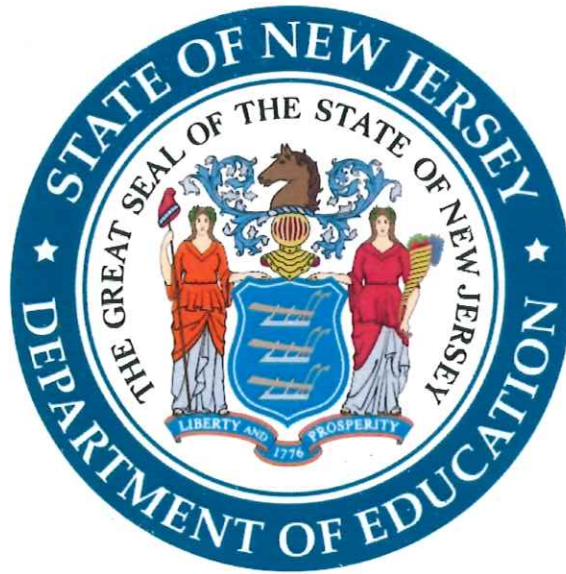


**New Jersey State Department of Education
Division of Field Services**



**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

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
Whitney Ooms	Affirmative Action Officer	9-12	
Louis B. Moore	Superintendent	9-12	
Julius Clark	Principal	9-12	
Debra Pappagallo	Business Administrator	9-12	

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

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	Policy 1140-Educational Equity Policies/Affirmative Actions Policy 1523-Comprehensive Equity Plan Policy & Regulations 2260—Equity in School and Classroom Practices Policy & Regulations 5750—Equitable Education Opportunity Policy 1560 – Excellence and Equity Readopted May 14, 2025	
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	Policy 1140 – Educational Equity Policies/Affirmative Action Policy 1523 – Comprehensive Equity Plan Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 2520 – Instructional Supplies Policy & Regulation 5750 – Equitable Educational Opportunity Policy 5841 – Secret Societies Policy 5842 – Equal Access of Student Organizations Policy 1560 – Excellence and Equity Readopted May 14, 2025	

Provide equitable treatment for pregnant and married students	Yes	Policy 2416 – Programs for Pregnant Students Policy 5752 – Marital Status and Pregnancy Readopted May 14, 2025
Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010, c122).	Yes	Policy 1523 – Comprehensive Equity Plan Policy 5512 – Harassment, Intimidation, or Bullying Policy 5541 - Anti-Hazing Policy & Regulation 5751 – Sexual Harassment of Students Policy & Regulation 8461 – Reporting Violence, Vandalism, Harassment, Intimidation, Bullying, Alcohol, Other Drug Offenses Policy 1560 – Excellence and Equity Readopted May 14, 2025

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	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 Readopted May 14, 2025	

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
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 Readopted May 14, 2025	
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	Policy 1140 – Educational Equity Policies/Affirmative Action Policy 1523 – Comprehensive Equity Plan Readopted May 14, 2025	
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 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.	Yes	Policy 1140 – Educational Equity Policies/Affirmative Action Policy & Regulation 2423 – Bilingual Education Policy 2610 – Educational Program Evaluation Policy & Regulation 2622 – Student Assessment Policy 1560 – Excellence and Equity Readopted May 14, 2025	

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	Policy 1140 – Educational Equity Policies/Affirmative Action Policy 1523 – Comprehensive Equity Plan Policy 5512 – Harassment, Intimidation, or Bullying Policy 1560 – Excellence and Equity Readopted May 14, 2025	
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	Policy 1140 – Educational Equity Policies/Affirmative Action Readopted May 14, 2025	
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.	Yes	Policy 1140 – Educational Equity Policies/Affirmative Action Policy & Regulation 1510 – Americans with Disabilities Act Policy & Regulation 2260 – Equity in School and Classroom Practices Readopted May 14, 2025	

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	Policy 1140 – Educational Equity Policies/Affirmative Action Policy & Regulation 1510 – Americans with Disabilities Act Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 2418 – Section 504 of the Rehabilitation Act of 1973 – Students Policy 5512 – Harassment, Intimidation, or Bullying Policy & Regulation 5750 – Equitable Educational Opportunity Policy & Regulation 5751 – Sexual Harassment of Students Readopted May 14, 2025	
Report on progress made in meeting the adequate yearly targets (as set by the NJDOE) for closing the achievement gap.	Yes	Policy 1140 – Educational Equity Policies/Affirmative Action Policy & Regulation 2260 – Equity in School and Classroom Practices Policy 2415 – Every Student Succeeds Act Regulation 2415 – Title I Services Policy 2610 – Educational Program Evaluation Policy 1560 – Excellence and Equity Readopted May 14, 2025	
Authorize the AAO to conduct yearly equity training for all staff.	Yes	Policy 1140 – Educational Equity Policies/Affirmative Action Readopted May 14, 2025	

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.	N/A	(For County Vocational School Districts Only)	
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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	List name of noncompliant school(s) in the district
All certificated (administrative and professional) staff.	Yes	Policy 1140 – Educational Equity Policies/Affirmative Action Red Bank Regional Website Policy 1523 – Comprehensive Equity Plan Policy & Regulation 3240 – Professional Development for Teachers and School Leaders Readopted May 14, 2025	
All non-certificated (non-professional) staff	Yes	Policy 1140 – Educational Equity Policies/Affirmative Action Red Bank Regional website Policy & Regulation 4240 – Employee Training Readopted May 14, 2025	

