

# **New Jersey Department of Education**

## **Division of Field Services**



## **Comprehensive Equity Plan for School Years 2019-20 through 2021-22**

### **Green Township School District Sussex County**

**Submitted on June 14, 2019**

## Comprehensive Equity Plan 3 Year Statement of Assurance to be Submitted with the Three-Year CEP

*School District, Charter School or Renaissance School Project Information School Year 2019-2020:*

Name of County: Sussex

Name of School District/Charter School/Renaissance School Project: Green Township School District

Address: 69 Mackerley Road, Greendell, NJ 07839

Affirmative Action Office (AAO): Jennifer Thompson Telephone #: 973-300-3800

AAO Email: jthompson@greenhills.org

Alternate Contact Person: Dr. Lydia E. Furnari Telephone #: 973-300-3800

Title: Interim Superintendent

Email: lfurnari@greenhills.org

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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 on September 1, 2019 upon approval by the New Jersey State Department of Education.
  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: Dr. Lydia E. Furnari, Interim Superintendent

Signature: \_\_\_\_\_

Date: 6/13/19

## Affirmative Action Team

The following Affirmative Action Team (AAT) members that 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.

School District, Charter School And Renaissance School Project Name:

| Name                | Title                                     | Grade Level<br>(If Applicable) | Signature                                                                           |
|---------------------|-------------------------------------------|--------------------------------|-------------------------------------------------------------------------------------|
| Jennifer Thompson   | Affirmative Action<br>Officer / Principal |                                |    |
| Dr Lydia E. Furnari | Interim Superintendent                    |                                |    |
| Sallyan McCarty     | School Business<br>Administrator          |                                |    |
| Denise Kelly-Jones  | BOE member –Policy<br>Committee Chair     |                                |                                                                                     |
| Marybeth Stiles     | School Guidance<br>Counselor              | K-8                            |   |
| Jon Paul Bollette   | Teacher                                   | Middle School                  |  |
| Kerstin Martinka    | Teacher                                   | Elementary                     |  |
| Kimbrly Scudieri    | Teacher                                   | Elementary                     |  |
| Deborah Simmons     | Teacher                                   | Elementary                     |  |
|                     |                                           |                                |                                                                                     |



## APPENDIX B: COMPREHENSIVE EQUITY PLAN NEEDS ASSESSMENT

**Directions:** Indicate compliance by yes or no. If non-compliant, list the name of the school(s) not in compliance; specific areas identified as non-compliant MUST be addressed on the Comprehensive Equity Plan forms.

| <b>I. BOARD RESPONSIBILITY</b>                                                                                                                                                                                                                                                                                                   | Compliant<br>(Yes or No) | Documentation or Evidence to Substantiate<br>Compliance MUST include Board policy title, number<br>and date of adoption.                                                                                                                                                                                                                                                                                                                                 | Date Policy or<br>Regulation Last<br>Updated by<br>Strauss Esmay                                                                   | List name of<br>noncompliant<br>school(s) in the<br>district |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|
| NJAC 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504,<br>Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX; U.S. Supreme<br>Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard<br>A. Adopt or re-adopt written equality and equity<br>policies, requiring the following:                          | Y                        | Appropriate Board Policies and Regulations as noted<br>below.                                                                                                                                                                                                                                                                                                                                                                                            | P = Policy<br>R = Regulation                                                                                                       |                                                              |
| 1) Equality and Equity in School and<br>Classroom Practices, that shall, as a<br>minimum, do the following:<br>a) Identify and address all forms of<br>prejudice and discrimination in all<br>district, charter and renaissance<br>school project programs, practices,<br>curricula, instructional materials and<br>assessments. | Y                        | <ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 1523 – Comprehensive Equity Plan</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action<br/>Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational<br/>Opportunity</li> <li>• Policy 5755 – Equity in Educational Programs and<br/>Services</li> <li>• Parent Handbook page 9 of 63</li> </ul> | P1140 July 2016<br>P1523 July 2016<br>P2260 July 2016<br>R2260 July 2016<br>P5750 July 2016<br>R 5750 July 2016<br>P5755 July 2016 |                                                              |
| b) Ensure equal access to all schools,<br>facilities, programs, activities, and<br>benefits for all students, regardless of<br>race, creed, color, national origin,<br>ancestry, age, marital status,<br>affectional or sexual orientation,<br>gender, religion, disability or<br>socioeconomic status.                          | Y                        | <ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 1523 – Comprehensive Equity Plan</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action<br/>Program</li> <li>• Policy &amp; Regulation 5750 – Equal Educational<br/>Opportunity</li> <li>• Policy 5755 – Equity in Educational Programs and<br/>Services</li> <li>• Parent Handbook page 9 of 63</li> </ul>                                    | P1140 July 2016<br>P1523 July 2016<br>P2260 July 2016<br>R2260 July 2016<br>P5750 July 2016<br>R 5750 July 2016<br>P5755 July 2016 |                                                              |
| c) Provide equitable treatment for<br>pregnant and married students.                                                                                                                                                                                                                                                             | Y                        | <ul style="list-style-type: none"> <li>• Policy 2416 – Programs for Pregnant Students</li> <li>• Policy 5752 – Marital Status and Pregnancy</li> <li>• Parent Handbook page 9 of 63</li> </ul>                                                                                                                                                                                                                                                           | P2416 Mar 2008<br>P5752 May 2008                                                                                                   |                                                              |

