

APPENDIX A: 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 (if applicable)	SIGNATURE
Adrienne McManis	Affirmative Action Officer	Administration	<i>Adrienne McManis</i>
Lynn DiPietropolo	Superintendent/Principal	Administration	<i>Lynn DiPietropolo</i>
Joanne Clement	Business Administrator/Board Secretary	Administration	<i>Joanne Clement</i>
Kathryn Agresta	Teacher	K-8	<i>K. Agresta</i>
Michelle Magilton	Teacher	K-8	<i>Michelle Magilton</i>
Alyssa Martin	Teacher	K-8	<i>Alyssa Martin</i>
Steven Boianelli	Guidance Counselor		<i>Steven Boianelli</i>

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.

I. BOARD RESPONSIBILITY	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
<p>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; Castaneda v. Pickard</p> <p>A. Adopt or re-adopt written equality and equity policies, requiring the following:</p>		<p>As noted in items below.</p>	
<p>1) Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following:</p> <p>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.</p>	Yes	<p>Policy 1140 Affirmative Action Program (01/24/11) Policy 1523 Comprehensive Equity Plan (01/24/11) Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11) Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09) Policy 5750 Equal Educational Opportunity (07/27/09) Regulation 5750 Equal Educational Opportunity Complaint Procedure (07/27/09) Policy 5755 Equity in Educational Programs and Services (07/27/09)</p>	
<p>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.</p>	Yes	<p>Policy 1140 Affirmative Action Program (01/24/11) Policy 1523 Comprehensive Equity Plan (01/24/11) Policy 5750 Equal Educational Opportunity (07/27/09) Regulation 5750 Equal Educational Opportunity Complaint Procedure (07/27/09) Policy 5755 Equity in Educational Programs and Services (07/27/09)</p>	
<p>c) Provide equitable treatment for pregnant and married students.</p>	Yes	<p>Policy 2416 Programs for Pregnant Pupils (07/27/09) Policy 5752 Marital Status and Pregnancy (07/27/09)</p>	

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
d) Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Yes	Policy 1523 Comprehensive Equity Plan (01/24/11) Policy 5512 Harassment, Intimidation, and Bullying (11/25/13) Regulation 5512 Harassment, Intimidation, or Bullying Investigation Procedure (11/25/13) Policy 5751 Sexual Harassment (07/27/09) Regulation 5751 Sexual Harassment of Pupils (07/27/16)	
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.	Yes	Policy 1523 Comprehensive Equity Plan (01/24/11) Policy 1550 Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan (01/24/11) Regulation 1550 Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan Complaint Procedure (01/24/11)	
3) Appoint an Affirmative Action Officer (AAO) who can also serve as or coordinate with the Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.	Yes	Policy 1140 Affirmative Action Program (01/24/11)	
4) Provide staff development to ensure that all equity requirements comply with N.J.A.C. 6A:7-1.6.	Yes	Policy 1140 Affirmative Action Program (01/24/11)	
B. Authorize the Affirmative Action 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.	Yes	Policy 1140 Affirmative Action Program (01/24/11)	
C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming	Yes	Policy 1140 Affirmative Action Program (01/24/11)	

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
<p>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.</p>		<p>Policy 2415.01 Academic Standards, Academic Assessments and Accountability (01/24/11) Policy 2423 Bilingual and ESL Education (10/27/14) Regulation 2423 Bilingual and ESL Education (01/24/11) Policy 2610 Educational Program Evaluation (07/27/09) Policy 2622 Student Assessments (02/23/15) Regulation 2622 Procedure Student Assessment (02/23/15)</p>	
<p>D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking the following actions:</p>	Yes	<p>Policy 1140 Affirmative Action Program (01/24/11) Policy 1523 Comprehensive Equity Plan (01/24/11)</p>	
<p>1) Inform the school community about the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.</p>	Yes	<p>Policy 1140 Affirmative Action Program (01/24/11)</p>	
<p>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 equity responsibilities.</p>	Yes	<p>Policy 1140 Affirmative Action Program (01/24/11)</p>	

