

**New Jersey State Department of Education
Division of Field Services**



**Comprehensive Equity Plan
for School Years 2025-26 through 2027-28**

Instructions and Forms

**To Assist School Districts, Charter Schools and Renaissance School Projects in Developing
A Comprehensive Equity Plan to Provide Equity in Educational Activities and Programs**

Due Date: On or before June 23, 2025

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General Information

Purpose

In September 2023, the State Board of Education re-adopted N.J.A.C. 6A:7, Managing for Equity in Education, which outlines responsibilities for achieving and maintaining compliance with all state and federal laws governing equity in educational activities and programs. As a result, all school districts, including charter schools and renaissance school projects are mandated to develop a three-year Comprehensive Equity Plan (CEP). The responsibility of each board of education of every public school district and charter school or renaissance school project board of trustees in New Jersey is to identify and correct all discriminatory and inequitable policies, programs, practices and conditions within or affecting its schools. The role of the New Jersey Department of Education (NJDOE) is to ensure that each district, charter school or renaissance school project complies with equity requirements, and to provide guidelines to accomplish that result.

The CEP enables school districts, charter schools and renaissance school projects to demonstrate compliance with all applicable laws, codes, and regulations, including, but not limited to, the following:

Federal Laws

- Titles VI and VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Section 504 of the Rehabilitation Act of 1973
- Equal Pay Act
- The Americans with Disabilities Act of 1990
- Individuals with Disabilities Education Act (I.D.E.A.)

State Laws

- Article I, Paragraph 5 of the New Jersey State Constitution
- N.J.S.A.18A:36-20, Equality in Educational Programs
- N.J.S.A.10:5 New Jersey Law Against Discrimination
- New Jersey Administrative Code (N.J.A.C.) 6A:7
- N.J.S.A. 18A:35-1, History of the United States and New Jersey
- N.J.S.A. 18A:36-20, Prohibition of Discrimination

Questions

Questions regarding the development, submission, and implementation of the Comprehensive Equity Plan may be sent to countyoffice@doe.nj.gov. Additionally, questions may be directed to the county education specialist at the County Office of Education. The contact list for the county offices of education is available on the NJDOE [County Information and Services](#) webpage.

Submission Deadlines

School districts, charter schools and renaissance school projects must submit the CEP for school years 2025-26 through 2027-28 and corresponding forms to the **County Office of Education** for review and certification of completion no later than **Monday, June 23, 2025**. Pursuant to N.J.A.C. 6A:7-1.8(d), implementation of the CEP for school years 2025-26 through 2027-28 shall begin within 60 days of the Executive County Superintendent's (ECS) certification of completion.

Resources for more Information About Equity and Equality in Education

- [NJ State Division on Civil Rights website](#)
- [U.S. Dept. of Education Office for Civil Rights website](#)
- [U.S. Commission on Civil Rights website](#)
- [U.S. Dept. of Justice Civil Rights Division website](#)

Instructions For Completion of the Comprehensive Equity Plan

Step 1: Designate the Affirmative Action Officer and Establish the Affirmative Action Team N.J.A.C. 6A:7-1.5 (Appendix A)

Each school district, charter school or renaissance school project shall annually designate a member of its staff as the affirmative action officer (AAO) and provide a resolution approving the AAO. The district, charter school or renaissance school project shall form an affirmative action team (AAT) — a minimum of three individuals — of whom the AAO is a member, to conduct a needs assessment and to develop the CEP. The NJDOE encourages school districts, charter schools and renaissance school projects to ensure a diverse stakeholder group and to invite a member of the community as part of the team. The members of the AAT must be identified on the form provided in this manual (Appendix A) Affirmative Action Team.

Step 2: Analyze Data to Assess Needs for Achieving Equity N.J.A.C. 6A:7-1.4(c)1

Each school district, charter school or renaissance school project board shall assess the school district's needs for achieving equity in educational activities and programs based on an analysis of data including, but not limited to, National Assessment of Educational Progress and State assessment results, preschool-through-grade-12 promotion/retention data, preschool-through-grade-12 completion rates, and re-examination and re-evaluation of classification and placement of students in special education programs if there is overrepresentation within the protected categories listed at N.J.A.C. 6A:7-1.1(a); staffing practices; student demographic data; attendance data; quality of program data; the Federally mandated Civil Rights Data Collection; student access to educational activities and programs; discipline, graduation rate, and postsecondary enrollment; student, staff, and community member interviews; enrollment and scoring in advanced classes; teacher workforce diversity; and stakeholder satisfaction data.