| I. <u>BOARD RESPONSIBILITY</u>                                                                                                                                                                                                                                           | Compliant<br>(Yes or No) | Documentation or Evidence to Substantiate<br>Compliance MUST include Board policy title, number<br>and date of adoption.                                                                                                                                        | Date Policy or<br>Regulation Last<br>Updated by<br>Strauss Esmay           | List name of<br>noncompliant<br>school(s) in the<br>district |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------|
| d) Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).                                                                                                                                               | Y                        | <ul style="list-style-type: none"> <li>• Policy 1523 – Comprehensive Equity Plan</li> <li>• Policy 5512 – Harassment, Intimidation, and Bullying</li> <li>• Policy &amp; Regulation 5751 – Sexual Harassment</li> <li>• Parent Handbook page 9 of 63</li> </ul> | P1523 July 2016<br>P5512 Nov 2018<br>P5751 May 2008<br>R5751 May 2008      |                                                              |
| 2) Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.                             | Y                        | <ul style="list-style-type: none"> <li>• Policy 1523 – Comprehensive Equity Plan</li> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunity</li> <li>• Policy 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul>                      | P1523 July 2016<br>P1530 July 2016<br>R1530 July 2016<br>P 1550 April 2018 |                                                              |
| 3) The appointment of an Affirmative Action Officer (AAO) who can also serve, or coordinate with, the district, charter, and renaissance school project school's Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator. | Y                        | <ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Jennifer Thompson appointed Affirmative Action Officer – BOE Resolution dated 12/19/2018</li> </ul>                                                                | P1140 July 2016                                                            |                                                              |
| 4) Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.                                                                                                                                                            | Y                        | <ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• 2018-2019 Professional Development and Mentoring Plans in place.</li> </ul>                                                                                        | P1140 July 2016                                                            |                                                              |



| <b>I. <u>BOARD RESPONSIBILITY</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Compliant<br>(Yes or No) | <b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Date Policy or Regulation Last Updated by<br>Strauss Esmay                                 | List name of noncompliant school(s) in the district |
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| B. Authorize the Affirmative Action Officer 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 schools will report annual progress in the Charter School Annual Report.                                                                                                                                                                                                                                                                                                                                                   | Y                        | <ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 1523 – Comprehensive Equity Plan</li> <li>• Jennifer Thompson appointed Affirmative Action Officer – BOE Resolution dated 12/19/2018</li> <li>• Affirmative Action Team identified in collaboration with the Board of Education and Green Township Education Association</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                 | P1140 July 2016<br>P1523 July 2016                                                         |                                                     |
| C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups 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 subgroups on Annual Yearly Progress (Progress Targets) reports for state assessments. | Y                        | <ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 2423 – Bilingual and ESL Education</li> <li>• Policy 2610 – Educational Program Evaluation</li> <li>• Policy 2622 – Student Assessment</li> <li>• Annual Yearly Progress (Progress Targets) data for multiple years is collected and reviewed by the administrative team, and presented to the Board as required. Presentations are made upon the release of the State assessment data as well as after the release of the School &amp; District Performance Reports annually.</li> <li>• The Green Township School District operates a single K-8 school, which meets all of the NJDOE &amp; ESSA mandates and AYP requirements. There are no underperforming schools in the District.</li> </ul> | P1140 July 2016<br>P2423 July 2016<br>R2423 July 2016<br>P2610 Mar 2019<br>P2622 June 2017 |                                                     |

