.2 – Recognition of Religious Beliefs and Customs, adopted 8/23/05</p> <p>Policy 6145 -Extracurricular Activities, adopted 8/23/05; revised 3/3/15.</p> | |
| <p>c) Provide equitable treatment for pregnant and married students.</p> | Yes | <p>Policy 5134 – Married/Pregnant Students, adopted 08/23/05.</p> | |

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| d) Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122). | Yes | Policy 2224 - Non-Discrimination/Affirmative Action (Administration), adopted, 8/23/05; revised 7/15/14 Policy 4211.1 Non-Discrimination/ Affirmative Action (Instructional & Support Personnel), adopted 8/23/05 Policy 5131.1 – Harassment, Intimidation or Bullying (Pupils), adopted 08/23/05; revised 11/21/07, 12/16/08, 8/18/09, 12/15/09, 8/16/11, 2/20/18, 8/28/18, 5/21/19 | |
| 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 2224 – Nondiscrimination/Affirmative Action (Contract/Employment Practices), adopted 8/23/05; revised 7/15/14 Policy 4111 - Recruitment, Selection and Hiring, adopted 8/23/05; revised 12/18/12, 7/15/14, 5/21/19 Policy 3320 – Purchasing Procedures, adopted 08/23/05. | |
| 3) Appoint an Affirmative Action Officer (AAO) who can also serve as or coordinate with the Section 504 Officer and/or the district, charter and renaissance school project’s Title IX Coordinator. | Yes | Policy 2224 – Nondiscrimination/Affirmative Action (Affirmative Action Officer), adopted 08/23/05; revised 7/15/14. Resolution appointing Affirmative Action Officer on January 2, 2019 through January 2, 2020. | |
| 4) Provide staff development to ensure that all equity requirements comply with N.J.A.C. 6A:7-1.6. | Yes | Policy 2224 – Nondiscrimination/Affirmative Action (Affirmative Action Officer), adopted 08/23/05; revised 7/15/14. Covered during opening staff meetings within the first two days of the school year. | |
| B. Authorize the Affirmative Action Team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress. | Yes | Policy 2224 – Nondiscrimination/Affirmative Action (Affirmative Action Officer), adopted 08/23/05; revised 7/15/14. Sayreville Board of Education Resolution dated January 2, 2019 approved Affirmative Action Officer for the period of January 2, 2019 through January 2, 2020. | |
| 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 | Yes | Policy 2240 – Research, Evaluation and Planning, adopted 8/23/05; revised 7/15/14. Annual presentation by Assistant Superintendent of Curriculum and Instruction to the Board and community. Presentation made to the Superintendent’s Parent Advisory Council. Review School Performance Reports and utilize the data to inform instruction. Review Progress Learning and Achievement targets. | |

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| data. Identify any school-level underperforming subgroups on Annual Yearly Progress (Progress Targets) reports for state assessments. | | | |
| D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking the following actions: | Yes | Policy 2224 – Nondiscrimination/Affirmative Action (Affirmative Action Officer), adopted 8/23/05; revised 7/15/14. Board Resolution on June 11, 2019 regarding the adoption of the Comprehensive Equity Plan for 2020-2022. | |
| 1) Inform the school community about the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs. | Yes | Policy 2224 – Nondiscrimination/Affirmative Action (Affirmative Action Officer), adopted 8/23/05; revised 7/15/14. All Board policies are available on the district intranet. Copies of all Nondiscrimination/ Affirmative Action policies are sent to the Sayreville Public Library and Borough Clerk for public reference. Student handbooks, which require a parent sign-off, contain information regarding policies and procedures prohibiting bias, harassment and discrimination. Posters in all district buildings via online registration and online enrollment update platform and district/school websites. OUR SCHOOL's bulletin which is posted on the website and sent electronically. | |
| 2) Define the responsibilities of the AAO (Affirmative Action Officer/504 Officer, and/or Title IX Coordinator); require that the AAO be a certificated staff person; and, train the AAO to handle the equity responsibilities. | | Policy 2224 – Nondiscrimination/Affirmative Action (Affirmative Action Officer), adopted 08/23/05; revised 7/15/14. | |
| 3) Provide students, staff and the community with contact information for the AAO and publicize the location and availability of the CEP, policy(ies), grievance procedures and annual reports. | Yes | Policy 2224 – Nondiscrimination/Affirmative Action (Affirmative Action Officer), adopted 8/23/05; revised 7/15/14. Grievance procedures are reviewed annually Signs in all buildings indicate who the Affirmative Action Officer is as well as his/her contact information. | |
| 4) Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on race, national origin, | Yes | Policy 2224 – Nondiscrimination/Affirmative Action (Affirmative Action Officer), adopted 08/23/05; revised 7/15/14. | |