I. BOARD RESPONSIBILITY	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
3) Provide students, staff and the community with contact information for the AAO and publicize the location and availability of the CEP, policy(ies), grievance procedures and annual reports.	Yes	<p>Policy 1140 Affirmative Action Program (01/24/11)</p> <p>Policy 1510 Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination (07/27/09)</p> <p>Regulation 1510 Rights of Persons with Handicaps or Disabilities/Non-Discrimination (07/27/09)</p> <p>Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11)</p> <p>Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09)</p>	
4) Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.	Yes	<p>Policy 1140 Affirmative Action Program (01/24/11)</p> <p>Policy 1510 Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination (07/27/09)</p> <p>Regulation 1510 Rights of Persons with Handicaps or Disabilities/Non-Discrimination (07/27/09)</p> <p>Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11)</p> <p>Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09)</p> <p>Policy 5750 Equal Educational Opportunity (07/27/09)</p> <p>Regulation 5750 Equal Educational Opportunity Complaint Procedure (07/27/09)</p>	
5) Report on progress made in meeting the adequate yearly targets established for closing the achievement gap as set by the Department of Education.	Yes	<p>Policy 1140 Affirmative Action Program (01/24/11)</p> <p>Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11)</p> <p>Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09)</p> <p>Policy 2415.01 Academic Standards, Academic Assessments and Accountability (01/24/11)</p> <p>Policy 1140 Affirmative Action Program (01/24/11)</p>	
6) Authorize the AAO to conduct yearly equity training for all staff.	Yes	<p>Policy 1140 Affirmative Action Program (01/24/11)</p>	

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
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 website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.	N/A	(For County Vocational School Districts Only) Not applicable.	

II. STAFF DEVELOPMENT AND TRAINING <small>N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5</small>	Compliant <small>(Yes or No)</small>	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	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 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 to:	<p style="text-align: center;">Yes</p>	<p>Policy 1140 Affirmative Action Program (01/24/11)</p>	
1) Certificated (administrative and professional) staff.	<p style="text-align: center;">Yes</p>	<p>Policy 1140 Affirmative Action Program (01/24/11) Policy 3240 Professional Development for Teachers and School Leaders (08/25/14) Regulation 3240 Professional Development for Teachers and School Leaders (08/25/14)</p>	
2) Non-certificated (non-professional) staff.	<p style="text-align: center;">Yes</p>	<p>Policy 1140 Affirmative Action Program (01/24/11) Policy 4240 Employee Training (07/27/09)</p>	

<p>III. SCHOOL AND CLASSROOM PRACTICES</p>	<p>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</p>	<p>List name of noncompliant school(s) in the district</p>
<p>A. Equality and Equity in Curriculum 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 that they address the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational 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>Yes</p>	<p>Policy 2200 Curriculum Content (11/24/14) Regulation 2200 Curriculum Content (07/27/09) Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11) Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09) Policy 2415.01 Academic Standards, Academic Assessments and Accountability (01/24/11) Policy 5755 Equity in Educational Programs and Services (07/27/09)</p>	
<p>a) School climate and culture, safe and positive learning environment</p>	<p>Yes</p>	<p>Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11) Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09) Policy 5750 Equal Educational Opportunity (07/27/09) Regulation 5750 Equal Educational Opportunity Complaint Procedure (07/27/09)</p>	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
b) Courses of study, including physical education	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11) Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09) Policy 2425 Physical Education (07/27/09) Policy 5750 Equal Educational Opportunity (07/27/09) Regulation 5750 Equal Educational Opportunity Complaint Procedure (07/27/09)	
c) Library materials/instructional materials and strategies	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11) Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09) Policy 5750 Equal Educational Opportunity (07/27/09) Regulation 5750 Equal Educational Opportunity Complaint Procedure (07/27/09)	
d) Technology/software and audiovisual materials	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11) Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09) Policy 5750 Equal Educational Opportunity (07/27/09) Regulation 5750 Equal Educational Opportunity Complaint Procedure (07/27/09)	
e) Guidance and counseling, including harassment, intimidation and bullying, sexual harassment and grievance procedures	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11) Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09) Policy 2411 Guidance Counseling (07/27/09) Regulation 2411 Guidance and Counseling (07/27/09)	