| <b>I. <u>BOARD RESPONSIBILITY</u></b>                                                                                                                                                                                                                                                                                         | Compliant<br>(Yes or No) | <b>Documentation or Evidence to Substantiate<br/>Compliance MUST include Board policy title, number<br/>and date of adoption.</b>                                                                                                                                                                                                                                                                                                                                    | Date Policy or<br>Regulation Last<br>Updated by<br>Strauss Esmay                          | List name of<br>noncompliant<br>school(s) in the<br>district |
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| D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions:                                                                                                                                                  | Y                        | <ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 1523 – Comprehensive Equity Plan</li> <li>• BOE motion approval June 13, 2019</li> </ul>                                                                                                                                                                                                                                                                         | P1140 July 2016<br>P1523 July 2016                                                        |                                                              |
| 1) Informing the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.                                                                                                                                                           | Y                        | <ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 5512 – Harassment, Intimidation, &amp; Bullying</li> <li>• GHS Parent Handbook</li> <li>• Green Township School District Website               <ul style="list-style-type: none"> <li>◦ Appropriate policies</li> <li>◦ HIB menu option</li> </ul> </li> <li>• Parent HIB Workshop – April 8, 2019</li> <li>• Focus on Education Newsletter</li> </ul>           | P1140 July 2016<br>P5512 Nov 2018                                                         |                                                              |
| 2) 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, and renaissance school projects equity responsibilities.                                            | Y                        | <ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• AAO is a certified administrator, has a job description approved by the BOE and has attended required training.</li> </ul>                                                                                                                                                                                                                                              | P1140 July 2016                                                                           |                                                              |
| 3) Inform students, staff, and the community of the name, office address, and phone number of the district, charter, and renaissance school project's AAO, and publicize the location and availability of the district, charter, and renaissance school project's CEP, policy(ies), grievance procedures, and annual reports. | Y                        | <ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 1510 – Americans with Disabilities Act</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• AAO &amp; contact information listed on Green Township School District Website</li> <li>• CEP will be posted on Green Township School District Website upon Board approval</li> </ul> | P1140 July 2016<br>P1510 Feb 2017<br>R1510 Feb 2017<br>P2260 July 2016<br>R2260 July 2016 |                                                              |



| I. <u>BOARD RESPONSIBILITY</u>                                                                                                                                                                                                                                                                                                                             | Compliant<br>(Yes or No) | Documentation or Evidence to Substantiate<br>Compliance <b>MUST</b> include Board policy title, number<br>and date of adoption.                                                                                                                                                                                                                                                                                                                                                                                                          | Date Policy or<br>Regulation Last<br>Updated by<br>Strauss Esmay                                                                | List name of<br>noncompliant<br>school(s) in the<br>district |
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| 4) Investigate and resolve discrimination complaints, grievances, and incidents between students and teachers or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socioeconomic status or disability.                                                                            | Y                        | <ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 1510 – Americans with Disabilities Act</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• All records on file as appropriate in School records and in the District office.</li> </ul>                                                                                       | P1140 July 2016<br>P1510 Feb 2017<br>R1510 Feb 2017<br>P2260 July 2016<br>R2260 July 2016<br>P5750 July 2016<br>R5750 July 2016 |                                                              |
| 5) Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.                                                                                                                                                                                                                 | Y                        | <ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Annual Yearly Progress (Progress Targets) data for multiple years is collected and reviewed by the administrative team, and presented to the Board as required. Presentations are made upon the release of State assessment data as well as after the release of the School &amp; District Performance Reports annually.</li> </ul> | P1140 July 2016<br>P2260 July 2016<br>R2260 July 2016                                                                           |                                                              |
| 6) Authorize the AAO to conduct yearly equity training for all staff.                                                                                                                                                                                                                                                                                      | Y                        | <ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Annual Affirmative Action motion approved by the BOE's Reorganization meeting in January</li> </ul>                                                                                                                                                                                                                                                                                                                                         | P1140 July 2016                                                                                                                 |                                                              |
| E. 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 school district, charter, and renaissance school project's district's website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards. | Y                        | (For County Vocational School Districts Only)<br><ul style="list-style-type: none"> <li>• Policy &amp; Regulation 5111 – Eligibility of Resident/Nonresident Students</li> <li>• Not applicable for Green Township School District</li> </ul>                                                                                                                                                                                                                                                                                            | P5111 April 2019<br>R5111 April 2019                                                                                            |                                                              |



| <b>II. STAFF DEVELOPMENT AND TRAINING</b><br>N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5                                                                                                                                                                                                                                                                                                                                                               | Compliant<br>(Yes or No) | Documentation or Evidence to Substantiate Compliance <b>MUST</b> include Board policy title, number and date of adoption.                                                                                                                                                                                                                                                                                                                                                                                                                                     | Date Policy or Regulation Last Updated by<br>Strauss Esmay | List name of noncompliant school(s) in the district |
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| A. Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status <b>every school year</b> , as follows: | Y                        | <ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Special Education Advisory Group</li> <li>• SAIF Schools training including but not limited to: <ul style="list-style-type: none"> <li>○ Bullying Recognition &amp; Resolution</li> <li>○ Sensitivity Awareness Staff to Student and Staff to Staff</li> <li>○ Sensitivity Awareness</li> <li>○ Making Schools Safe for LGBT Students</li> <li>○ Avoiding Discriminatory Practices</li> </ul> </li> </ul>                                                        | P1140 July 2016                                            |                                                     |
| 1) To all certificated (administrative and professional) staff.                                                                                                                                                                                                                                                                                                                                                                              | Y                        | <ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 3240 – Professional Development for Teachers and School Leaders</li> <li>• SAIF Schools training including but not limited to: <ul style="list-style-type: none"> <li>○ Bullying Recognition &amp; Resolution</li> <li>○ Sensitivity Awareness Staff to Student and Staff to Staff</li> <li>○ Sensitivity Awareness</li> <li>○ Making Schools Safe for LGBT Students</li> <li>○ Avoiding Discriminatory Practices</li> </ul> </li> </ul> | P1140 July 2016<br>P3240 May 2019<br>R3240 May 2019        |                                                     |
| 2) To all non-certificated (non-professional) staff.                                                                                                                                                                                                                                                                                                                                                                                         | Y                        | <ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 4240 – Employee Training</li> <li>• SAIF Schools training including but not limited to: <ul style="list-style-type: none"> <li>○ Bullying Recognition &amp; Resolution</li> <li>○ Sensitivity Awareness Staff to Student and Staff to Staff</li> <li>○ Sensitivity Awareness</li> <li>○ Making Schools Safe for LGBT Students</li> <li>○ Avoiding Discriminatory Practices</li> </ul> </li> </ul>                                                         | P1140 July 2016<br>R4240 May 2008                          |                                                     |

