

509 BRAMHALL AVENUE, JERSEY CITY, NEW JERSEY 07304, 201-433-5300

June 25, 2025

VIA EMAIL

Ms. Melissa Pearce
Executive County Superintendent
Hudson County Office of Education
830 Bergen Avenue Suite 7B
Jersey City, NJ 07306-4507

Re: Comprehensive Equity Plan

Dear Ms. Pearce:

For review and approval, please find enclosed the Comprehensive Equity Plan Package as submitted by Dr. Lena Edwards Academic Charter School.

Sincerely,

A handwritten signature in blue ink, appearing to read "Chris Garlon", with a long horizontal flourish extending to the right.

Christopher Garlon
CEO

Appendix D

Yearly Statements of Assurance

2025-2026

2026-2027

2027-2028

Comprehensive Equity Plan Statement of Assurance

(to be Submitted with the Three-Year CEP)

School District, Charter School or Renaissance School Project Information School Year 2025-2026

Name of County: **Hudson**

Name of School District/Charter School/Renaissance School Project: **Dr. Lena Edwards Academic Charter School**

Address: **509 Bramhall Avenue, Jersey City, NJ 07304**

Affirmative Action Officer (AAO): **Jeffrey Mohr**

Telephone #: **201-433-5300**

AAO Email: **jmohr@drlenaedwardscharterschool.org**

Alternate Contact Person: **Andrew Elam**

Telephone #: **201-433-5300**

Title: **Assistant School Business Administrator**

Email: **aelam@drlenaedwardscharterschool.org**

1. The school district, charter school or renaissance school project has conducted a comprehensive needs assessment of its equality and equity needs at each school within the district, charter school or renaissance school project, if applicable. The attached Comprehensive Equity Plan is designed to meet the assessed equality and equity needs at each site, if applicable.
2. The local Board has authorized the submission of the Comprehensive Equity Plan and will support full implementation of the plan within 60 days of certification of completion by the Executive County Superintendent.
3. The school district, charter school or renaissance school project will achieve and maintain compliance with all applicable laws, codes and regulations governing equity in education including, but not limited to: N.J.S.A.18A:36-20; N.J.S.A.10:5; N.J.A.C. 6A:7; 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; The Americans with Disabilities Act of 1990; Individuals with Disabilities Education Act (I.D.E.A.) of 1997.

Certification

By signing below, the Chief School Administrator or Charter or Renaissance School Project Lead Person certifies that all statements above are true and correct:

Name and Title: **Christopher Garlin, CEO**

Signature:



Date: **June 23, 2025**

Comprehensive Equity Plan Statement of Assurance, Year 2

School District, Charter School or Renaissance School Project Information School Year 2026-2027

Name of County: **Hudson**

Name of School District/Charter School/Renaissance School Project: **Dr. Lena Edwards Academic Charter School**

Address: **509 Bramhall Avenue, Jersey City, NJ 07304**

Affirmative Action Officer (AAO): **Jeffrey Mohr**

Telephone #: **201-433-5300**

AAO Email: **jmohr@drlenaedwardscharterschool.org**

Alternate Contact Person: **Andrew Elam**

Telephone #: **201-433-5300**

Title: **Assistant School Business Administrator**

Email: **aelam@drlenaedwardscharterschool.org**

1. The school district, charter school or renaissance school project has reviewed its implementation strategies for school year 2025-2026 and provides assurance that the implementation timeline has been met at each school within the district, charter school or renaissance school project, if applicable. The areas of noncompliance as indicated in the CEP have met specific indicators of achievement at each site, if applicable, during this previous school year.
2. The school district, charter school or renaissance school project will continue to fully implement its Board-approved Comprehensive Equity Plan.
3. The district, charter school or renaissance school project will achieve and maintain compliance with all applicable laws, codes, and regulations governing equity in education including, but not limited to: N.J.S.A.18A:36-20; N.J.S.A.10:5; N.J.A.C. 6A:7; 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; The Americans with Disabilities Act of 1990; Individuals with Disabilities Education Act (I.D.E.A.) of 1997.