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| sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability. | | Policy 5131.1 – Harassment Intimidation or Bullying adopted 8/23/2005; revised 11/21/2007, 12/16/2008, 08/18/2009, 12/15/2009, 08/16/2011, 02/20/2018, 8/28/2018 The confidential records of the Affirmative Action Officer document investigations and resolutions of complaints. The confidential records of the HIB reports document investigations and resolutions of complaints; board hearings. | |
| 5) Report on progress made in meeting the adequate yearly targets established for closing the achievement gap as set by the Department of Education. | Yes | Policy 2240 – Research, Evaluation and Planning, adopted 8/23/05; revised 7/15/14. Annual presentation by the Assistant Superintendent of Curriculum and Instruction at a Board of Education meeting to report progress learning and achievement targets, as well as overall achievement by subgroups, AP and SAT results. The Superintendent’s Parent Advisory Council, Parent Advisory Council and PTO groups all have annual presentations regarding student achievement. | |
| 6) Authorize the AAO to conduct yearly equity training for all staff. | Yes | Policy 2224 – Nondiscrimination/Affirmative Action (Affirmative Action Officer), adopted 08/23/05; revised 7/15/14. Annual trainings are conducted by building principals, directors, supervisors and/or the AAO for all certificated and non-certificated personnel either via meetings or on-line 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 website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards. | | (For County Vocational School Districts Only) | |

| II. STAFF DEVELOPMENT AND TRAINING <small>N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5</small> | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
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| A. Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status every school year to: | | <p>Policy 2224 – Nondiscrimination/Affirmative Action, adopted 08/23/05; revised 7/15/14</p> <p>Policy 1600.1 Date Adopted: 08/23/2005 Date Revised: 05/15/2018</p> <p>Since 2017 Sayreville runs Parent University – holds monthly professional development geared jointly to teachers and parents to review current trends/issue/concerns regarding student safety, curricula, reducing the achievement GAP, social emotional learning, reduction of HIB and other events. Meetings are recorded and put on the website so that parents unable to attend may benefit from the PD presented.</p> <p>Superintendent’s Parent Advisory Council (SPAC) meets monthly to advise the superintendent and the superintendent’s cabinet on parental concerns ranging from facilities, curricula, classroom best practices, and policy. During that meeting the superintendent and members of the cabinet educate members of the council on the topics parents would like addressed at that month’s meeting. The parent members of the council in turn take the information back to the different parent organizations within the district a disseminate the information to that school’s parents.</p> | |
| 1) Certificated (administrative and professional) staff. | Yes | <p>Policy 2224 – Nondiscrimination/Affirmative Action, adopted 08/23/05; revised 7/15/14</p> <p>Mandatory equity training occurs annually for all district certificated staff via faculty meetings and/or on-line training. Attendance records are kept on file. On-line training completion logs are accessible.</p> | |
| 2) Non-certificated (non-professional) staff. | Yes | <p>Policy 2224 – Nondiscrimination/Affirmative Action, adopted 08/23/05; revised 7/15/14</p> <p>Mandatory equity training occurs annually for all district certificated staff via faculty meetings and/or on-line training. Attendance records are kept on file. On-line training completion logs are accessible.</p> | |

| III. <u>SCHOOL AND CLASSROOM PRACTICES</u> | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
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| <p>A. Equality and Equity in Curriculum N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</p> <p>1) Ensure that the district, charter school or renaissance school project's curriculum and instruction are aligned to the State's Core Curriculum Content Standards and that they address the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p> | | | |
| <p>a) School climate and culture, safe and positive learning environment</p> | Yes | Policy 6121 – Nondiscrimination/Affirmative Action, adopted 08/23/05. Revised 7/15/14 *Annual parent and staff sign-offs required. *Classroom observations and APRs for certificated and non-certificated staff document that the delivery of instruction is aligned to the Danielson Framework, Domains 2 and 3. Student Safety Data System Student discipline files record penalties for policy violators. Character education programs. HIB Self-Assessment School Improvement Panels District and School Safety Teams Student Code of Conduct Responsive Classroom P-5 <i>Playworks</i> recess SEL curriculum | |