| <p><b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <p>Compliant<br/>(Yes or No)</p> | <p>Documentation or Evidence to Substantiate Compliance <b>MUST</b> include Board policy title, number and date of adoption.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <p>Date Policy or Regulation Last Updated by<br/>Strauss Esmay</p>                                          | <p>List name of noncompliant school(s) in the district</p> |
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| <p>A. Equality and Equity in Curriculum<br/>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</p> <p>1) Ensure that the district, charter school, or renaissance school project's curriculum and instruction are aligned to the State's Core Curriculum Content Standards and addresses 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 programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status, or socioeconomic status. Areas covered include, but are not limited to, the following:</p> | <p>Y</p>                         | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2200 – Curriculum Content</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Annual Yearly Progress (Progress Targets) data for multiple years is collected and reviewed by the administrative team, and presented to the Board as required. Presentations are made upon the release of State assessment data as well as after the release of the School &amp; District Performance Reports annually.</li> </ul> | <p>P2200 July 2016<br/>R2200 July 2016<br/>P2260 July 2016<br/>R2260 July 2016<br/><br/>P5755 July 2016</p> |                                                            |



| III. <u>SCHOOL AND CLASSROOM PRACTICES</u>                            | Compliant<br>(Yes or No) | Documentation or Evidence to Substantiate Compliance <b>MUST</b> include Board policy title, number and date of adoption.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Date Policy or Regulation Last Updated by Strauss Esmay                                     | List name of noncompliant school(s) in the district |
|-----------------------------------------------------------------------|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|-----------------------------------------------------|
| a) School climate and culture, safe and positive learning environment | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 5512 – Harassment, Intimidation, and Bullying</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Affirmative Action Team members participate in school practices</li> <li>• Pass It Along Training and Events for school climate team and students               <ul style="list-style-type: none"> <li>○ Challenge Day – students</li> <li>○ Discover Your Passion &amp; Purpose – students</li> <li>○ School Climate Team Training &amp; Development of Character Education Program - staff</li> </ul> </li> </ul> | P2260 July 2016<br>R2260 July 2016<br>P5512 Nov 2018<br>P5750 July 2016<br>R5750 July 2016  |                                                     |
| b) Courses of study, including physical education                     | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 2422 – Health and Physical Education</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Approved curriculum in all nine content areas as required</li> </ul>                                                                                                                                                                                                                                                                                                                                                         | P2260 July 2016<br>R2260 July 2016<br>P 2422 Jan 2019<br>P5750 July 2016<br>R5750 July 2016 |                                                     |
| c) Library materials/instructional materials and strategies           | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Materials &amp; instructional strategies support the NJSLS as required</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                   | P2260 July 2016<br>R2260 July 2016<br>P5750 July 2016<br>R5750 July 2016                    |                                                     |

| III. <u>SCHOOL AND CLASSROOM PRACTICES</u>                                                                               | Compliant<br>(Yes or No) | Documentation or Evidence to Substantiate<br>Compliance <b>MUST</b> include Board policy title,<br>number and date of adoption.                                                                                                                                                                                                                                                                                                                       | Date Policy or<br>Regulation Last<br>Updated by<br>Strauss Esmay                                                                 | List name of<br>noncompliant<br>school(s) in the<br>district |
|--------------------------------------------------------------------------------------------------------------------------|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|
| d) Technology/software and<br>audiovisual materials                                                                      | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Technology resources and materials support the NJSLS as required</li> </ul>                                                                                                                                                  | P2260 July 2016<br>R2260 July 2016<br>P5750 July 2016<br>R5750 July 2016                                                         |                                                              |
| e) Guidance and counseling, including harassment, intimidation and bullying, sexual harassment and grievance procedures  | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 2411 – Guidance Counseling</li> <li>• Policy 5512 – Harassment, Intimidation, and Bullying</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Guidance and counseling including HIB and grievance procedures in place as required</li> </ul> | P2260 July 2016<br>R2260 July 2016<br>P2411 July 2016<br>R2411 July 2016<br>P5512 Nov 2018<br>P5750 July 2016<br>R5750 July 2016 |                                                              |
| f) Extra-curricular programs and activities                                                                              | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> </ul>                                                                                                                                                                                                                              | P2260 July 2016<br>R2260 July 2016<br>P5750 July 2016<br>R5750 July 2016                                                         |                                                              |
| g) Tests and other assessments                                                                                           | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> </ul>                                                                                                                                                                                                                              | P2260 July 2016<br>R2260 July 2016<br>P5750 July 2016<br>R5750 July 2016                                                         |                                                              |
| h) Reduction and/or prevention of under representation of minority, female and male students in all classes and programs | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Policy 5755 – Equity in Educational Programs and</li> </ul>                                                                                                                                                                  | P2260 July 2016<br>R2260 July 2016<br>P5750 July 2016<br>R5750 July 2016<br>P5755 July 2016                                      |                                                              |



