

# POLICY \_\_\_\_\_ PEQUANNOCK TOWNSHIP

**DRAFT**

BOARD OF EDUCATION

ADMINISTRATION

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## 1523 COMPREHENSIVE EQUITY PLAN

The Board of Education shall **complete**~~submit~~ a Comprehensive Equity Plan (CEP) ~~based on an assessment of the district's needs for achieving equity in educational programs~~ that includes a cohesive set of policies, programs, and practices that ensure high expectations and positive achievement patterns and **equitable** ~~equal~~—access to educational **opportunities**~~opportunity~~ for all learners, including students and teachers, **in accordance with the provisions of N.J.A.C. 6A:7-1.8.**

The Board's obligation to be accountable for the requirements in N.J.A.C. 6A:7 is not precluded or alleviated by any rule or regulation of any **recreational** organization, club, athletic association, or other league or **organizing** group.

Pursuant to N.J.A.C. 6A:7-1.4(c), the district shall develop, once every three years, a CEP that shall identify and correct all discriminatory and inequitable educational policies, patterns, programs, and practices affecting its facilities, programs, students, and staff.

1. **Prior to developing the CEP, the district shall assess its needs for achieving equity in educational activities and programs pursuant to N.J.A.C. 6A:7-1.4(c)1. The needs assessment shall identify discriminatory practices and other barriers to achieving equity in educational activities and programs, if applicable.**
2. **The CEP shall address:**
  - a. **Professional development, pursuant to N.J.A.C. 6A:7-1.6; and**
  - b. **Equity in school and classroom practices, educational activities, and programs pursuant to N.J.A.C. 6A:7-1.7.**
3. **The CEP shall include measurable and actionable goals, objectives, timelines, and benchmarks for measuring progress.**
4. **The Board shall submit the CEP to the Executive County Superintendent for confirmation of completion.**
  - a. **If the Executive County Superintendent determines that the CEP is not complete, the Board shall revise the plan in accordance with the Executive County Superintendent's**

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**instructions and shall submit to the Executive County Superintendent the revised plan within thirty days of the notification of incompletion.**

**Pursuant to N.J.A.C. 6A:7-1.8(c), ~~The~~the CEP ~~Comprehensive Equity Plan~~ shall include the following:**

1. An assessment of the school district's needs for achieving equity in educational **activities and** programs. The assessment shall include staffing practices; quality-of-program data; stakeholder-satisfaction data; and student assessment ~~and behavioral~~ data disaggregated by gender; race; ethnicity; **multilingual learner status; homeless status; limited English proficiency;** special education; migrant; date of enrollment; student suspension; expulsion; Child Study Team referrals; preschool through grade twelve promotion/retention data; preschool through grade twelve completion rates; **attendance data;** and re-examination and re-evaluation of classification and placement **process** of students in special education programs if there is **disproportionality**~~overrepresentation~~ within ~~a~~ certain groups;
2. A description of how other Federal, State, and district policies, programs, and practices are aligned to the ~~CEP~~**Comprehensive Equity Plan**;
3. Progress targets for closing the achievement **and opportunity** gaps;
4. Professional development targets regarding the knowledge and skills needed to provide a thorough and efficient education as defined by the **New Jersey Student Learning Standards (NJSLS)**,~~Core Curriculum Content Standards~~; differentiated instruction and formative assessments aligned to **the NJSLS**, ~~Core Curriculum Content Standards~~;—and **professional standards for teachers and school leaders**~~high expectations for teaching and learning~~; and
5. Annual targets **that address**~~addressing~~ district needs in equity in school and classroom practices **and** ~~that~~ are aligned to professional development targets.

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~~The A Comprehensive Equity Plan shall be written every three years and the Board of Education shall implement~~ **initiate** the ~~CEP Comprehensive Equity Plan~~ within sixty days of **the Executive County Superintendent's certification of completion** ~~its approval and shall implement the plan in accordance with the timelines approved by the New Jersey Department of Education.~~

~~In If the event~~ the Board ~~of Education~~ does not implement the ~~CEP Comprehensive Equity Plan~~ within ~~sixty one hundred eighty~~ days of **the Executive County Superintendent's certification of completion** ~~its approval~~ date, or fails to report its progress annually, sanctions deemed to be appropriate by the Commissioner of Education or ~~his/her~~ designee shall be imposed, and may include action to suspend, terminate, or refuse to award continued Federal or State financial assistance, pursuant to N.J.S.A. 18A:55-2.

N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:7-1.4; 6A:7-1.7;~~9~~ **6A:7-1.8**

Adopted: 11 November 1999  
Revised and Adopted: 10 January 2005  
Amended: October 2007  
Revised and Adopted: 11 April 2011  
Revised and Adopted: 18 July 2016  
**Revised and Adopted:**