

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

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: **Burlington**

Name of School District/Charter School/Renaissance School Project: **Chesterfield Township School District**

Address: **30 Saddle Way Chesterfield, NJ 08515**

Affirmative Action Office (AAO): **Melissa Carlton** Telephone #: **(609) 298-6900 x1231**

AAO Email: **mcartlton@chesterfieldschool.com**

Alternate Contact Person: **Scott Heino** Telephone #: **(609) 298-6900 x1230**

Title: **Superintendent**

Email: **sheino@chesterfieldschool.com**

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: Scott Heino, Superintendent

Signature: 

Date: 6/17/25



Chesterfield Township Board of Education

Office of the Business Administrator/Board Secretary

Dr. Scott J. Hogan

30 Saddle Way, Chesterfield, New Jersey 08515

609-298-0307 ext. 1228

shogan@chesterfieldschool.com

CERTIFIED MINUTES

Designation of Affirmative Action Officer, 504 Coordinator, ADA Officer, and Title 9 Coordinator

A motion was made by Mrs. Sikorski and seconded by Mr. Ivins to approve the following resolution:

BE IT RESOLVED THAT the Chesterfield Township Board of Education does hereby appoint and approve Dr. Melissa Carlton, Supervisor of Special Services as Affirmative Action Officer, 504 Coordinator, ADA (American Disability Act) Officer, and Title 9 Coordinator for the 2025 calendar year.

A call of the roll indicated an affirmative vote. All ayes. No nays. Motion carried.

I, DR. SCOTT J. HOGAN, Secretary of the Board of Education of the Township of Chesterfield in the County of Burlington, New Jersey, do hereby certify the foregoing motion to be a true and accurate copy of the Resolution approved by the Board of Education at their meeting of January 8, 2025.

Dr. Scott J. Hogan, Secretary to the Board

Date: June 10, 2025



Chesterfield Township Board of Education

Office of the Business Administrator/Board Secretary

Dr. Scott J. Hogan

30 Saddle Way, Chesterfield, New Jersey 08515

609-298-0307 ext. 1228

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CERTIFIED MINUTES

Approval of Affirmative Action Team Committee Members

A motion was made by Ms. Hoggan and seconded by Mrs. Cooper-Braun to approve the following resolution:

Approval of the Affirmative Action Team Committee members to complete the Comprehensive Equity Plan (CEP).

Jaclyn Schaffer
Coletta Graham
Jessica Plesniak
Melissa Carlton

A call of the roll indicated an affirmative vote. All ayes. No nays. Motion carried.

I, DR. SCOTT J. HOGAN, Secretary of the Board of Education of the Township of Chesterfield in the County of Burlington, New Jersey, do hereby certify the foregoing motion to be a true and accurate copy of the Resolution approved by the Board of Education at their meeting of June 17, 2025.

Dr. Scott J. Hogan, Secretary to the Board

Date: June 17, 2025



Chesterfield Township Board of Education
Office of the Business Administrator/Board Secretary

Dr. Scott J. Hogan

30 Saddle Way, Chesterfield, New Jersey 08515

609-298-0307 ext. 1228

shogan@chesterfieldschool.com

CERTIFIED MINUTES

Approval of the Submission of the Comprehensive Equity Plan 2025–2026 through 2027-2028

A motion was made by Ms. Hoggan and seconded by Mrs. Cooper-Braun to approve the following resolution:

Approval of the Comprehensive Equity Plan for the 2025–2026 through 2027-2028 School Years and authorize its submission to the New Jersey Department of Education.

A call of the roll indicated an affirmative vote. All ayes. No nays. Motion carried.

I, DR. SCOTT J. HOGAN, Secretary of the Board of Education of the Township of Chesterfield in the County of Burlington, New Jersey, do hereby certify the foregoing motion to be a true and accurate copy of the Resolution approved by the Board of Education at their meeting of June 17, 2025.