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	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 Policy 1560 – Excellence and Equity Readopted May 14, 2025	

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
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 Readopted May 14, 2025	
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 Policy 1560 – Excellence and Equity Readopted May 14, 2025	
Technology/software and audio-visual materials	Yes	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity Readopted May 14, 2025	

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
Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, and grievance procedures.	Yes	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 Readopted May 14, 2025	
Extra-curricular activities and programs	Yes	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity Policy 1560 – Excellence and Equity Readopted May 14, 2025	
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	

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
		Policy & Regulation 5750 – Equitable Educational Opportunity Readopted May 14, 2025	
Reduction and/or prevention of under representation of minority, female and male students in all classes, activities and programs.	Yes	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity Policy 1560 – Excellence and Equity Readopted May 14, 2025	

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	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity Policy 1560 – Excellence and Equity Readopted May 14, 2025	
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	

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
		Policy 2422 – Comprehensive Health and Physical Education Policy & Regulation 5750 – Equitable Educational Opportunity Readopted May 14, 2025	
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 Readopted May 14, 2025	
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 Readopted May 14, 2025	

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	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity Policy 1560 – Excellence and Equity Readopted May 14, 2025	
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	

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
		Policy 1560 – Excellence and Equity Policy 5120 – Assignment of Pupils Readopted May 14, 2025	
Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	N/A	Single School District	
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 1560 – Excellence and Equity Readopted May 14, 2025	

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	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity Readopted May 14, 2025	
Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity Readopted May 14, 2025	
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	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity Policy 2421 – Career and Technical Education Readopted May 14, 2025	
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	

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
		Policy & Regulation 2423 – Bilingual Education Policy & Regulation 5750 – Equitable Educational Opportunity Readopted May 14, 2025	
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 Readopted May 14, 2025	
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 Readopted May, 14, 2025	

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	Policy & Regulation 2423 – Bilingual Education Readopted May 14, 2025	
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 Program to Preschool Programs Readopted May 14, 2025	
Ensure that support services (e.g. school-based youth services, health care, tutoring and	Yes	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 2423 – Bilingual Education	

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
mentoring) are available to all students, including multilingual learners.		Readopted May 14, 2025	
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 Readopted May 14, 2025	

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	Policy & Regulation 2411 – Guidance Counseling Policy & Regulation 5750 – Equitable Educational Opportunity Readopted May 14, 2025	
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 2421 – Career and Technical Education Policy & Regulation 2411 – Guidance Counseling Policy & Regulation 5750 – Equitable Educational Opportunity Readopted May 14, 2025	
Guidance counselors are using bias-free materials.	Yes	Policy & Regulation 2411 – Guidance Counseling Policy & Regulation 5750 – Equitable Educational Opportunity Readopted May 14, 2025	

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	Policy 2422 – Comprehensive Health and Physical Education Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity Readopted May 14, 2025	

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	Policy & Regulation 2260 – Equity in School and Classroom Practices Readopted May 14, 2025	

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	Policy & Regulation 2260 – Equity in School and Classroom Practices Readopted May 14, 2025	
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 Readopted May 14, 2025	
Provides comparable facilities for male and female teams.	Yes	Policy & Regulation 2260 – Equity in School and Classroom Practices Readopted May 14, 2025	

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
	Not Applicable			

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 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]

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
	Not Applicable			

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

[illegible]

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

[illegible]

Appendix D

Yearly Statements of Assurance

2025-2026

2026-2027

2027-2028

Debra Pappagallo
School Business Administrator
Board Secretary



101 Ridge Road
Little Silver, New Jersey 07739
Phone: (732) 842-8000 Ext. 1-218
Fax: (732) 842-8504
dpappagallo@rbrhs.org

RED BANK REGIONAL HIGH SCHOOL

OUR MISSION: TO ENSURE THE ACADEMIC SUCCESS & PERSONAL GROWTH OF ALL STUDENTS WHILE DEVELOPING IN THEM A PASSION FOR LEARNING.

June 12, 2025

The following is an excerpt from the minutes of the *June 11, 2025* meeting of the Red Bank Regional High School Board of Education.

2.14 Comprehensive Equity Plan 2025-2026 through 2027-2028 and Comprehensive Equity Plan Statement of Assurance 2025-2026

That the Board of Education approve the Comprehensive Equity Plan 2025-2026 through 2027-2028 and the Comprehensive Equity Plan Statement of Assurance 2025-2026

Motioned by: Mrs. Henry, Seconded by Mrs. Gibb

Roll Call Vote: *Ayes:* Mrs. Galante, Mr. Garofalo, Mrs. Gibb, Mrs. Henry, Mrs. Lipp, Mr. Noble, Mrs. Woods *Nays:* None
Absent: Mrs. Crystian, Mr. Taylor *Abstentions:* Mr. Garofalo (2.9)

Adopted: (06.11.25)

"I certify that this is a true excerpt from the minutes of the June 11, 2025 meeting of the Red Bank Regional High School Board of Education."

Debra Pappagallo
School Business Administrator/Board Secretary