Step 3: Complete the Comprehensive Equity Plan Needs Assessment (Appendix B)

Each school district, charter school or renaissance school project board shall use Appendix B entitled, "District, Charter School and Renaissance School Project Needs Assessment" to conduct a needs assessment of each school. This document is intended to be used as a checklist to assist the AAO and the AAT to identify and eliminate discriminatory practices and other barriers to achieving equity in educational activities and programs. The completed Needs Assessment must be submitted to the county office as part of the documentation that accompanies the CEP. When

citing documentation in the Needs Assessment, you must include the document title, date of board of education or board of trustees' adoption and page number in the document being provided. In conducting the needs assessment, the AAT will ascertain whether the school district (and each school within the district), charter school or renaissance school project is in compliance with each requirement in the checklist and whether there are internal monitoring procedures in place to ensure continuing compliance. Those items needing correction or requiring an internal monitoring procedure or system will form the basis for the improvement strategies that will be proposed in the CEP.

The school district, charter school or renaissance school project needs assessment contains three sections:

- I. Board Responsibility — This section sets forth the types of policies and resolutions that the Board must adopt (create if nonexistent, revise if existing but deficient) in order to comply with applicable law. This section outlines specific areas that must be addressed in these policies and resolutions.
- II. Staff Development — Staff development and training on equity matters is required annually for all staff, certificated and non-certificated.
- III. School and Classroom Practices — This section sets forth the equity requirements for four categories: curriculum, student access, guidance, and physical education/athletics.

Note: At the beginning of each section of the needs assessment, the laws and codes that specifically apply to the section have been provided for your convenience. The NJDOE encourages the AAT preparing the CEP to refer to these sources of legal authority and become acquainted with the mandates they contain.

Step 4: Complete the Comprehensive Equity Plan Corrective Action Forms, if applicable (Appendix C)

After identifying items that were not compliant in Appendix B, improvement strategies covering the next three years must be developed for each identified item. For this purpose, forms specific to each assessment section are provided within the packet.

- I. Board Responsibilities
- II. Staff Development
- III. School and Classroom Practices (One for each sub-area: Equity in Curriculum, Equity in Student Access, Equity in Guidance Programs, and Equity in Physical Education/Athletic Programs)

For each form:

Identify Items that were Not Compliant

In Appendix C, enter the section or subsection of items that were not compliant identified in Appendix B. If a school within a district is not compliant; identify the school(s) by name. If the district, charter school or renaissance school project itself is not compliant, write "district wide, charter school-wide or renaissance school project-wide." If one school is out of compliance, the entire district is out of compliance and a plan to address the noncompliant schools must be developed.

Develop Improvement Strategies

List each item that was not compliant from the corresponding number in Appendix B, together with the strategies/activities you will use to improve or correct the deficiency. A district, charter school or renaissance school project should ensure that its strategies are specific, measurable, achievable, realistic and time-bound (S.M.A.R.T.).

Assign Staff Responsible

List the names and titles of the personnel that will implement the proposed strategies and activities.

Plan the Implementation Timeline

Indicate the year or specific timeframe that the strategy or activity will take place, (i.e. 2025-2026 school year; 2026-2027 school year, ongoing, etc.).

Provide Evidence of Completion

List the indicator(s) and/or documentation that will be made available for review, if requested, which will verify that the identified item is being or was corrected. Use qualitative or quantitative methods depending on the item that is being corrected. This will set forth the basis for approval of the CEP by the district board of education. The CEP is incomplete if this information is not included. Pursuant to N.J.A.C. 6A:7-1.4(c)4, submission of an incomplete CEP will result in the ECS returning the CEP to the school district, charter school, or renaissance school project for revision.

Step 5: Complete the Statement of Assurance (Appendix D)

The Statement of Assurance is submitted with the Comprehensive Equity Plan to ensure district, charter school or renaissance school project compliance with statute and code. The chief school administrator, charter school or renaissance school project lead person must sign and date the Statement of Assurance in the space indicated at the bottom of the form.

Step 6: Obtain Board Resolutions

The following Board or Board of Trustee (Board) resolutions must be attached to the CEP:

- Annual resolution appointing the Affirmative Action Officer for 2025-2026 school year;
- Board resolution authorizing the Affirmative Action Team to conduct the needs assessment and develop a CEP; and,
- Board resolution approving the CEP and authorizing its submission to the ECS.

Step 7: Assemble the Submission Package

Assemble the submission package in this order:

1. Statement of Assurance (Appendix D)
2. Resolution appointing the Affirmative Action Officer
3. Resolution authorizing the Affirmative Action Team to conduct the needs assessment and develop a CEP;
4. Resolution authorizing the submission of the proposed CEP.
5. List of Affirmative Action Team members (Appendix A)
6. District, Charter School and Renaissance School Needs Assessment (Appendix B)
7. Comprehensive Equity Plan Corrective Action forms, if applicable (Appendix C)

Step 8: Submit the CEP

Submit one (1) original CEP to the County Office of Education on or before Monday, June 23, 2025. The contact list for the county offices of education is available on the NJDOE [County Information and Services](#) webpage.

Each school district, charter school or renaissance school project is required to submit the annual statement of assurance to their respective county office of education by the date established by the NJDOE (Appendix D).