Certification

By signing below, the Chief School Administrator or Charter or Renaissance School Project Lead Person certifies that all statements above are true and correct:

Name and Title: **Christopher Garlin, CEO**

Signature:



Date: **June 23, 2025**

Comprehensive Equity Plan Statement of Assurance, Year Three

School District, Charter School or Renaissance School Project Information School Year 2027-2028

Name of County: **Hudson**

Name of School District/Charter School/Renaissance School Project: **Dr. Lena Edwards Academic Charter School**

Address: **509 Bramhall Avenue, Jersey City, NJ 07304**

Affirmative Action Officer (AAO): **Jeffrey Mohr**

Telephone #: **201-433-5300**

AAO Email: **jmohr@drlenaedwardscharterschool.org**

Alternate Contact Person: **Andrew Elam**

Telephone #: **201-433-5300**

Title: **Assistant School Business Administrator**

Email: **aelam@drlenaedwardscharterschool.org**

1. The school district, charter school or renaissance school project has reviewed its implementation strategies for school year 2026-2027 and provides assurance that the implementation timeline has been met at each school within the district, charter school or renaissance school project, if applicable. The areas of noncompliance as indicated in the CEP have met specific indicators of achievement at each site, if applicable, during this previous school year.
2. The school district, charter school or renaissance school project will continue to fully implement its Board-approved Comprehensive Equity Plan.
3. The district, charter school or renaissance school project will achieve and maintain compliance with all applicable laws, codes, and regulations governing equity in education including, but not limited to: N.J.S.A.18A:36-20; N.J.S.A.10:5; N.J.A.C. 6A:7; 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; The Americans with Disabilities Act of 1990; Individuals with Disabilities Education Act (I.D.E.A.) of 1997.

Certification

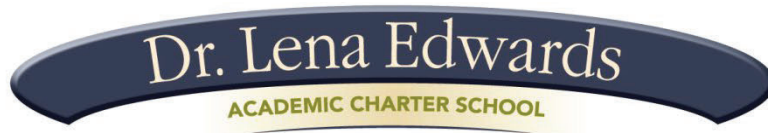
By signing below, the Chief School Administrator or Charter or Renaissance School Project Lead Person certifies that all statements above are true and correct:

Name and Title: **Christopher Garlin, CEO**

Signature:



Date: **June 23, 2025**



Resolution #: 6/25/5

DR. LENA EDWARDS ACADEMIC CHARTER SCHOOL (“DLEACS”)

Board of Trustees (the “Board”)

**APPOINTING ASSISTANT PRINCIPAL JEFFREY MOHR AS
DLEACS AFFIRMATIVE ACTION OFFICER**

WHEREAS DLEACS is required to have an Affirmative Action Officer; and

WHEREAS Assistant Principal Jeffrey Mohr having performed this duty and remaining qualified to continue to fill this position; now

THEREFORE be resolved that the Board hereby appoints Assistant Principal Jeffrey Mohr as the DLEACS Affirmative Action Officer through June 30, 2028

VOTE: 7-0 1 ABSENT

Certified to be a true copy

A handwritten signature in black ink, appearing to be "Brian Falkowski", written over a horizontal line.

Brian Falkowski, SBA/Board Secy.

Dated: June 24, 2025



Resolution # 6/2025/6

**DR. LENA EDWARDS ACADEMIC CHARTER SCHOOL (“DLEACS”)
Board of Trustees (the “Board”)**

**APPROVE DLEACS AFFIRMATIVE ACTION TEAM TO PARTICIPATE IN
DEVELOPMENT OF NEEDS ASSESSMENT AND
COMPREHENSIVE EQUITY PLAN (“CEP”)**

WHEREAS it would be beneficial to DLEACS to have the School Affirmative Action Team be a part of developing the School’s Needs Assessment and CEP; and

WHEREAS the Board recommends that the School’s Affirmative Action Team partake in said development; now

THEREFORE be resolved that the Board hereby approves that the DLEACS Affirmative Action Team participate in the Development of Needs Assessment and CEP.