| III. <u>SCHOOL AND CLASSROOM PRACTICES</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Compliant<br>(Yes or No) | Documentation or Evidence to Substantiate<br>Compliance <b>MUST</b> include Board policy title,<br>number and date of adoption.                                                                                                                                                               | Date Policy or<br>Regulation Last<br>Updated by<br>Strauss Esmay                            | List name of<br>noncompliant<br>school(s) in the<br>district |
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|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                          | Services                                                                                                                                                                                                                                                                                      |                                                                                             |                                                              |
| 2) Incorporate a multicultural curriculum in aspects in the instructional content and practices across the curriculum.                                                                                                                                                                                                                                                                                                                                                                                                                                      | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> </ul>                                                                      | P2260 July 2016<br>R2260 July 2016<br>P5750 July 2016<br>R5750 July 2016                    |                                                              |
| 3) Ensure that instruction in African-American History, including the Amistad, and the history of other cultures is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)                                                                                                                                                                                                                                                                                                                                                                 | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> </ul>                                                                      | P2260 July 2016<br>R2260 July 2016<br>P5750 July 2016<br>R5750 July 2016                    |                                                              |
| 4) Include instruction on the Holocaust and other genocide curricula for elementary and secondary school students. (N.J.S.A. 18A:35-28)                                                                                                                                                                                                                                                                                                                                                                                                                     | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> </ul>                                                                      | P2260 July 2016<br>R2260 July 2016<br>P5750 July 2016<br>R5750 July 2016                    |                                                              |
| B. Equality and Equity in Student Access<br>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<br><br>Provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul> | P2260 July 2016<br>R2260 July 2016<br>P5750 July 2016<br>R5750 July 2016<br>P5755 July 2016 |                                                              |

| <p><b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b></p>                                                                                                                                                                                                                                                                                                                | <p>Compliant<br/>(Yes or No)</p> | <p>Documentation or Evidence to Substantiate Compliance <b>MUST</b> include Board policy title, number and date of adoption.</p>                                                                                                                      | <p>Date Policy or Regulation Last Updated by<br/>Strauss Esmay</p> | <p>List name of noncompliant school(s) in the district</p> |
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| <p>of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, English proficiency, housing status or socioeconomic status, as follows:</p>                                                                                                                                                 |                                  |                                                                                                                                                                                                                                                       |                                                                    |                                                            |
| <p>1) Ensure equal and barrier-free access to all school and classroom facilities.</p>                                                                                                                                                                                                                                                                                  | <p>Y</p>                         | <ul style="list-style-type: none"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Classroom practices and procedures in alignment with NJSLS</li> <li>• District approved curriculum in all nine content areas</li> </ul> | <p>P5755 July 2016</p>                                             |                                                            |
| <p>2) Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter, and renaissance school project's overall minority racial and ethnic representation.</p>                                                                                                          | <p>Y</p>                         | <ul style="list-style-type: none"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Classroom practices and procedures in alignment with NJSLS</li> <li>• District approved curriculum in all nine content areas</li> </ul> | <p>P5755 July 2016</p>                                             |                                                            |
| <p>3) Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.</p>                                                                                                                                                                                                                      | <p>Y</p>                         | <ul style="list-style-type: none"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Not applicable – Green Township School District serves a single school with no expansion needs</li> </ul>                               | <p>P5755 July 2016</p>                                             |                                                            |
| <p>4) Ensure that students are not separated or isolated by race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, housing status or socioeconomic status, resulting in disproportionate placement within schools, courses, classes, programs, or extracurricular</p> | <p>Y</p>                         | <ul style="list-style-type: none"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Classroom practices and procedures in alignment with NJSLS</li> <li>• District approved curriculum in all nine content areas</li> </ul> | <p>P5755 July 2016</p>                                             |                                                            |