Managing for Equity in Education (N.J.A.C. 6A:7)

Accountability

Each school district, charter school or renaissance school project must review the board approved CEP on an annual basis and submit a statement of assurance regarding the CEP implementation to the County Office of Education no later than the date established by the NJDOE each year. Statements of Assurance forms for each school year are attached as Appendix D.

A sampling of school districts, charter schools or renaissance school projects may be reviewed by the NJDOE on an annual basis for compliance of the approved CEP.

Sanctions

As noted in N.J.A.C. 6A:7-1.8(e), if the district board of education does not implement the comprehensive equity plan within 60 days of the ECS's certification of completion date, or fails to report its progress annually, sanctions deemed to be appropriate by the Commissioner of Education or the Commissioner's 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.

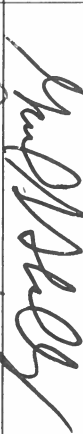
In accordance with N.J.S.A. 18A:36C-7h, renaissance school projects are bound to the laws and regulations that govern charter schools.

Affirmative Action Team

The following Affirmative Action Team (AAT) members participated in the development of the needs assessment and Comprehensive Equity Plan. The AAT must consist of a minimum of three personnel and be comprised of diverse stakeholders. Add rows to Table 1 as needed.

School District, Charter School or Renaissance School Project Name:

Table 1: Affirmative Action Team Members

Name	Title	Grade Level (if applicable)	Signature
Julie A. Scully	Affirmative Action Officer		
Jordana Simmons	Teacher/Equity Council Member	9-12	
Tara Wood	Teacher/Equity Council Member	9-12	
Marcie Geyer	Director of Curriculum		
Erika Silich	Director of Special Education/Affirmative Action Officer		
Gail Shelly	Supervisor of Social Studies/WLang		
Jennifer Brown	Vice-Principal/Affirmative Action Officer		
Maureen Corson	Community Member		
Pat Wilson	Board Member		

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 in the Comprehensive Equity Plan Corrective Action forms.

Board Responsibilities

N.J.A.C. 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

Adopt or re-adopt and implement written educational equity policies that require the following: (N.J.A.C. 6A:7-1.4a)

Table 2: Equity in School and Classroom Practices, that shall, as a minimum, do the following (N.J.A.C. 6A:7-1.7)

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	Date of Board Adoption	List name of noncompliant school(s) in the district
Identify and address all forms of prejudice and discrimination in all district, charter, or renaissance school project activities and programs, practices, curricula, instructional materials, and assessments.	YES	Policy 1140 – Educational Equity Policies/Affirmative Action Policy 1523 – Comprehensive Equity Plan Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity	P1140 Apr 2024 P1523 May 2024 P2260 May 2024 R2260 May 2024	N/A
Ensure equitable access to all schools, facilities, activities, and programs, and benefits for all students regardless of the	YES	Policy 1140 – Educational Equity Policies/Affirmative Action Policy 1523 – Comprehensive Equity Plan	P1140 Apr 2024 P1523 May 2024	N/A

protected categories listed at N.J.A.C. 6A:7-1.1(a).		<p>Policy & Regulation 2260 – Equity in School and Classroom Practices</p> <p>Policy & Regulation 2520 – Instructional Supplies</p> <p>Policy & Regulation 5750 – Equitable Educational Opportunity</p> <p>Policy 5841 – Secret Societies</p> <p>Policy 5842 – Equal Access of Student Organizations</p>	<p>P2260 May 2024 R2260 May 2024</p> <p>P2520 May 2023 R2520 May 2023</p> <p>P5750 Apr 2024 R5750 Apr 2009</p> <p>P5841 Apr 2024</p> <p>P5842 May 2024</p>	
Provide equitable treatment for pregnant and married students.	YES	<p>Policy 2416 – Programs for Pregnant Students</p> <p>Policy 5752 – Marital Status and Pregnancy</p>	<p>P2416 Apr 2009</p> <p>P5752 Apr 2009</p>	N/A
Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation, and bullying. (P.L.2010, c122).	YES	<p>Policy 1523 – Comprehensive Equity Plan</p> <p>Policy 5512 – Harassment, Intimidation, or Bullying</p> <p>Policy 5541 - Anti-Hazing</p> <p>Policy & Regulation 5751 – Sexual Harassment of Students</p> <p>Policy & Regulation 8461 – Reporting Violence, Vandalism, Harassment, Intimidation, Bullying, Alcohol, Other Drug Offenses</p>	<p>P1523 May 2024</p> <p>P5512 Mar 2025</p> <p>P5541 Mar 2022</p> <p>P5751 Dec 2021 R5751 Dec 2021</p> <p>P8461 Mar 2019 R8461 Mar 2019</p>	N/A

Table 3: Affirmative Action Officer, Affirmative Action Team, Develop Comprehensive Equity Plan