VOTE: 7-0 1 ABSENT

Certified to be a true copy



Brian Falkowski /SBA/Board Secy.
Dated: June 24, 2025



Resolution # 6/25/7

**DR. LENA EDWARDS ACADEMIC CHARTER SCHOOL (“DLEACS”)
Board of Trustees (the “Board”)**

**AUTHORIZE SUBMISSION OF DLEACS COMPREHENSIVE EQUITY PLAN
TO NJDOE-HUDSON COUNTY OFFICE FOR REVIEW & APPROVAL**

WHEREAS it is necessary & required that DLEACS have a Comprehensive Equity Plan in place; and

WHEREAS said plan must be reviewed and approved by the NJDOE-Hudson County Office; and

WHEREAS the Board has reviewed the attached Comprehensive Equity Plan marked as **Exhibit A**; and

WHEREAS the Board has recommended the submission of the above referenced Plan; now

THEREFORE be resolved that the BOARD hereby authorizes that the attached Comprehensive Equity Plan marked as **Exhibit A** be submitted to the NJDOE-Hudson County Office for review & approval.

VOTE: 7-0 1 ABSENT

Certified to be a true copy

A handwritten signature in black ink, appearing to be "Brian Falkowski", written over a horizontal line.

Brian Falkowski/SBA//Board Secy.

Dated: June 24, 2025

Appendix A
Affirmative Action Team Form

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
Jeffrey Mohr	Affirmative Action Officer		
Andrew Elam	Assistant SBA		
Torey Stokes	Administrative Assistant		
Christopher Garlin	CEO		

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

District, Charter School or Renaissance School Project Comprehensive Equity Plan Needs Assessment

Needs Assessments

Needs assessments for:

- Board Responsibilities (Tables 2–4)
- Staff Development and Training (Table 5)
- School and Classroom Practices (Table 6–13)

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	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	2224 Nondiscrimination/Affirmative Action (Adopted/Revised: 10-8-2013) 5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Ensure equitable access to all schools, facilities, activities and programs, and benefits for all students regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a).	Yes	5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Provide equitable treatment for pregnant and married students	Yes	5134 Married and Pregnant Students (Adopted/Revised: 6-13-2017) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010, c.122).	Yes	2224 Nondiscrimination/Affirmative Action (Adopted/Revised: 10-8-2013) 4111.1/4211.1 Nondiscrimination/Affirmative Action (Adopted/Revised: 6-13-2017) 5131.1 Harassment, Intimidation and Bullying (Adopted/Revised: 9-25-2018) 5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	

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	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	2224 Nondiscrimination/Affirmative Action (Adopted/Revised: 10-8-2013) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	4131/4131.1 Staff Development (Adopted/Revised: 6-13-2017) 4231/4231.1 Staff Development (Adopted/Revised: 6-13-2017) 5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
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.	Yes	2224 Nondiscrimination/Affirmative Action (Adopted/Revised: 10-8-2013) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
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	Yes	6142.2 Bilingual/ESL (Adopted/Revised: 6-13-2017) 6147 Standards of Proficiency (Adopted/Revised: 6-13-2017) 6146.2 Promotion/Retention (Adopted/Revised: 9-25-2018) 6164.4 Child Study Team (Adopted/Revised: 6-13-2017) 6171.3 Title 1 (Adopted/Revised: 1-16-2018) 6171.4 Special Education (Adopted/Revised: 9-25-2018)	

Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
rates and re-examination and re-evaluation of classification and placement of students in special education programs if there is over representation within certain groups; staffing practices; quality of program data; and stakeholder satisfaction data. Identify any school-level underperforming student groups on Annual Yearly Progress Target reports for State assessments.		2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	

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	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Inform the school community of the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equity in educational activities and programs.	Yes	2224 Nondiscrimination/Affirmative Action (Adopted/Revised: 10-8-2013) 4111.1/4211.1 Nondiscrimination/Affirmative Action (Adopted/Revised: 6-13-2017) 5131.1 Harassment, Intimidation and Bullying (Adopted/Revised: 9-25-2018) 5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Define the responsibilities of the AAO (Affirmative Action Officer/504 Officer, and/or Title IX Coordinator); require that the AAO be a certificated staff person; and train the AAO to handle the district, charter, or renaissance school projects equity responsibilities.	Yes	2224 Nondiscrimination/Affirmative Action (Adopted/Revised: 10-8-2013) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Inform students, staff and the community of the name, office address, and phone number of the district, charter, or renaissance school project's	Yes	2224 Nondiscrimination/Affirmative Action (Adopted/Revised: 10-8-2013) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024)	

Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
AAO, and publicize the location and availability of the district, charter, or renaissance school project's CEP, policies, grievance procedures and annual reports.	Yes	5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
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	2224 Nondiscrimination/Affirmative Action (Adopted/Revised: 10-8-2013) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Report on progress made in meeting the adequate yearly targets (as set by the NJDOE) for closing the achievement gap.	Yes	2224 Nondiscrimination/Affirmative Action (Adopted/Revised: 10-8-2013) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Authorize the AAO to conduct yearly equity training for all staff.	Yes	2224 Nondiscrimination/Affirmative Action (Adopted/Revised: 10-8-2013) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
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.	Yes	6164.2 Guidance Counseling (Adopted/Revised: 10-8-2013) 6142.12 Career and Technical Education (Adopted/Revised: 6-13-2017) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	

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	List name of noncompliant school(s) in the district
All certificated (administrative and professional) staff.	Yes	4131/4131.1 Staff Development (Adopted/Revised: 6-13-2017) 5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
All non-certificated (non-professional) staff	Yes	4231/4231.1 Staff Development (Adopted/Revised: 6-13-2017) 5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	

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	List name of noncompliant school(s) in the district
School climate and culture, safe and positive learning environment.	Yes	5131.1 Harassment, Intimidation and Bullying (Adopted/Revised: 9-25-2018) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Courses of study, including Physical Education	Yes	2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Library materials/Instructional materials and strategies	Yes	6160 Instructional Materials and Resources (Adopted/Revised: 10-8-2013) 5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Technology/software and audio-visual materials	Yes	5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 6142.10 Internet Safety and Technology (Adopted/Revised: 6-13-2017)	

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
		2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, and grievance procedures.	Yes	6164.2 Guidance Counseling (Adopted/Revised: 10-8-2013) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Extra-curricular activities and programs	Yes	6145 Extracurricular Activities (Adopted/Revised: 6-13-2017) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Tests and other assessments	Yes	6147 Standards of Proficiency (Adopted/Revised: 6-13-2017) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Reduction and/or prevention of under representation of minority, female and male students in all classes, activities and programs.	Yes	5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	

Table 7: 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	List name of noncompliant school(s) in the district
Include a multicultural curriculum in the instructional content and practices across the curriculum.	Yes	6010 Goals and Objectives of Instruction (Adopted/Revised: 6-13-2017) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Ensure the Amistad Commission Curriculum is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	Yes	6141 Curriculum Design and Adoption (Adopted/Revised: 6-13-2017) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Ensure the Commission on Holocaust Education curriculum for elementary and secondary school students, as developmentally appropriate. (N.J.S.A. 18A:35-28)	Yes	6141 Curriculum Design and Adoption (Adopted/Revised: 6-13-2017) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
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	2224 Nondiscrimination/Affirmative Action (Adopted/Revised: 10-8-2013) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	

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 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 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	List name of noncompliant school(s) in the district
Ensure equal and barrier-free access to all school and classroom facilities.	Yes	5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
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	5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	7110 Long-Range Facilities Planning (Adopted/Revised: 10-8-2013) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
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	5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	

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	List name of noncompliant 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	6171.2 Gifted and Talented (Adopted/Revised: 6-13-2017) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	5131 Conduct and Discipline (Adopted/Revised: 9-25-2018) 5113 Suspension/Expulsion (Adopted/Revised: 6-13-2017) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Ensure equitable and bias-free access for all 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).	Yes	6164.2 Guidance Counseling (Adopted/Revised: 10-8-2013) 6142.12 Career and Technical Education (Adopted/Revised: 6-13-2017) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Ensure that all multilingual learners have equal and bias-free access to all school activities and programs.	Yes	2224 Nondiscrimination/Affirmative Action (Adopted/Revised: 10-8-2013) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Ensure that all students with disabilities have equal and bias-free access to all school activities and programs.	Yes	5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 6171.4 Special Education (Adopted/Revised: 9-25-2018) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Yes	5111 Admission (Adopted/Revised: 6-13-2017) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	