| III. <u>SCHOOL AND CLASSROOM PRACTICES</u>                                                                                                                                                                                                                                                                                                                                                                             | Compliant<br>(Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.                                                                                                                                    | Date Policy or Regulation Last Updated by Strauss Esmay | List name of noncompliant school(s) in the district |
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| activities.                                                                                                                                                                                                                                                                                                                                                                                                            |                          |                                                                                                                                                                                                                                                       |                                                         |                                                     |
| a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses, including math and science.                                                                                                                                                                                                                                                               | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul>                                 | P2260 July 2016<br>R2260 July 2016<br>P5755 July 2016   |                                                     |
| b) Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.                                                                                                                                                                                                                                                    | Y                        | <ul style="list-style-type: none"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Classroom practices and procedures in alignment with NJSLS</li> <li>• District approved curriculum in all nine content areas</li> </ul> | P5755 July 2016                                         |                                                     |
| c) Ensure equal and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically-advanced instructional assistance, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional/sexual orientation, gender, religion, disability, English proficiency, immigration status, housing status or socioeconomic status. | Y                        | <ul style="list-style-type: none"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Classroom practices and procedures in alignment with NJSLS</li> <li>• District approved curriculum in all nine content areas</li> </ul> | P5755 July 2016                                         |                                                     |
| d) Ensure that all English language learners have equal and bias-free access to all school programs and activities.                                                                                                                                                                                                                                                                                                    | Y                        | <ul style="list-style-type: none"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Classroom practices and procedures in alignment with NJSLS</li> <li>• District approved curriculum in all nine content areas</li> </ul> | P5755 July 2016                                         |                                                     |

| III. <u>SCHOOL AND CLASSROOM PRACTICES</u>                                                                                                                    | Compliant<br>(Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.                                                                                                                                                                                                                                                                                                                                                                                  | Date Policy or Regulation Last Updated by Strauss Esmay                                                          | List name of noncompliant school(s) in the district |
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| e) Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.                                          | Y                        | <ul style="list-style-type: none"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Classroom practices and procedures in alignment with NJSL</li> <li>• District approved curriculum in all nine content areas</li> </ul>                                                                                                                                                                                                                                                | P5755 July 2016                                                                                                  |                                                     |
| f) Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.                                        | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 5111 – Eligibility of Resident/Nonresident Students</li> <li>• Classroom practices and procedures in alignment with NJSL</li> <li>• District approved curriculum in all nine content areas</li> </ul>                                                                                                                                                                                                                              | P5111 April 2019<br>R5111 April 2019                                                                             |                                                     |
| 5) Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners. | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2423 – Bilingual and ESL Education</li> <li>• Classroom practices and procedures in alignment with NJSL</li> <li>• District approved curriculum in all nine content areas</li> </ul>                                                                                                                                                                                                                                               | P2423 July 2016<br>R2423 July 2016                                                                               |                                                     |
| 6) Utilize bias-free measures for determining the special needs of students with disabilities.                                                                | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 2460 – Special Education</li> <li>• Regulation 2460.1 – Special Education - Location, Identification, and Referral</li> <li>• Regulation 2460.8 – Special Education - Free and Appropriate Public Education</li> <li>• Regulation 2460.9 – Special Education - Transition From Early Intervention Programs to Preschool Programs</li> </ul> | P2260 July 2016<br>R2260 July 2016<br>P2460 May 2017<br>R2460.1 May 2017<br>R2460.8 May 2017<br>R2460.9 May 2017 |                                                     |



| III. <u>SCHOOL AND CLASSROOM PRACTICES</u>                                                                                                                                                                                                                                                              | Compliant<br>(Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.                                                                                                                                                                                                                                                                                                        | Date Policy or Regulation Last Updated by Strauss Esmay | List name of noncompliant school(s) in the district |
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|                                                                                                                                                                                                                                                                                                         |                          | <ul style="list-style-type: none"> <li>• Regulation 2460.15 – Special Education – In-Service Training Needs for Professional and Paraprofessional Staff</li> <li>• Regulation 2460.16 – Special Education - Instructional Material to Blind or Print-Disabled Students</li> <li>• Classroom practices and procedures in alignment with NJSLs</li> <li>• District approved curriculum in all nine content areas</li> </ul> | R2460.15 May 2017<br>R2460.16 May 2017                  |                                                     |
| 7) Ensure that support services (e.g. school-based youth services, health care, tutoring, and mentoring) are available to all students, including English language learners.                                                                                                                            | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Classroom practices and procedures in alignment with NJSLs</li> <li>• District approved curriculum in all nine content areas</li> </ul>                                                                                                                                  | P2260 July 2016<br>R2260 July 2016                      |                                                     |
| 8) Ensure that all pregnant students are permitted to remain in the regular school program and activities. Ensure that equivalent instruction is provided the students, if not permitted to attend school by a doctor.                                                                                  | Y                        | <ul style="list-style-type: none"> <li>• Policy 2416 – Programs for Pregnant Students</li> <li>• Policy 5752 – Marital Status and Pregnancy</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Classroom practices and procedures in alignment with NJSLs</li> <li>• District approved curriculum in all nine content areas</li> </ul>                                                       | P2416 Mar 2008<br>P5752 May 2008<br>P5755 July 2016     |                                                     |
| C. Equality and Equity in Guidance Programs and Services<br>N.J.A.C. 6A:7-1.7(c) Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998<br>Ensure that the district, charter, and renaissance school project's guidance program provides the following: | Y                        |                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                         |                                                     |