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	Date of Board Adoption	List name of noncompliant school(s) in the district
The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district, charter, or renaissance school project school's Section 504 Officer and/or the district, charter or renaissance school project's Title IX Coordinator. (N.J.A.C. 6A-7-1.5).	YES	Policy 1140 – Educational Equity Policies/Affirmative Action Policy & Regulation 1510 – Americans With Disabilities Act Policy & Regulation 2418 – Section 504 of the Rehabilitation Act of 1973 - Students	P1140 Apr 2024 P1510 Nov 2018 R1510 Feb 2017 P2418 Nov 2018 R2418 Feb 2017	N/A
Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	YES	Policy 1140 – Educational Equity Policies/Affirmative Action Policy 1523 – Comprehensive Equity Plan	P1140 Apr 2024 P1523 May 2024	N/A

<p>Authorize the Affirmative Action Officer and 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 and renaissance school projects will report annual progress in the NJDOE, Office of Charter and Renaissance Schools Annual Report.</p>	YES	<p>Policy 1140 – Educational Equity Policies/Affirmative Action</p> <p>Policy 1523 – Comprehensive Equity Plan</p>	<p>P1140 Apr 2024</p> <p>P1523 May 2024</p>	N/A
<p>Collect and analyze Annual Yearly Progress Target data for underperforming student groups 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</p>	YES	<p>Policy 1140 – Educational Equity Policies/Affirmative Action</p> <p>Policy & Regulation 2423 – Bilingual Education</p> <p>Policy 2610 – Educational Program Evaluation</p> <p>Policy & Regulation 2622 – Student Assessment</p>	<p>P1140 Apr 2024</p> <p>P2423 Apr 2024</p> <p>R2423 Apr 2024</p> <p>P2610 Mar 2019</p> <p>P2622 Mar 2022</p> <p>R2622 Mar 2022</p>	N/A

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 county vocational school district website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.		(For County Vocational School Districts Only) Policy & Regulation 5111 – Eligibility of Resident/Nonresident Students	P5111 May 2024 R5111 Nov 2023	
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Staff Development and Training

Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement and opportunity gaps and other inequities arising from prejudice on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a) every school year, as follows. (Table 5).

Table 5: Staff Development and Training (N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5)

Staff Development and Training	Compliant Yes or No	Documentation or evidence to substantiate compliance must include Board policy title, number, and date of adoption and or revision	Date of Board Adoption	List name of noncompliant school(s) in the district
All certificated (administrative and professional) staff.	YES	Policy 1140 – Educational Equity Policies/Affirmative Action Policy 1523 – Comprehensive Equity Plan Policy & Regulation 3240 – Professional Development for Teachers and School Leaders	P1140 Apr 2024 P1523 May 2024 P3240 Jan 2018 R3240 Aug 2017	N/A

Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on the protected categories listed at N.J.A.C. 6A:7-1.1(a).	YES	<p>Policy 1140 – Educational Equity Policies/Affirmative Action</p> <p>Policy & Regulation 1510 – Americans with Disabilities Act</p> <p>Policy & Regulation 2260 – Equity in School and Classroom Practices</p> <p>Policy & Regulation 2418 – Section 504 of the Rehabilitation Act of 1973 - Students</p> <p>Policy 5512 – Harassment, Intimidation, or Bullying</p> <p>Policy & Regulation 5750 – Equitable Educational Opportunity</p> <p>Policy & Regulation 5751 – Sexual Harassment of Students</p>	<p>P1140 Apr 2024</p> <p>P1510 Nov 2018 R1510 Feb 2017</p> <p>P2260 May 2024 R2260 May 2024</p> <p>P2418 Nov 2018 R2418 Feb 2017</p> <p>P5512 Mar 2025</p> <p>P5750 Apr 2024 R5750 Apr 2009</p> <p>P5751 Dec 2021 R5751 Dec 2021</p>	N/A
Report on progress made in meeting the adequate yearly targets (as set by the NJDOE) for closing the achievement gap.	YES	<p>Policy 1140 – Educational Equity Policies/Affirmative Action</p> <p>Policy & Regulation 2260 – Equity in School and Classroom Practices</p> <p>Policy 2415 – Every Student Succeeds Act Regulation 2415 – Title I Services</p> <p>Policy 2610 – Educational Program Evaluation</p>	<p>P1140 Apr 2024</p> <p>P2260 May 2024 R2260 May 2024</p> <p>P2415 Aug 2022 R2415 Apr 2009</p> <p>P2610 Mar 2019</p>	N/A
Authorize the AAO to conduct yearly equity training for all staff.	YES	Policy 1140 – Educational Equity Policies/Affirmative Action	P1140 Apr 2024	N/A