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| | | Medal of Honor 6-8 District and building Culture and Climate committees. Social Emotional Learning committee (building level) | |
| b) Courses of study, including physical education | Yes | Policy 6121 – Nondiscrimination/Affirmative Action, Policy 6142.1 – Family Life Education, All adopted 08/23/05. Curriculum guides are aligned to the New Jersey Student Learning Standards and are reviewed, board approved yearly. Reviewed on a 5 year curriculum cycle, Adaptive PE Implementing a unified play and/or integrated PE coordinated with Special Olympics | |
| c) Library materials/instructional materials and strategies | Yes | Policy 6121 – Nondiscrimination/Affirmative Action, adopted 08/23/05; revised 7/15/14. | |
| d) Technology/software and audiovisual materials | Yes | Policy 6121 – Nondiscrimination/Affirmative Action, adopted 08/23/05; revised 7/15/14. Annual parent and staff sign-offs required. Software and audio-visual are bias free per vendors. Classroom observations reflecting use of technology | |
| e) Guidance and counseling, including harassment, intimidation and bullying, sexual harassment and grievance procedures | Yes | Policy 6121 – Nondiscrimination/Affirmative Action), Policy 5131.1 – Harassment, Intimidation or Bullying (Pupils). All adopted 08/23/05; revised 11/21/07, 12/16/08, 8/18/09, 12/15/09, 8/16/11. Covered annually with staff within the first two days of the year in faculty/department meetings. Annual parent and staff sign-offs required. Guidance counselors’ logs, records of group counseling sessions, as well as harassment policies and grievance procedures in student handbooks. Classroom and/or grade level meetings in grades K-12 review HIB policies, procedures and protocol. Peer Mediation K-5 | |
| f) Extra-curricular programs and activities | Yes | Policy 6121 – Nondiscrimination/Affirmative Action, Policy 6145 – Extracurricular Activities, adopted 08/23/05; revised 3/3/15. Annual parent and staff sign-offs required Athletic/ extracurricular tryouts open to all students. Evaluations of coaches and advisors. Student handbooks. Unified Sports LGBTQ club (high school) Various Religious clubs (high school) | |

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| g) Tests and other assessments | Yes | Policy 6121 – Nondiscrimination/Affirmative Action, adopted 08/23/05; revised 7/15/14. Assessments are bias free and/or commercially produced. Standard based grading Standards based assessments through commercial products such as <i>Linkit</i> . | |
| h) Reduction and/or prevention of under representation of minority, female and male students in all classes and programs | Yes | Policy 6121 – Nondiscrimination/Affirmative Action, adopted 08/23/05; revised 7/15/14. High School students self-select programs of study that are open to all who applied and met criteria. Master schedules in lower grades are designed to ensure equity and balance. 3-8 grade selection of talented and gifted student based on multi-tiered criteria which involve parent and teacher recommendation a creativity component as well as standardized test scores and overall grades. | |
| 2) Incorporate multicultural aspects throughout the instructional content and practices across the curriculum. | Yes | Policy 6121 – Nondiscrimination/Affirmative Action, adopted 8/23/05; revised 7/15/14. Social Studies Curriculum guides and teachers’ lesson plans. Announcements and programs during Black History Month. High school membership lists for the African-American History Club. Curriculum guides Pre-K – 12 Cross curricular Units of Study International Society Multi-Cultural class in middle school Diverse guest speakers Art and music curriculum contains multi-cultural aspects World news, current events and social issues integrated in curriculum In the process of incorporating LGBT Sensitivity within the curriculum | |
| 3) Ensure that instruction in African-American History, including the Amistad, and the history of other cultures is taught as part of the history of the United States. (N.J.S.A. 18A:35-1) | Yes | Policy 6121 – Nondiscrimination/Affirmative Action, adopted 8/23/05; revised 7/15/14. Social Studies Curriculum guides and teachers’ lesson plans. Curriculum guides Pre-K – 12 | |
| 4) Include instruction on the Holocaust and other genocide curricula at all grade levels. (N.J.S.A. 18A:35-28) | Yes | Policy 6121 – Nondiscrimination/Affirmative Action, adopted 8/23/05; revised 7/15/14. Social Studies Curriculum guides and teachers’ lesson plans. Curriculum guides Pre-K – 12 Holocaust Speakers and Silent Holocaust Museum (grade 4-5) | |