| III. <u>SCHOOL AND CLASSROOM PRACTICES</u>                                                                                                                                                                                      | Compliant<br>(Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.                                                                                                                                                                                                                                                                                                          | Date Policy or Regulation Last Updated by Strauss Esmay                                     | List name of noncompliant school(s) in the district |
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| 1) Access to adequate and appropriate counseling services for all students, including females, minority students, English language learners, non-college bound students, and students with disabilities.                        | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2411 – Guidance Counseling</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Classroom practices and procedures in alignment with NJSLS</li> <li>• District approved curriculum in all nine content areas</li> </ul>                                                                                                         | P2411 July 2016<br>R2411 July 2016<br>P5755 July 2016                                       |                                                     |
| 2) 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 nontraditional careers. | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 2411 – Guidance Counseling</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Classroom practices and procedures in alignment with NJSLS</li> <li>• District approved curriculum in all nine content areas</li> </ul> | P2260 July 2016<br>R2260 July 2016<br>P2411 July 2016<br>R2411 July 2016<br>P5755 July 2016 |                                                     |
| 3) Guidance counselors are using bias-free materials.                                                                                                                                                                           | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2411 – Guidance Counseling</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Classroom practices and procedures in alignment with NJSLS</li> <li>• District approved curriculum in all nine content areas</li> </ul>                                                                                                         | P2411 July 2016<br>R2411 July 2016<br>P5755 July 2016                                       |                                                     |



| III. <u>SCHOOL AND CLASSROOM PRACTICES</u>                                                                                                                                                                                                                                                                                                                                                                            | Compliant<br>(Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.                                                                                                                                                                           | Date Policy or Regulation Last Updated by Strauss Esmay | List name of noncompliant school(s) in the district |
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| <ul style="list-style-type: none"> <li>Equality and Equity in Physical Education<br/>N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972</li> </ul> <p>Ensure that the district, charter, and renaissance school project's physical education program is co-educational, as follows:</p> <ol style="list-style-type: none"> <li>All instructional activities are equitable and are co-educational.</li> </ol> | Y                        | <ul style="list-style-type: none"> <li>Policy 2422 – Health and Physical Education</li> <li>Policy 5755 – Equity in Educational Programs and Services</li> <li>Classroom practices and procedures in alignment with NJSL</li> <li>District approved Physical Education curriculum</li> </ul> | <p>P2422 Mar 2019</p> <p>P5755 July 2016</p>            |                                                     |
| <p>D. Equality and Equity in Athletic Programs</p> <p>Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972</p> <p>Ensure that the district, charter, and renaissance school project's Athletic Program accomplishes the following:</p>                                                                                                                                           | Y                        |                                                                                                                                                                                                                                                                                              |                                                         |                                                     |
| <ol style="list-style-type: none"> <li>Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.</li> </ol>                                                                                                                                                                                                                                                                     | Y                        | <ul style="list-style-type: none"> <li>Policy 5755 – Equity in Educational Programs and Services</li> </ul>                                                                                                                                                                                  | P5755 July 2016                                         |                                                     |
| <ol style="list-style-type: none"> <li>Ensures equitable scheduling of night games, practice times, locations, and numbers of games for male and female teams.</li> </ol>                                                                                                                                                                                                                                             | Y                        | <ul style="list-style-type: none"> <li>Policy 5755 – Equity in Educational Programs and Services</li> </ul>                                                                                                                                                                                  | P5755 July 2016                                         |                                                     |
| <ol style="list-style-type: none"> <li>Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase, and maintenance of equipment, etc.</li> </ol>                                                                                                                                                                                                                               | Y                        | <ul style="list-style-type: none"> <li>Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>2018-2019 School &amp; District budget documents and contracts</li> </ul>                                                                       | <p>P2260 July 2016</p> <p>R2260 July 2016</p>           |                                                     |

| <b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                             | Compliant<br>(Yes or No) | Documentation or Evidence to Substantiate Compliance <b>MUST</b> include Board policy title, number and date of adoption.                                                                                                                                                            | Date Policy or Regulation Last Updated by Strauss Esmay                                                      | List name of noncompliant school(s) in the district |
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| 4) Provides comparable facilities for male and female teams.                                                                                                                                                                                                                                                                                                                                                                                                                  | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Blueprint of physical plant</li> </ul>                                                                                              | P2260 July 2016<br>R2260 July 2016                                                                           |                                                     |
| <b>IV. <u>EMPLOYMENT/CONTRACT PRACTICES</u></b><br>N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964;<br>Title IX, Education Amendments of 1972; N.J.S.A. 10:5,<br>Equal Pay Act 1973                                                                                                                                                                                                                                                                                    | Compliant<br>(Yes or No) | Documentation or Evidence to Substantiate Compliance <b>MUST</b> include Board policy title, number and date of adoption.                                                                                                                                                            | Date Policy or Regulation Last Updated by Strauss Esmay                                                      | List name of noncompliant school(s) in the district |
| A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows:<br><br>1) Utilize equitable hiring practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district, charter and renaissance school project's certificated and non-certificated staff and within every category of employment, including administration. | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1510 – Americans with Disabilities Act</li> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul> | P1510 Feb 2017<br>R1510 Feb 2017<br>P1530 July 2016<br>R1530 July 2016<br>P1550 July 2018<br>R1550 July 2018 |                                                     |
| 2) Target recruiting practices for under-represented populations in every category of employment.                                                                                                                                                                                                                                                                                                                                                                             | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> </ul>                                                                                                                                                                    | P1530 July 2016<br>R1530 July 2016                                                                           |                                                     |
| 3) Ensure that the district, charter, and renaissance school project's                                                                                                                                                                                                                                                                                                                                                                                                        | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1510 – Americans with Disabilities Act</li> </ul>                                                                                                                                                                   | P1510 Feb 2017<br>R1510 Feb 2017                                                                             |                                                     |