<p>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, or renaissance school projects equity responsibilities.</p>				
<p>Inform students, staff, and the community of the name, office address, and phone number of the district, charter, or renaissance school project's AAO, and publicize the location and availability of the district, charter, or renaissance school project's CEP, policies, grievance procedures, and annual reports.</p>	<p>YES</p>	<p>Policy 1140 – Educational Equity Policies/Affirmative Action Policy & Regulation 1510 – Americans with Disabilities Act Policy & Regulation 2260 – Equity in School and Classroom Practices</p>	<p>P1140 Apr 2024 P1510 Nov 2018 R1510 Feb 2017 P2260 May 2024 R2260 May 2024</p>	<p>N/A</p>

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 student groups on Annual Yearly Progress Target reports for State assessments.			
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Table 4: Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions

Board Responsibility	Complaint Yes or No	Documentation or evidence to substantiate compliance must include Board policy title, number, and date of adoption and or revision	Date of Board Adoption	List name of noncompliant school(s) in the district
Inform the school community of the Board's policies prohibiting bias, harassment, discrimination, and segregation; and ensuring equity in educational activities and programs.	YES	Policy 1140 – Educational Equity Policies/ Affirmative Action Policy 1523 – Comprehensive Equity Plan Policy 5512 – Harassment, Intimidation, or Bullying	P1140 Apr 2024 P1523 May 2024 P5512 Mar 2025	N/A
Define the responsibilities of the AAO (Affirmative	YES	Policy 1140 – Educational Equity Policies/Affirmative Action	P1140 Apr 2024	N/A

All non-certificated (non-professional) staff.	YES	Policy 1140 – Educational Equity Policies/Affirmative Action	P1140 Apr 2024	N/A
		Policy & Regulation 4240 – Employee Training	P4240 Apr 2009 R4240 Apr 2009	

School and Classroom Practices

A. Equity in Curriculum (Tables 6 and 7)

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

Ensure that the district, charter school or renaissance school project's curriculum and instruction are aligned to the New Jersey Student Learning Standards and 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 activities and programs and by providing opportunities for students to interact positively with others regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a). Areas covered include, but are not limited to, the following (Tables 6 and 7)

Table 6: Equity in Curriculum

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	Date of Board Adoption	List name of noncompliant school(s) in the district

School climate and culture, safe and positive learning environment.	YES	Policy 1140 – Educational Equity Policies/Affirmative Action Policy & Regulation 2260 – Equity in School and Classroom Practices Policy 5512 – Harassment, Intimidation, or Bullying Policy & Regulation 5750 – Equitable Educational Opportunity	P1140 Apr 2024 P2260 May 2024 R2260 May 2024 P5512 Mar 2025 P5750 Apr 2024 R5750 Apr 2009	N/A
Courses of study, including Physical Education.	YES	Policy & Regulation 2200 – Curriculum Content Policy & Regulation 2260 – Equity in School and Classroom Practices Policy 2422 – Comprehensive Health and Physical Education Policy & Regulation 5750 – Equitable Educational Opportunity	P2200 Oct 2024 R2200 Apr 2024 P2260 May 2024 R2260 May 2024 P2422 Sep 2024 P5750 Apr 2024 R5750 Apr 2009	N/A
Library materials/Instructional materials and strategies.	YES	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 2520 – Instructional Supplies Policy & Regulation 5750 – Equitable Educational Opportunity	P2260 May 2024 R2260 May 2024 P2520 May 2023 R2520 May 2023 P5750 Apr 2024 R5750 Apr 2009	N/A

Technology/software and audio-visual materials.		Policy & Regulation 2260 – Equity in School and Classroom Practices	P2260 May 2024 R2260 May 2024	
Guidance and counseling, including harassment, intimidation, and bullying, sexual harassment, and grievance procedures.	YES	Policy & Regulation 5750 – Equitable Educational Opportunity Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 2411 – Guidance Counseling Policy 5512 – Harassment, Intimidation, Bullying Policy & Regulation 5750 – Equitable Educational Opportunity Policy 5541 Anti-Hazing Policy & Regulation 5751 – Sexual Harassment of Students	P5750 Apr 2024 R5750 Apr 2009 P2260 May 2024 R2260 May 2024 P2411 Apr 2024 R2411 Sep 2024 P5512 Mar 2025 P5750 Apr 2024 R5750 Apr 2009 P5541 Mar 2022 P5751 Dec 2021 R5751 Dec 2021	N/A
Extra-curricular activities and programs.	YES	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity	P2260 May 2024 R2260 May 2024 P5750 Apr 2024 R5750 Apr 2009	N/A
Tests and other assessments.	YES	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy 2428.1 – Standards-Based Instructional Priorities Policy & Regulation 2622 – Student Assessment Policy & Regulation 5750 – Equitable Educational Opportunity	P2260 May 2024 R2260 May 2024 P2428.1 Apr 2009 P2622 Mar 2022 R2622 Mar 2022 P5750 Apr 2024 R5750 Apr 2009	N/A

