

*District, Charter School and Renaissance School Project 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.

Table 1: Needs Assessment, Board Responsibility

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
NJAC 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX; U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard A. Adopt or re-adopt written equality and equity policies, requiring the following:			
1. Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following: a. Identify and address all forms of prejudice and discrimination in all district, charter and renaissance school project programs, practices, curricula, instructional materials and assessments.	Yes	BOE Policy 1140 Affirmative Action BOE Policy 1510 Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination BOE Policy 1523 Comprehensive Equity Plan BOE Policy 2260 Affirmative Action Program for School and Classroom Practices BOE Policy 2610 Educational Program Evaluation BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Educational Opportunity BOE Policy 5755 Equity in Educational Programs and Services BOE Policy 5842 Equal Access of Pupil Organizations	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
b. Ensure equal access to all schools, facilities, programs, activities, and benefits for all students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	Yes	BOE Policy 1140 Affirmative Action BOE Policy 1510 Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination BOE Policy 1523 Comprehensive Equity Plan BOE Policy 2260 Affirmative Action Program for School and Classroom Practices BOE Policy 2270 Religion in the School BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5512 Harassment, Intimidation and Bullying BOE Policy 5750 Equal Educational Opportunity BOE Policy 5751 Sexual Harassment BOE Policy 5755 Equity in Educational Programs and Services BOE Policy 5842 Equal Access of Pupil Organizations	
c. Provide equitable treatment for pregnant and married students	Yes	BOE Policy 2416 Programs for Pregnant Pupils BOE Policy 5752 Marital Status and Pregnancy	
d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Yes	BOE Policy 1140 Affirmative Action BOE Policy 1510 Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination BOE Policy 1523 Comprehensive Equity Plan BOE Policy 2260 Affirmative Action Program for School and Classroom Practices BOE Policy 2270 Religion in the School BOE Policy 3211 Code of Ethics BOE Policy 5512 Harassment, Intimidation and Bullying BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Educational Opportunity BOE Policy 5751 Sexual Harassment Posting of policies 1140 & 1510 on district website Publishing of policies 1140 & 1510 in school calendar/handbook	
2. Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin,	Yes	BOE Policy 1140 Affirmative Action BOE Policy 1510 Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination BOE Policy 1523 Comprehensive Equity Plan	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.		BOE Policy 1530 Equal Employment Opportunities BOE Policy 1550 Affirmative Action Program for Employment and Contract Practices	
3. The appointment of an Affirmative Action Officer (AAO) who can also serve as, 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.	Yes	Board Resolution appointing at 01/14/2019 BOE meeting and reappointed at annual re-organization meeting.	
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	Safe Schools On-line Training Courses assigned July 2019 to be completed by all staff by September 2019: Sexual Harassment: Student Issues & Response Sexual Harassment: Staff-to-Staff	
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	Yes	Board Resolution to revise, update and perform the needs assessment checklist for the district Comprehensive Equity Plan effective for the 2019/2020 school year. Board Resolution authorizing the submission of the SOA for the district Comprehensive Equity Plan effective for the 2019/2020 school year. QSAC review completed.	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
will report annual progress in the Charter School Annual Report.			
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.	Yes	BOE Policy 1522 School Level Planning BOE Policy 2417 Student Intervention and Referral Services BOE Policy 2423 Bilingual and ESL Education BOE Policy 5410 Promotion and Retention BOE Policy 5420 Reporting Pupil Progress Annual CSA reports to Board Members on results of mandated tests for grades 3 through 8.	
D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation	Yes	Board resolution to approve the Comprehensive Equity plan for the years 2019-2022 and its submission to the Hunterdon County Dept. of Education.	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
of the CEP, by undertaking or authorizing the following actions:		Agenda for Regular Business Meeting - Board Resolution to authorize the Affirmative Action Officer to update the Comprehensive Equity Plan and submit to the Executive County Superintendent for approval.	
1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	Yes	Posting BOE Policy 1140 and BOE Policy 1510 on district website. Publishing Policy 1140 and Policy 1510 in school calendar/handbook Advertisements for employment contain reference to equal employment opportunities	
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.	Yes	BOE Policy 1140 Affirmative Action Program BOE Policy 1510 Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination BOE Policy 1530 Equal Employment Opportunities BOE Policy 1550 Affirmative Action Program for Employment and Contract Practices Regulation R1510 Rights of Persons with Handicaps or Disabilities/Non-Discrimination Regulation R1530 Equal Employment Opportunity Complaint Procedure Regulation R1550 Affirmative Action Program for Employment and Contract Practices Complaint Procedure.	
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.	Yes	BOE Policies 1140 & 1510 Published in School Calendar/Handbook which is distributed to all families and staff in September of each year. Posting on District Website	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
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, socio-economic status or disability.	Yes	BOE Policy 1140 Affirmative Action BOE Policy 1510 Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination BOE Policy 1523 Comprehensive Equity Plan BOE Regulation R1510 Rights of Persons with Handicaps or Disabilities/Non Discrimination BOE Policy 2260 Affirmative Action Program for School and Classroom Practices BOE Regulation 2260 Affirmative Action Program for School and Classroom Practices BOE Policy 3211 Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Educational Opportunity BOE Policy 5755 Equity in Educational Programs and Services BOE Policy 5842 Equal Access of Pupil Organizations	
5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	Yes	CSA Report to the Board Members as reported meeting minutes each year.	
6. Authorize the AAO to conduct yearly equity training for all staff.	Yes	BOE Policy 1140 Affirmative Action BOE Policy 1510 Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination BOE Policy 1523 Comprehensive Equity Plan BOE Regulation R1510 Rights of Persons with Handicaps or Disabilities/Non Discrimination Adopted August 12, 2014 BOE Policy 2260 Affirmative Action Program for School and Classroom Practices BOE Regulation 2260 Affirmative Action Program for School and Classroom Practices	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
		BOE Policy 3211 Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Educational Opportunity BOE Policy 5755 Equity in Educational Programs and Services BOE Policy 5842 Equal Access of Pupil Organizations	
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.		(For County Vocational School Districts Only)	