| <b>IV. EMPLOYMENT/CONTRACT PRACTICES</b><br>N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964;<br>Title IX, Education Amendments of 1972; N.J.S.A. 10:5,<br>Equal Pay Act 1973                                                                                                           | Compliant<br>(Yes or No) | Documentation or Evidence to Substantiate<br>Compliance MUST include Board policy title,<br>number and date of adoption.                                                                                   | Date Policy or<br>Regulation Last<br>Updated by<br>Strauss Esmay         | List name of<br>noncompliant<br>school(s) in the<br>district |
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| employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.                                                                                                                                                                    |                          | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul> | P1530 July 2016<br>R1530 July 2016<br>P1550 July 2018<br>R1550 July 2018 |                                                              |
| 4) Monitor promotions and transfers to ensure non-discrimination.                                                                                                                                                                                                                             | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul> | P1530 July 2016<br>R1530 July 2016<br>P1550 July 2018<br>R1550 July 2018 |                                                              |
| 5) Ensure equal pay for equal work among members of the district, charter, and renaissance school project's staff, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status. | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul> | P1530 July 2016<br>R1530 July 2016<br>P1550 July 2018<br>R1550 July 2018 |                                                              |
| B. Ensure that the district, charter, and renaissance school project does not enter into, or maintain, contracts with persons, agencies, or organizations that discriminate in employment or in the provision of benefits                                                                     | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul> | P1530 July 2016<br>R1530 July 2016<br>P1550 July 2018<br>R1550 July 2018 |                                                              |

| <b>IV. <u>EMPLOYMENT/CONTRACT PRACTICES</u></b><br>N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964;<br>Title IX, Education Amendments of 1972; N.J.S.A. 10:5,<br>Equal Pay Act 1973                                                                                             | Compliant<br>(Yes or No) | Documentation or Evidence to Substantiate<br>Compliance MUST include Board policy title,<br>number and date of adoption.                                                                                   | Date Policy or<br>Regulation Last<br>Updated by<br>Strauss Esmay         | List name of<br>noncompliant<br>school(s) in the<br>district |
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| or services, on the basis of race, creed, color,<br>national origin, ancestry, age, marital status,<br>affectional or sexual orientation, gender,<br>religion, disability, housing status or<br>socioeconomic status.                                                                  |                          |                                                                                                                                                                                                            |                                                                          |                                                              |
| C. Provide Equality in Employment and<br>Contract Practices for all persons, regardless<br>of race, creed, color, national origin,<br>ancestry, age, marital status, affectional or<br>sexual orientation, gender, religion,<br>disability, housing status or socioeconomic<br>status. | Y                        | <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul> | P1530 July 2016<br>R1530 July 2016<br>P1550 July 2018<br>R1550 July 2018 |                                                              |



## 1. Board Responsibility

**Objective:**

Table 5: Corrective Actions, Board Responsibilities

4







### III. School and Classroom Practices:

## Equality and 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 2019-20 through 2021-22 to provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, national origin, sexual orientation, gender, religion, English proficiency, socio-economic status, immigration status, housing status or disability

*Table 8: Corrective Actions, School and Classroom Practices: Equality and Equity in Student Access*

[illegible]

### III. School and Classroom Practices:

## 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 2019-20 through 2021-22 to provide equitable treatment, adequate and appropriate counseling services for ALL students, including females, minority students, English language learners, non-college bound students, migrant students, students experiencing homelessness and students with disabilities, and to ensure exposure and counseling services focused on careers in the science and technology industries, non-traditional career options and post-secondary opportunities for minority and female students

*Table 9: Corrective Actions, School and Classroom Practices: Equality and Equity in Guidance Program Services*

[illegible]

### III. School and Classroom Practices:

## 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 2019-20 through 2021-22 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 race, national origin, gender, sexual orientation, religion, English proficiency, housing status, socio-economic status or disability.

*Table 10: Corrective Actions, School and Classroom Practices: Equity in Physical Education and Athletic Programs*

[illegible]