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	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	6147 Standards of Proficiency (Adopted/Revised: 6-13-2017) 6171.1 Remedial Instruction (Adopted/Revised: 6-13-2017) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 6171.4 Special Education (Adopted/Revised: 9-25-2018) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including multilingual learners.	Yes	5141 Health (Adopted/Revised: 6-13-2017) 5141.21 Administration of Medication (Adopted/Revised: 6-13-2017) 6171.1 Remedial Instruction (Adopted/Revised: 6-13-2017) 6173 Home Instruction (Adopted/Revised: 10-8-2013) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
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	5134 Married and Pregnant Students (Adopted/Revised: 6-13-2017) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	

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	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	6164.2 Guidance Counseling (Adopted/Revised: 10-8-2013) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
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	6164.2 Guidance Counseling (Adopted/Revised: 10-8-2013) 6142.12 Career and Technical Education (Adopted/Revised: 6-13-2017) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Guidance counselors are using bias-free materials.	Yes	5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 6164.2 Guidance Counseling (Adopted/Revised: 10-8-2013) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	

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	List name of noncompliant school(s) in the district
All instructional activities are equitable and are co-educational.	Yes	2224 Nondiscrimination/Affirmative Action (Adopted/Revised: 10-8-2013) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	

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	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	5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 6145.1/6145.2 Intramural and Interscholastic Competition (Adopted/Revised: 9-25-2018) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	

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	List name of noncompliant school(s) in the district
Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	Yes	5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 6145.1/6145.2 Intramural and Interscholastic Competition (Adopted/Revised: 9-25-2018) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	Yes	5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 6145.1/6145.2 Intramural and Interscholastic Competition (Adopted/Revised: 9-25-2018) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	
Provides comparable facilities for male and female teams.	Yes	5145.4 Equal Educational Opportunity (Adopted/Revised: 9-25-2018) 6145.1/6145.2 Intramural and Interscholastic Competition (Adopted/Revised: 9-25-2018) 2224.1 Title IX - Sex-Based Discrimination (Adopted/Revised: August 2024) 5145.7 Gender Identity and Expression (Adopted/Revised: August 2024)	

Appendix C

Comprehensive Equity Plan Corrective Actions

Improvement Strategies, SMART* Goals, and Targets

*Specific, Measurable, Achievable, Reasonable, Time-Bound (S.M.A.R.T)

Comprehensive Equity Plan Corrective Actions

I. Board Responsibility

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 ensure that the Board of Education or Board of Trustees follows through with its responsibilities, including adoption or re-adoption of written educational equity policies; the authorization of the AAO to develop a CEP; collection of disaggregated data; and adoption of the CEP and facilitate and support its implementation. Add rows as needed.

Table 14: Correction Action, Board Responsibilities

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

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

II. Staff Development and Training

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 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).

Table 15: *Corrective Actions, Staff Development and Training*

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

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

III. School and Classroom Practices

Equity in Curriculum

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 for developing and/or revising curriculum to eliminate discrimination, add multicultural content, and promote understanding and mutual respect among all students. Add rows as needed

Table 16: Corrective Actions, School and Classroom Practices: Equity in Curriculum

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

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
N/A				

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

Equity in Guidance Program Services

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 equitable treatment, adequate and appropriate counseling services for all students that shall not restrict or limit the options presented on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a), and to ensure exposure and counseling services focused on careers in the science and technology industries, non-traditional career options and post-secondary opportunities that shall not restrict or limit the options presented to all students on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a). Additionally, guidance counselors are using bias-free materials. Add rows as needed.

Table 18: Corrective Actions, School and Classroom Practices: Equity in Guidance Program Services

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

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

Equity in Physical Education and Athletic Programs

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 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.

Table 19: Corrective Actions, School and Classroom Practices: Equity in Physical Education and Athletic Programs

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