Table 2: Needs Assessment, Staff Development and Classroom Practices

II. Staff Development And Training • N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
A. Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student	Yes	Mandatory Trainings offered on-line through Safe Schools	

II. Staff Development And Training <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5 	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
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 every school year , as follows:			
1. To all certificated (administrative and professional) staff.	Yes	Safe Schools On-line Training Courses assigned July 2019 to be completed by all staff by September, 2019: Sexual Harassment: Student Issues & Response Sexual Harassment: Staff-to-Staff	
2. To all non-certificated (non- professional) staff.	Yes	Safe Schools On-line Training Courses assigned July 2019 to be completed by all staff by September, 2019: Sexual Harassment: Student Issues & Response Sexual Harassment: Staff-to-Staff	

Table 3: Needs Assessment, School and Classroom Practices

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>A. Equality and Equity in Curriculum</p> <ul style="list-style-type: none"> • 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>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>	Yes	<p>BOE Policy 2200 Curriculum Content BOE Policy 2210 Curriculum Development BOE Policy 2260 Affirmative Action Program for School and Classroom Practices BOE Policy 2466 Needless Public Labeling of Pupils with Disabilities BOE Policy 2428.1 Standards Based Instructional Priorities BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity</p>	
<p>a. School climate and culture, safe and positive learning environment.</p>	Yes	<p>BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity</p>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
b. Courses of study, including Physical Education	Yes	BOE Policy 2200 Curriculum Content BOE Policy 2210 Curriculum Development BOE Policy 2260 Affirmative Action Program for School and Classroom Practices BOE Policy 2466 Needless Public Labeling of Pupils with Disabilities BOE Policy 2428.1 Standards Based Instructional Priorities BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity	
c. Library materials/Instructional materials and strategies	Yes	BOE Policy 2510 Adoption of Textbooks BOE Policy 2530 Resource Materials BOE Policy 2531 Use of Copyrighted Materials BOE Policy 2260 Affirmative Action Program for School and Classroom Practices BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity	
d. Technology/software and audio-visual materials	Yes	BOE Policy 2360 Use of Technology BOE Policy 2361 Acceptable Use of Computer Networks/Computers and Resources BOE Policy 2531 Use of Copyrighted Materials BOE Policy 2260 Affirmative Action Program for School and Classroom Practices BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity	
e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures	Yes	BOE Policy 2411 Guidance Counseling BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5512 Harassment, Intimidation and Bullying BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity HIB Specialist & HIB Coordinator logs, investigations and reports	
f. Extra-curricular programs and activities	Yes	BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity	
g. Tests and other assessments	Yes	BOE Policy 2415.01 Academic Standards, Academic Assessments, and Accountability BOE Policy 3211 Teaching Staff Members/Code of Ethics	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity	
h. Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Yes	BOE Policy 2310 Pupil Grouping BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights	
2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	Yes	BOE Policy 2200 Curriculum Content BOE Policy 2210 Curriculum Development BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity Individual Teacher Lesson Plans	
3. Ensure that instruction on 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)	Yes	BOE Policy 2200 Curriculum Content BOE Policy 2210 Curriculum Development BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity Individual Teacher Lesson Plans	
4. Include instruction on the Holocaust and other genocide curricula in the curriculum for elementary and secondary school students. (N.J.S.A. 18A:35-28)	Yes	BOE Policy 2200 Curriculum Content BOE Policy 2210 Curriculum Development BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity Individual Teacher Lesson Plans	
B. Equality and Equity in Student Access <ul style="list-style-type: none"> • N.J.A.C. 6A:7-1.7; Titles VI & VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504, 			