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| | | Guest speakers. Holocaust remembrance facilitator. (grade 4-5) | |
| B. Equality and Equity in Student Access N.J.A.C. 6A:7-1.7; Titles VI & VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5 IDEA of 1997; Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1989); U.S. Supreme Court, 1982; Plyler v. Doe; U.S. Supreme Court, 1974, Castañeda v. Pickard 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: | | | |
| 1) Ensure equal and barrier-free access to all school and classroom facilities. | Yes | Policy 2224 – Nondiscrimination/Affirmative Action (Affirmative Action Officer), adopted 8/23/05; revised 7/15/14. Number of ramps, elevators, chairlifts, and handicapped lavatories in the schools. All classrooms have a handicapped accessible computer work station. | |
| 2) Attain minority representation of students within each school, including racial and ethnic balance that approximates the district, charter and renaissance school project’s overall minority racial and ethnic representation. | Yes | Policy 2255 – Single Accountability Continuum, adopted 8/23/05; revised 11/2/10. The NJ Performance Report FY2017-18 documents the racial and ethnic diversity in each school and the district. Civil Rights Report. ASSA Report In-house data | |
| 3) Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments. | Yes | Policy7110 – Long-range Facilities Planning, adopted 8/23/2005 The district chose to expand its current high school rather than build a separate new building. The addition was completed completion in 2009. | |

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| | | The district put together a blue ribbon committee in 2017 to study the possibility of restructuring the grade configuration and/or expanding facilities. | |
| 4) Ensure that students are not separated or isolated by race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, housing status or socioeconomic status, resulting in disproportionate placement within schools, courses, classes, programs or extracurricular activities. | Yes | Policy 6121 – Nondiscrimination/Affirmative Action (Curriculum Content & Pupil Access), adopted 8/23/05; revised 7/15/14. The NJ School Report Card 2017-18, as well as the Civil Rights Report, documents the diverse populations in each school. Schools’ scheduling distributes students by gender, socioeconomic status, and race to balance classes, unless self-selected. Students also self-select participation in extracurricular programs designed for a wide variety of interests and abilities. Division of students from affordable housing to all elementary schools allows for a more culturally and economically diverse elementary school experience and prevents segregation of students based on economics and/or color/ethnicity. Program of Studies Enrollment data available via OnCourse | |
| a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses. | Yes | Policy 6121 – Nondiscrimination/Affirmative Action (Curriculum Content & Pupil Access), adopted 8/23/05; revised 7/15/14. Talented & Gifted programs and Advanced Placement gender and ethnic code lists. The list of students who requested AP courses and were enrolled. Percentages are consistent with gender and minority totals within the entire school population. Individual student appointments with guidance counselors In-house data Eligibility criteria | |
| b) Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications. | Yes | Policy 6121 – Nondiscrimination/Affirmative Action (Curriculum Content & Pupil Access,) adopted 08/23/05; revised 7/15/14. Suspension/detention records, drop-out records and lists of classified students disaggregated by gender and race. Special education corrective action plan Modifications to Special Education continuum to foster a more inclusive and least restrictive environment Child Study Team Evaluations RTI and I&RS SSDS monthly reports (district) | |