Dr. Scott J. Hogan, Secretary to the Board

Date: June 17, 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: Chesterfield Township School District

Table 1: Affirmative Action Team Members

Name	Title	Grade Level (If applicable)	Signature
Melissa Carlton	Affirmative Action Officer; Supervisor of Special Services & Early Childhood Education	PK-6	Melissa Carlton
Coletta Graham	School Principal	PK-6	Coletta A. Graham
Jessica Plesniak	Supervisor of Curriculum & Instruction	PK-6	Jessica Plesniak
Jaclyn Schaffer	General Education Elementary Teacher	Kindergarten	Jaclyn Schaffer

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	Date Policy or Regulation Last Updated by SEA	List name of noncompliant school(s) in the district
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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 Apr 2024 P2260 Apr 2024 R2260 Apr2024 P5750 Apr 2024 R5750 May 2021	
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 5842 – Equal Access of Student Organizations	P1140 Apr 2024 P1523 Apr 2024 P2260 Apr 2024 R2260 Apr 2024 P2520 May 2023 P5750 Apr 2024 R5750 May 2021 P5842 Apr 2024	
Provide equitable treatment for pregnant and married students	Yes	Policy 2416 – Programs for Pregnant Students Policy 5752 – Marital Status and Pregnancy	P2416 May 2021 P5752 May 2021	

Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (PL.2010, c122).	Yes	Policy 1523 – Comprehensive Equity Plan	P1523 Apr 2024	
		Policy 5512 – Harassment, Intimidation, or Bullying	P5512 Mar 2025	
		Policy & Regulation 5751 – Sexual Harassment of Students	P5751 Nov 2021 R5751 Nov 2021	
		Policy & Regulation 8461 – Reporting Violence, Vandalism, Harassment, Intimidation, Bullying, Alcohol, Other Drug Offenses	P8461 May 2021 R8461 May 2021	

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

Board Responsibility	Compliance (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	Date Policy or Regulation Last Updated by SEA	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	P1140 Apr 2024	
		Policy & Regulation 1510 – Americans With Disabilities Act	P1510 May 2021 R1510 May 2021	
		Policy & Regulation 2418 – Section 504 of the Rehabilitation Act of 1973 - Students	P2418 May 2021 R2418 May 2021	
		Board of Education Meeting Minutes - January 8, 2025		
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	P1140 Apr 2024	
		Policy 1523 – Comprehensive Equity Plan	P1523 Apr 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	Yes	School In-Service Agendas - Presented Annually		
		Policy 1140 – Educational Equity Policies/Affirmative Action	P1140 Apr 2024	
		Policy 1523 – Comprehensive Equity Plan	P1523 Apr 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	Date Policy or Regulation Last Updated by SEA	List name of noncompliant school(s) in the district
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.				
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 & Regulation 5420 Reporting Student Progress Policy 2428.1 Standards-Based Instructional Priorities	P1140 Apr 2024 P2423 Apr 2024 R2423 Apr 2024 P2610 May 2021 P2622 Mar2022 R2622 Mar2022 P5420 Nov 2021 R5420 Nov 2021 P2428.1 May 2021	

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	Date Policy or Regulation Last Updated by SEA	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 Apr 2024 P5512 Mar 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	P1140 Apr 2024	
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	P1140 Apr 2024 P1510 May 2021 R1510 May 2021 P2260 Apr 2024 R2260 Apr 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	Policy 1140 – Educational Equity Policies/Affirmative Action Policy & Regulation 1510 – Americans with Disabilities Act Policy & Regulation 2260 – Equity in School and Classroom Practices	P1140 Apr 2024 P1510 May 2021 R1510 May 2021 P2260 Apr 2024 R2260 Apr 2024 P2418 May 2021	

Board Responsibility	Compliance (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	Date Policy or Regulation Last Updated by SEA	List name of noncompliant school(s) in the district
		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 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 1140 – Educational Equity Policies/Affirmative Action	R2418 May 2021 P5512 Mar 2025 P5750 April 2024 R5750 May 2021 P5751 Nov 2021 R5751 Nov 2021 P1140 Apr 2024	
Report on progress made in meeting the adequate yearly targets (as set by the NJDOE) for closing the achievement gap.	Yes		P2260 Apr 2024 R2260 Apr 2024 P2415 Sep12022 R2415 May 2021	
Authorize the AAO to conduct yearly equity training for all staff.	Yes		P2610 May 2021 P1140 Apr 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.		(For County Vocational School Districts Only) N/A		