Reduction and/or prevention of under representation of minority, female, and male students in all classes, activities, and programs.		Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity	P2260 May 2024 R2260 May 2024 P5750 Apr 2024 R5750 Apr 2009	
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Table7: Equity in Curriculum

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	Date of Board Adoption	List name of noncompliant school(s) in the district
Include a multicultural curriculum in the instructional content and practices across the curriculum.	No	<p>Policy & Regulation 2260 – Equity in School and Classroom Practices</p> <p>Policy & Regulation 5750 – Equitable Educational Opportunity</p> <p>While this is evident in policy and in the written curriculum of ELA, Social Studies, & World Languages it is not readily identifiable in core content areas such as Science and Math. We are also growing in this area for the Health curriculum:the standards for Comprehensive Health & PE require attention to personalization of issues concerning personal and mental health, personal safety, and physical fitness.</p>	<p>P2260 May 2024 R2260 May 2024 P5750 Apr 2024 R5750 Apr 2009</p>	<p>Highland Triton Timber Creek</p>

Ensure the Amistad Commission Curriculum is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	YES	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy 2422 – Comprehensive Health and Physical Education Policy & Regulation 5750 – Equitable Educational Opportunity	P2260 May 2024 R2260 May 2024 P2422 Sep 2024	N/A
Ensure the Commission on Holocaust Education curriculum for elementary and secondary school students, as developmentally appropriate. (N.J.S.A. 18A:35-28)	YES	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity	P2260 May 2024 R2260 May 2024 P5750 Apr 2024 R5750 Apr 2009	N/A
Include instruction on all curricular requirements pursuant to N.J.A.C. 6A:8, including curriculum developed concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) or curriculum developed by any commissions constituted for the development of curriculum concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).	YES	Policy & Regulation 2200 – Curriculum Content Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity Through differentiated instruction, consistent use of formative assessment, and ongoing evaluative feedback to teachers, we ensure that all instruction and curriculum requirements provide equal access to challenging educational activities and programs based on NJSL.	P2200 Oct 2024 R2200 Apr 2024 P2260 May 2024 R2260 May 2024 P5750 Apr 2024 R5750 Apr 2009	N/A

B. Equity in Student Access (Tables 8–10)

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 IDEIA 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 equitable and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a) as follows (Table 8):

Table 8: Equity in Student Access

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	Date of Board Adoption	List name of noncompliant school(s) in the district
Ensure equal and barrier-free access to all school and classroom facilities.	YES	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity	P2260 May 2024 R2260 May 2024 P5750 Apr 2024 R5750 Apr 2009	N/A
Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter, or renaissance school project's overall minority racial and ethnic representation.	YES	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity	P2260 May 2024 R2260 May 2024 P5750 Apr 2024 R5750 Apr 2009	N/A
Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	YES	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity Policy & Regulation 7102 – Site Selection and Acquisition	P2260 May 2024 R2260 May 2024 P5750 Apr 2024 R5750 Apr 2009 P7102 Sep 2024 R7102 Sep 2017	N/A

Ensure that students are not separated or isolated on the basis of protected categories listed at N.J.A.C. 6A:7-1.1(a) resulting in disproportionate placement within schools, courses, classes, activities, and programs or extracurricular activities, except as provided under N.J.A.C. 6A:7-1.7(b), which permits a district, at its discretion, to conduct portions of classes that deal exclusively with human sexuality in separate developmentally appropriate sessions based on gender identity, provided the course content for each such separately conducted sessions is the same.	YES	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity Policy 8110 – Attendance Areas	P2260 May 2024 R2260 May 2024 P5750 Apr 2024 R5750 Apr 2009 P8110 Apr 2009	N/A
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Ensure that students are not separated or isolated on the basis of protected categories listed at N.J.A.C. 6A:7-1.1(a) resulting in disproportionate placement within schools, courses, classes, activities and programs or extracurricular activities. (Tables 9 and 10)

Table 9: Equity in Student Access

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	Date of Board Adoption	List name of noncompliant
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				school(s) in the district
Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.	YES	<p>Policy & Regulation 2260 – Equity in School and Classroom Practices</p> <p>Policy & Regulation 5750 – Equitable Educational Opportunity</p> <p>The Equity Council and Department Supervisors conduct an annual review of enrollment in advanced courses (including AP, Honors, and Advanced elective offerings across content areas) to assess equity in representation of minority and female students.</p>	<p>P2260 May 2024 R2260 May 2024</p> <p>P5750 Apr 2024 R5750 Apr 2009</p>	N/A
Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	No	<p>Policy & Regulation 2260 – Equity in School and Classroom Practices</p> <p>Policy & Regulation 5750 – Equitable Educational Opportunity</p> <p>The Equity Council and School Administrators conduct annual reviews of conduct incidents (detentions, suspensions, expulsions) and school dropout numbers to evaluate any unbalanced representation of minority and male students.</p> <p>Special Education Supervisors and CST Teams will conduct annual reviews of IEP classifications to determine if there is an unbalanced representation of minority and male students.</p>	<p>P2260 May 2024 R2260 May 2024</p> <p>P5750 Apr 2024 R5750 Apr 2009</p>	<p>Highland Triton Timber Creek</p>
Ensure equitable and bias-free access for all	YES	Policy & Regulation 2260 – Equity in School and Classroom Practices	<p>P2260 May 2024 R2260 May 2024</p>	