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| 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. | Yes | Policy 6042.10 – Technology, adopted 8/23/05; revised 5/1/12, 10/15/13, 1/20/15. All classrooms have handicapped accessible student computer work stations and similar types of age and grade appropriate technology. This is documented in the annual technology inventory. Vocational education courses are student self-selected. New teacher orientation Professional Development days Computer labs, Chromebooks, iPads Computer instructors and a full-time technology facilitator Technology class as a special. (K-5) Chromebook carts for each team/grade level/department (building specific). | |
| d) Ensure that all English language learners have equal and bias-free access to all school programs and activities. | Yes | Policy 6142.2 –English as a Second Language; Bilingual Programs, adopted 8/23/05. Class schedules and activities rosters indicate that ELL students have equal access. 504 Plans ELL Staff | |
| e) Ensure that all students with disabilities have equal and bias-free access to all school programs and activities. | Yes | Policy 6121 – Nondiscrimination/Affirmative Action, adopted 8/23/13; revised 7/15/14, Policy 5145.4 - Equal Educational Opportunity, adopted 8/23/05; revised 12/18/12, 7/15/14. Students with disabilities attend all programs and activities with their regular education peers. Unified Sports program | |
| f) Ensure that all schools’ registration procedures are in compliance with State and Federal regulations and case law. | Yes | Policy 5111 – Admission, adopted 8/23/05; revised 9/7/10, 1/5/16, 4/5/16, 9/20/16. Utilize online registration platform for electronic registration of all students; the documents are in compliance with Federal and State law. | |
| 5) Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners. | Yes | Policy 6142.2 –English as a Second Language; Bilingual Programs, adopted 8/23/05. District screens and provides ESL services for those identified, measuring growth annually via WIDA Access 2.0 and bilingual requirements with an approved waiver plan of SIOP and high intensity ESL. | |
| 6) Utilize bias-free measures for determining the special needs of students with disabilities. | Yes | Policy 5145.4 – Equal Educational Opportunity, adopted 8/23/05; revised 12/18/12, 7/15/14. Documentation of bias-free measures from test company. | |

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| | | National standardized testing Nationally normed Utilize functional assessment as well as informal measures In-house data including NJTSS | |
| 7) Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including English language learners. | Yes | Policy 6121 – Nondiscrimination/Affirmative Action (Curriculum Content & Pupil Access), adopted 8/23/05; revised 7/15/14. Nurses’ logs and contract requirements. Tutoring schedules for teachers. Student Handbook In-house data Before school literacy intervention program Test Prep Literacy and math academies for students receiving services | |
| 8) Ensure that all pregnant students are permitted to remain in the regular school program and activities. Ensure that equivalent instruction is provided the students, if not permitted to attend school by a doctor. | Yes | Policy 6121 – Nondiscrimination/Affirmative Action, adopted 8/23/05; revised 7/15/14. Records of married/pregnant students and services provided. In-house data Home instruction | |
| C. Equality and Equity in Guidance Programs and Services N.J.A.C. 6A:7-1,7(c)Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998 Ensure that the district, charter and renaissance school project’s guidance program provides the following: | | | |
| 1) Access to adequate and appropriate counseling services for all students, including females, minority students, English language learners, non-college bound students, and students with disabilities. | Yes | Policy 6164.2 - Guidance Services, adopted 8/23/05. Guidance counselors’ logs and students’ sign-in sheets. In-house data Guidance records and policies Guidance sign-in sheets K-12 On site clinical services provided by community agencies, including individual, group, and family counseling. | |
| 2) A full range of possible occupational, professional, and Career and Technical Education choices for all students, including | Yes | Policy 6164.2 - Guidance Services, adopted 8/23/05. Career education program provided is free of equity bias per vendor. In-house data | |

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| careers in the science and technology industries and nontraditional careers. | | Online materials Curriculum guides K-5 STEM afterschool programs CTE Program in Accounting SWMHS Business Academy FACT Academy - Foundations of Academic and Community Training in Education | |
| 3) Bias-free materials for use by counselors. | Yes | Policy 6164.2 - Guidance Services, adopted 8/23/05. Vendors/programs certify that Career Education content and Guidance materials are bias free. In-house data Career Day | |
| D. Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972 Ensure that the physical education program and instructional activities are equitable. | Yes | Policy 6121 – Nondiscrimination/Affirmative Action (Curriculum Content & Pupil Access), adopted 08/23/05; revised 7/15/14 Policy 5145.7 Gender Identity and Expression adopted 9/20/16 Students are randomly placed in co-educational physical education/health classes. The scheduling program balances classes with regard to gender and race. All classes use the same approved curricula aligned to the NJSLS. Curriculum Guides Class Lists In-house data Adaptive PE Preschool and Kindergarten PE | |
| E. Equality and Equity in Athletic Programs Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972 Ensure that the athletic program accomplishes the following: | | | |
| 1) Relatively equal numbers of varsity and sub-varsity teams for male and female students. | Yes | Policy 6121 – Nondiscrimination/Affirmative Action (Curriculum Content & Pupil Access), adopted 08/23/05; revised 7/15/14. Varsity and freshman teams for males and female, as well as Middle School teams. Planned addition of middle school sports in order to increase the number of female sports provided, especially to freshman girls, as the lack of a | |