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 Policy or Regulation Last Updated by SEA	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 April 2024 P1523 April 2024 P3240 May 2021	
All non-certificated (non-professional) staff	Yes	Policy 1140 – Educational Equity Policies/Affirmative Action Policy & Regulation 4240 – Employee Training	P1140 April 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	Date Policy or Regulation Last Updated by SEA	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 April 2024 P2260 April 2024 R2260 April 2024 P5512 Mar 2025 P5750 April 2024 R5750 May 2021	
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 April 2024 P2260 Apr 2024 R2260 Apr 2024 P2422 Nov 2021 R2422 Nov 2022 P5750 April 2024 R5750 May 2021	

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 Policy or Regulation Last Updated by SEA	List name of noncompliant school(s) in the district
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 April 2024 R2260 April 2024 P2520 May 2023 R2520 May 2023 P5750 April 2024 R5750 May 2021	
Technology/software and audio-visual materials	Yes	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity Policy 7523 - School District Provided Technology Devices to Student	P2260 April 2024 R2260 April 2024 P5750 April 2024 R5750 May 2021 P7523 May 2021	
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 & Regulation 5751 – Sexual Harassment of Students	P2260 April 2024 R2260 April 2024 P2411 Apr2024 R2411 Nov 2022 P5512 Mar 2025 P5750 April 2024 R5750 May 2021 P5751 Nov 2021 R5751 Nov 2021	

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 Policy or Regulation Last Updated by SEA	List name of noncompliant school(s) in the district
Extra-curricular activities and programs	Yes	Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity	P2260 April 2024 R2260 Apr 2024 P5750 April 2024 R5750 May 2021	
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 5339 Screening for Dyslexia	P2260 April 2024 R2260 Apr 2024 P2428.1 May 2021 P2622 Mar2022 R2622 Mar 2022 P5339 May 2021	
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	P2260 April 2024 R2260 April 2024 P5750 April 2024 R5750 May 2021	

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	Date Policy or Regulation Last Updated by SEA	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	P2260 April 2024 R2260 April 2024 P5750 April 2024 R5750 May 2021	
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 & Regulation 5750 – Equitable Educational Opportunity	P2260 April 2024 R2260 April 2024 P5750 Apr 2024 R5750 May 2021	
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 April 2024 R2260 April 2024 P5750 April 2024 R5750 May 2021	
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	P2200 Oct 2024 R2200 Apr 2024 P2260 April 2024 R2260 April 2024 P5750 April 2024 R5750 May 2021	

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	Date Policy or Regulation Last Updated by SEA	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 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	P2260 Apr 2024 R2260 Apr 2024 P5750 April 2024 R5750 May 2021 P1140 Apr 2024 P1510 May 2021 R1510 May 2021 P2418 May 2021 R2418 May 2021	
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 Apr 2024 R2260 Apr 2024 P5750 April 2024 R5750 May 2021	
Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	Policy 2132-School District Goals and Objectives	P2132 May 2021	

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 Policy or Regulation Last Updated by SEA	List name of noncompliant school(s) in the district
		Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity Policy & Regulation 7102 – Site Selection and Acquisition	P2260 Apr 2024 R2260 Apr 2024 P5750 April 2024 R5750 May 2021 P7102 May 2021 R7102 May 2021	
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 Apr 2024 R2260 Apr 2024 P5750 April 2024 R5750 May 2021 P8110 May 2021	