students to computers, computer classes, career and technical education programs, and technologically advanced instructional assistance, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a).		Policy 2421 – Career and Technical Education Policy & Regulation 5750 – Equitable Educational Opportunity	P2421 Nov 2021 P5750 Apr 2024 R5750 Apr 2009	
Ensure that all multilingual learners have equal and bias-free access to all school activities and programs.	YES	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 2423 – Bilingual Education Policy & Regulation 5750 – Equitable Educational Opportunity	P2260 May 2024 R2260 May 2024 P2423 Apr 2024 R2423 Apr 2024 P5750 Apr 2024 R5750 Apr 2009	N/A
Ensure that all students with disabilities have equal and bias-free access to all school activities and programs.	YES	Policy & Regulation 1510 – American with Disabilities Act Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 2460 – Special Education Policy & Regulation 5750 – Equitable Educational Opportunity	P1510 Nov 2018 R1510 Feb 2017 P2260 May 2024 R2260 May 2024 P2460 Apr 2017 R2460 Apr 2017 P5750 Apr 2024 R5750 Apr 2009	N/A
Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	YES	Policy & Regulation 5111 – Eligibility of Resident/Nonresident Students	P5111 May 2024 R5111 Nov 2023	N/A

Table 10: Equity in Student Access

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	Date of Board Adoption	List name of noncompliant school(s) in the district
Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of multilingual learners.	YES	Policy & Regulation 2423 – Bilingual Education	P2423 Apr 2024 R2423 Apr 2024	N/A
Utilize bias-free measures for determining the special needs of students with disabilities.	YES	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 2460 – Special Education Regulation 2460.1 – Special Education - Location, Identification, and Referral Regulation 2460.15 – Special Education – In-Service Training Needs for Professional and Paraprofessional Staff Regulation 2460.16 – Special Education - Instructional Material to Blind or Print-Disabled Students Regulation 2460.8 – Special Education - Free and Appropriate Public Education Regulation 2460.9 – Special Education - Transition From Early Intervention Programs to Preschool Programs	P2260 May 2024 R2260 May 2024 P2460 Apr 2017 R2460 Apr 2017 R2460.1 Apr 2017 R2460.15 Apr 2017 R2460.16 Sep 2024 R2460.8 Mar 2019	N/A

			R2460.9 Apr 2017	
Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including multilingual learners.	YES	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 2423 – Bilingual Education The Equity Council collaborates with the Supervisor of Multilingual Learning to ensure thorough and consistent promotion of services, activities, and programs to multilingual learners and to address areas of concern in representation of this population of students as active members of the school community.	P2260 May 2024 R2260 May 2024 P2423 Apr 2024 R2423 Apr 2024	N/A
Ensure that all pregnant students are permitted to remain in the regular school activities and programs. Ensure that equivalent instruction is provided to the students, if not permitted to attend school by a doctor.	YES	Policy 2416 – Programs for Pregnant Students Policy 5752 – Marital Status and Pregnancy Policy & Regulation 5750 – Equitable Educational Opportunity	P2416 Apr 2009 P5752 Apr 2009 P5750 Apr 2024 R5750 Apr 2009	N/A

C. 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 school district, charter or renaissance school project's guidance program provides the following (Table 11):

Table 11: Guidance Programs and Services

Guidance Programs and Services	Compliant Yes or No	Documentation or evidence to substantiate compliance must include Board policy title, number, and date of adoption and or revision	Date of Board Adoption	List name of noncompliant school(s) in the district
Access to adequate and appropriate counseling services for all students, inclusive of any protected categories listed at N.J.A.C. 6A:7-1.1(a).	YES	Policy & Regulation 2411 – Guidance Counseling Policy & Regulation 5750 – Equitable Educational Opportunity	P2411 Apr 2024 R2411 Sep 2024 P5750 Apr 2024 R5750 Apr 2009	N/A
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 non-traditional careers.	YES	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 2411 – Guidance Counseling Policy 2421 – Career and Technical Education	P2260 May 2024 R2260 May 2024 P2411 Apr 2024 R2411 Sep 2024 P2421 Nov 2021	N/A
		Policy & Regulation 5750 – Equitable Educational Opportunity	P5750 Apr 2024 R5750 Apr 2009	
Guidance counselors are using bias-free materials.	YES	Policy & Regulation 2411 – Guidance Counseling Policy & Regulation 5750 – Equitable Educational Opportunity	P2411 Apr 2024 R2411 Sep 2024 P5750 Apr 2024 R5750 Apr 2009	N/A