| III. <u>SCHOOL AND CLASSROOM PRACTICES</u> | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|---|--------------------------|--|--|
| | | feeder program from MS to HS was negatively impacting girls' sports programs. In-house data | |
| 2) Equitable scheduling of night games, practice times, locations and numbers of games for male and female teams. | Yes | Policy 7110 – Long-range Facilities Planning, adopted 8/23/2005 The addition on the new all-purpose synthetic turf field at the high school in 2006 affords the opportunity for an equitable scheduling of night events, if teams desire them. Improved track and improvements to the baseball fields also improved access to all student sports. | |
| 3) Equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc. | Yes | Policy 6121 – Nondiscrimination/Affirmative Action (Curriculum Content & Pupil Access), adopted 8/23/05; revised 7/15/14. Budget sheets for athletics for 2019-2020. Contracted salary guides. District budget. | |
| 4) Comparable facilities for male and female teams. | Yes | Policy 6121 – Nondiscrimination/Affirmative Action (Curriculum Content & Pupil Access), adopted 8/23/05; revised 7/15/14. | |

| IV. EMPLOYMENT/CONTRACT PRACTICES N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|--|--------------------------|--|--|
| A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows: <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 | Policy 4111 – Recruitment, Selection and Hiring Adopted: 08/23/2005 Date Revised: 12/18/2012, 07/15/2014, 5/21/19 Currently working with local community colleges, four year colleges and universities to recruit teachers through student teaching, hiring of qualified students as substitutes in the district to allow them to gain preservice experience while also providing a pipeline of candidates to the district that help us meet the goal of diversifying the district by the 2025 goal the NJDOE has established for the state. Continued recruitment/promotion to positions of administration of diverse backgrounds. Established an in district career fair for certificated and non-certificated positions. The career fair was targeted at hiring a diverse pool of candidates for both types of positions. | |
| <ol style="list-style-type: none"> 2) Target recruiting practices for under-represented populations in every category of employment. | Yes | Policy 4111 – Recruitment, Selection and Hiring Adopted: 08/23/2005 Date Revised: 12/18/2012, 07/15/2014, 5/21/19 Currently working with a number of colleges/universities placing student teachers as well as attending career fairs recruiting under represented demographics. Conducting district job fairs to recruit diverse candidates for all positions. | |
| <ol style="list-style-type: none"> 3) Compliance of employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights. | Yes | Policy 2224 – Nondiscrimination/Affirmative Action (Contract/Employment Practices), adopted 8/23/05; revised 7/15/14. District’s employment application. Following the requirements of the “Pass the Trash” Law which went into effect on June 1 2018. In-house data Job fair participation | |
| <ol style="list-style-type: none"> 4) Monitor promotions and transfers to ensure non-discrimination. | Yes | Policy 4111- Recruitment, Selection and Hiring adopted 8/23/05; revised 12/18/12, 7/15/14, 5/21/19 Promotions and transfers are based on qualifications and involve committee recommendations and selections. All promotions are BOE approved at a public meeting | |

| IV. EMPLOYMENT/CONTRACT PRACTICES N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|--|-----------------------|---|--|
| 5) Provide equal pay for equal work regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status. | Yes | Policy 4111- Recruitment, Selection and Hiring adopted 8/23/05; revised 12/18/12, 7/15/14, 5/21/19 Copies of salary guides for all certificated and non-certificated staff; all are negotiated agreements. | |
| B. Ensure that the district, charter and renaissance school project does not enter into, or maintain, contracts with persons, agencies, or organizations that discriminate in employment or in the provision of benefits or services, on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status. | Yes | Policy 3320 – Purchasing Procedures, adopted 8/23/05 All district purchase orders contain an Affirmative Action confirmation sign-off and request for an Affirmative Action ID number. All contracts must be BOE approved at a public meeting. | |
| 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 2224 – Nondiscrimination/Affirmative Action (Contract/Employment Practices), adopted 8/23/05; revised 7/15/14, Policy 4111- Recruitment, Selection and Hiring adopted 8/23/05; revised 12/18/12, 7/15/14, 5/21/19 | |