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 Policy or Regulation Last Updated by SEA	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 1523 Comprehensive Equity Plan Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity Policy & Regulation 2464 Gifted and Talented Students	P1523 April 2024 P2260 Apr 2024 R2260 Apr 2024 P5750 April 2024 R5750 May 2021 P2464 May 2021 R2464 May 2021	
Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	Policy 1523 Comprehensive Equity Plan Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 5750 – Equitable Educational Opportunity Policy 4150 Discipline Policy & Regulation 5600 Student Discipline/Code of Conduct	P1523 April 2024 P2260 Apr 2024 R2260 Apr 2024 P5750 April 2024 R5750 May 2021 P3150 May 2021 P5600 Oct 2021 R5600 May 2021	
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 2421 – Career and Technical Education	P2260 Apr 2024 R2260 Apr 2024 P2421 Nov 2021	

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 Policy or Regulation Last Updated by SEA	List name of noncompliant school(s) in the district
		Policy & Regulation 5750 – Equitable Educational Opportunity Policy 7523 - School District Provided Technology Devices to Student	P5750 April 2024 R5750 May 2021 P7523 May 2021	
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 Apr 2024 R2260 Apr 2024 P2423 Apr 2024 R2423 Apr 2024 P5750 April 2024 R5750 May 2021	
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 Policy & Regulation 5600 Student Discipline/Code of Conduct	P1510 May 2021 R1510 May 2021 P2260 Apr 2024 R2260 Apr 2024 P2460 May 2021 R2460 May 2021 P5750 April 2024 R5750 May 2021 P5600 Oct 2021 R5600 May 2021	
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 Dec 2024 R5111 Sep 2023	

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 Policy or Regulation Last Updated by SEA	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	
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 Reg 2460.1 Special Education – Location, Identification, and Referral (M) Reg 2460.8 Special Education - Free and Appropriate Public Education (M) Reg 2460.9 Special Education – Transition From Early Intervention Programs to Preschool Programs (M) Reg 2460.15 Special Education – In-Service Training Needs for Professional and Paraprofessional Staff (M) Reg 2460.16 Special Education - Instructional Material to Blind or Print-Disabled Students (M)	P2260 Apr 2024 R2260 Apr 2024 P2460 May 2021 R2460 May 2021	
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 5229 - Screening for Dyslexia Policy & Regulation 2260 – Equity in School and Classroom Practices Policy & Regulation 2423 – Bilingual Education Policy & Regulation 3232 Tutoring Services	P5339 May 2021 P2260 Apr 2024 R2260 Apr 2024 P2423 Apr 2024 R2423 Apr 2024 P3232 Dec 2023 R3232 May 2021	

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 Policy or Regulation Last Updated by SEA	List name of noncompliant school(s) in the district
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 Policy & Regulation 2260 – Equity in School and Classroom Practices	P2416 May 2021 P5752 May 2021 P5750 April 2024 R5750 May 2021 P2260 Apr 2024 R2260 Apr 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	Date Policy or Regulation Last Updated by SEA	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 Nov 2022 P5750 April 2024 R5750 May 2021	
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 Policy & Regulation 5750 – Equitable Educational Opportunity	P2260 Apr 2024 R2260 Apr 2024 P2411 Apr2024 R2411 Nov 2022 P2421 Nov2021 P5750 April 2024 R5750 May 2021	
Guidance counselors are using bias-free materials.	Yes	Policy & Regulation 2411 – Guidance Counseling Policy & Regulation 5750 – Equitable Educational Opportunity	P2411 Apr 2024 R2411 Nov 2022 P5750 April 2024 R5750 May 2021	

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 Policy or Regulation Last Updated by SEA	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 Aug 2021 P2260 Apr 2024 R2260 Apr 2024 P5750 April 2024 R5750 May 2021	

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 Policy or Regulation Last Updated by SEA	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 Apr 2024 R2260 Apr 2024	
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 Apr 2024 R2260 Apr 2024	
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 Apr 2024 R2260 Apr 2024	
Provides comparable facilities for male and female teams.	Yes	Policy & Regulation 2260 – Equity in School and Classroom Practices	P2260 Apr 2024 R2260 Apr 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)

There are no necessary corrective actions identified.

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

[illegible]

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]

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				

Appendix D

Yearly Statements of Assurance

2025-2026

2026-2027

2027-2028