D. Equity in Physical Education

N.J.A.C. 6A:7-1.7 (d) and Title IX, Education Amendment of 1972

Ensure that the district, charter, or renaissance school project's physical education program is co-educational, as follows (Table 12):

Table 12: Physical Education

Physical Education	Compliant Yes or No	Documentation or evidence to substantiate compliance must include Board policy title, number, and date of adoption and or revision	Date of Board Adoption	List name of noncompliant school(s) in the district
All instructional activities are equitable and are co-educational.	YES	Policy 2422 – Comprehensive Health and Physical Education Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity	P2422 Sep 2024 P2260 May 2024 R2260 May 2024 P5750 Apr 2024 R5750 Apr 2009	N/A

E. 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 district, charter or renaissance school project's Athletic Program accomplishes the following. (Table 13):

Table 13: Athletic Programs

Athletic Programs	Compliant Yes or No	Documentation or evidence to substantiate compliance must include Board policy title, number, and date of adoption and or revision	Date of Board Adoption	List name of noncompliant school(s) in the district
Ensures relatively equitable numbers of varsity and sub-varsity teams for male and female students	YES	Policy & Regulation 2260 – Equity in School and Classroom Practices	P2260 May 2024 R2260 May 2024	N/A
Ensures equitable scheduling of night games, practice times, locations, and numbers of games for male and female teams.	YES	Policy & Regulation 2260 – Equity in School and Classroom Practices	P2260 May 2024 R2260 May 2024	N/A
Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	YES	Policy & Regulation 2260 – Equity in School and Classroom Practices	P2260 May 2024 R2260 May 2024	N/A
Provides comparable facilities for male and female teams.	YES	Policy & Regulation 2260 – Equity in School and Classroom Practices	P2260 May 2024 R2260 May 2024	N/A

Year	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056	2057	2058	2059	2060	2061	2062	2063	2064	2065	2066	2067	2068	2069	2070	2071	2072	2073	2074	2075	2076	2077	2078	2079	2080	2081	2082	2083	2084	2085	2086	2087	2088	2089	2090	2091	2092	2093	2094	2095	2096	2097	2098	2099																																																																																																																																																																																																																																						
1990	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200	201	202	203	204	205	206	207	208	209	210	211	212	213	214	215	216	217	218	219	220	221	222	223	224	225	226	227	228	229	230	231	232	233	234	235	236	237	238	239	240	241	242	243	244	245	246	247	248	249	250	251	252	253	254	255	256	257	258	259	260	261	262	263	264	265	266	267	268	269	270	271	272	273	274	275	276	277	278	279	280	281	282	283	284	285	286	287	288	289	290	291	292	293	294	295	296	297	298	299	300	301	302	303	304	305	306	307	308	309	310	311	312	313	314	315	316	317	318	319	320	321	322	323	324	325	326	327	328	329	330	331	332	333	334	335	336	337	338	339	340

For each noncompliant area of the district, charter school or renaissance school project's Needs Assessment describe the corrective actions to be implemented for School Years 2025-2026 through 2027-2028 to provide in-service training for school personnel on a continuing basis to identify and resolve problems arising from prejudice on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a).

[illegible]

assessment describe the corrective actions to be implemented for School Years 2025-2026 through 2027-2028 and promote understanding and mutual respect among all students. Add rows as needed

[illegible]

Section/sub-section from needs assessment	Improvement Strategies, SMART Goals, and Targets	Staff Responsible	Implementation Timeline	Evidence of Completion

Equity in Student Access

School District, Charter School or Renaissance School Project Name:

Objective

For each noncompliant area of the district, charter school or renaissance school project's Needs Assessment describe the corrective actions to be implemented for School Years 2025-2026 through 2027-2028 to provide equal and bias-free access for all students to all school facilities, courses, activities, programs and services, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a). Add rows as needed.

Table 17: Corrective Actions, School and Classroom Practices: Equity in Student Access

Section/sub-section from needs assessment	Improvement Strategies, SMART Goals, and Targets	Staff Responsible	Implementation Timeline	Evidence of Completion
B. Table 9	The Equity Council and School Administrators will conduct annual reviews of conduct incidents (detentions, suspensions, expulsions) and school dropout numbers to evaluate any unbalanced representation of minority and male students. Special Education Supervisors and CST Teams will conduct annual reviews of IEP classifications to determine if there is an unbalanced representation of minority and male students.	Building Administration Equity Council	Ongoing through 2028	Reduction of incidents for male and minority students

[illegible]

School District, Charter School or Renaissance School Project Name:

For each noncompliant area of the district, charter school or renaissance school project's Needs Assessment describe the corrective actions to be implemented for School Years 2025-2026 through 2027-2028 to ensure that there is gender equity in all physical education and athletic programs, and to ensure equitable opportunities for all students to participate in athletics regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a). Add rows as needed.