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>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</p> <p>Provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless 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>	Yes	BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity BOE Policy 5755 Equity in Educational Program and Services	
<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>	Yes	BOE Policy 2310 Pupil Grouping BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity BOE Policy 5755 Equity in Educational Program and Services	
<p>3. Refrain from locating new facilities in areas that will contribute to</p>	Yes	BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity BOE Policy 5755 Equity in Educational Program and Services	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
imbalanced, isolated, or racially identifiable school enrollments.		BOE Policy 7100 Long Range Facility Planning BOE Policy 7101 Educational Adequacy of Capital Projects BOE Policy 7102 Site Selection and Acquisition	
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 activities.	Yes	BOE Policy 2310 Pupil Grouping BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity BOE Policy 5755 Equity in Educational Program and Services	
a. Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.	Yes	BOE Policy 2310 Pupil Grouping BOE Policy 2464 Academically Talented Program BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity BOE Policy 5755 Equity in Educational Program and Services	
b. Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	BOE Policy 2411 Guidance Counseling BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5500 Expectations for Pupil Conduct BOE Policy 5560 Disruptive Pupils BOE Policy 5600 Pupil Discipline/Code of Conduct BOE Policy 5610 Suspension BOE Policy 5620 Expulsion BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity	
c. Ensure equal and bias-free access for all students to computers, computer classes, career and	Yes	BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity BOE Policy 5755 Equity in Educational Program and Services	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
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.			
d. Ensure that all English language learners have equal and bias-free access to all school programs and activities.	Yes	BOE Policy 2423 Bilingual and ESL Education BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity BOE Policy 5755 Equity in Educational Program and Services	
e. Ensure that all students with disabilities have equal and bias-free access to all school programs and activities	Yes	BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity BOE Policy 5755 Equity in Educational Program and Services	
f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Yes	BOE Policy 5111 Eligibility of Resident/Nonresident Pupils Adopted September 4, 2014 Registration forms & procedures follow N.J.A.C. 18A:38-1	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Yes	BOE Policy 2423 Bilingual and ESL Education Woodcock Johnson IV Test of Achievement administered by certified personnel.	
6. Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	BOE Policy 2460 Special Education	
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.	Yes	BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity BOE Policy 5755 Equity in Educational Program and Services	
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.	Yes	BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity BOE Policy 5755 Equity in Educational Program and Services BOE Policy 5752 Marital Status and Pregnancy BOE Policy 2412 Home Instruction due to Health Condition BOE Policy 2416 Programs for Pregnant Pupils	
C. Equality and Equity in Guidance Programs and Services <ul style="list-style-type: none"> • N.J.A.C. 6A:7-1,7(c)Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998 			

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
Ensure that the district, charter and renaissance school project's guidance program provides the following:			
<ol style="list-style-type: none"> 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. 	Yes	BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity BOE Policy 5755 Equity in Educational Program and Services	
<ol style="list-style-type: none"> 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. 	Yes	BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity BOE Policy 5755 Equity in Educational Program and Services	
<ol style="list-style-type: none"> 3. Guidance counselors are using bias-free materials. 	Yes	BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity BOE Policy 5755 Equity in Educational Program and Services	
<ul style="list-style-type: none"> • Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972 <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"> 1. All instructional activities are equitable and are co-educational. 	Yes	BOE Policy 2425 Physical Education BOE Policy 3211 Teaching Staff Members/Code of Ethics BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity BOE Policy 5755 Equity in Educational Program and Services	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>D. Equality and Equity in Athletic Programs</p> <ul style="list-style-type: none"> Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972 <p>Ensure that the district, charter and renaissance school project's Athletic Program accomplishes the following:</p>	Yes	BOE Policy 2430 Participation in Co-Curricular Activities BOE Policy 2431 Athletic Competition	
<p>1. Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.</p>	Yes	BOE Policy 2430 Participation in Co-Curricular Activities BOE Policy 2431 Athletic Competition	
<p>2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.</p>	Yes	BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity BOE Policy 5755 Equity in Educational Program and Services	
<p>3. Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.</p>	Yes	BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity BOE Policy 5755 Equity in Educational Program and Services	
<p>4. Provides comparable facilities for male and female teams.</p>	Yes	BOE Policy 5700 Pupil Rights BOE Policy 5750 Equal Education Opportunity BOE Policy 5755 Equity in Educational Program and Services	

Table 4: Needs Assessment, Employment/Contract Practices

IV. Employment/Contract Practices <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows:</p> <p>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.</p>	Yes	BOE Policy 1550 Affirmative Action Program for Employment and Contract Practices	
<p>2. Target recruiting practices for under-represented populations in every category of employment.</p>	Yes	BOE Policy 1550 Affirmative Action Program for Employment and Contract Practices Advertise in the NJ.com to reach greater population of candidates.	
<p>3. Ensure that the district, charter and renaissance school project's employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.</p>	Yes	BOE Policy 1550 Affirmative Action Program for Employment and Contract Practices	
<p>4. Monitor promotions and transfers to ensure non-discrimination.</p>	Yes	BOE Policy 3130 Assessment and Transfer	

<p>IV. Employment/Contract Practices</p> <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>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.</p>	Yes	BOE Policy 1550 Affirmative Action Program for Employment and Contract Practices	
<p>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 or services, on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.</p>	Yes	BOE Policy 1550 Affirmative Action Program for Employment and Contract Practices	
<p>C. Provide Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital</p>	Yes	BOE Policy 1550 Affirmative Action Program for Employment and Contract Practices	

IV. Employment/Contract Practices <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.			