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		<p> Policy 5512 Harassment, Intimidation, and Bullying (11/25/13) Regulation 5512 Harassment, Intimidation, or Bullying Investigation Procedure (11/25/13) Policy 5750 Equal Educational Opportunity (07/27/09) Regulation 5750 Equal Educational Opportunity Complaint Procedure (07/27/09) </p>	
f) Extra-curricular programs and activities	Yes	<p> Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11) Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09) Policy 5750 Equal Educational Opportunity (07/27/09) Regulation 5750 Equal Educational Opportunity Complaint Procedure (07/27/09) </p>	
g) Tests and other assessments	Yes	<p> Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11) Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09) Policy 5750 Equal Educational Opportunity (07/27/09) Regulation 5750 Equal Educational Opportunity Complaint Procedure (07/27/09) </p>	
h) Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Yes	<p> Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11) Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09) Policy 5750 Equal Educational Opportunity (07/27/09) Regulation 5750 Equal Educational Opportunity Complaint Procedure (07/27/09) Policy 5755 Equity in Educational Programs and Services (07/27/09) </p>	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
2) Incorporate multicultural aspects throughout the instructional content and practices across the curriculum.	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11) Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09) Policy 5750 Equal Educational Opportunity (07/27/09) Regulation 5750 Equal Educational Opportunity Complaint Procedure (07/27/09)	
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)	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11) Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09) Policy 5750 Equal Educational Opportunity (07/27/09) Regulation 5750 Equal Educational Opportunity Complaint Procedure (07/27/09)	
4) Include instruction on the Holocaust and other genocide curricula at all grade levels. (N.J.S.A. 18A:35-28)	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11) Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09) Policy 5750 Equal Educational Opportunity (07/27/09) Regulation 5750 Equal Educational Opportunity Complaint Procedure (07/27/09)	
B. Equality and Equity in Student Access N.J.A.C. 6A:7-1.7; Titles VI & VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5 IDEA of 1997; Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1989); U.S. Supreme Court, 1982; Plyler v. Doe; U.S. Supreme Court, 1974, Castañeda v. Pickard Provide equal and bias-free access for all students to all school facilities, courses,	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11) Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09) Policy 5750 Equal Educational Opportunity (07/27/09) Regulation 5750 Equal Educational Opportunity Complaint Procedure (07/27/09)	

<p>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></p>	<p>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</p>	<p>List name of noncompliant school(s) in the district</p>
<p>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>Policy 5755 Equity in Educational Programs and Services (07/27/09)</p>	
<p>1) Ensure equal and barrier-free access to all school and classroom facilities.</p>	<p>Yes</p>	<p>Policy 5755 Equity in Educational Programs and Services (07/27/09)</p>	
<p>2) Attain minority representation of students within each school, including racial and ethnic balance that approximates the district, charter and renaissance school project's overall minority racial and ethnic representation.</p>	<p>Yes</p>	<p>Policy 5755 Equity in Educational Programs and Services (07/27/09)</p>	
<p>3) Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.</p>	<p>Yes</p>	<p>Policy 5755 Equity in Educational Programs and Services (07/27/09)</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 activities.</p>	<p>Yes</p>	<p>Policy 5755 Equity in Educational Programs and Services (07/27/09)</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.	List name of noncompliant school(s) in the district
a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses.	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11) Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09) Policy 5755 Equity in Educational Programs and Services (07/27/09)	
b) Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	Policy 5755 Equity in Educational Programs and Services (07/27/09)	
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.	Yes	Policy 5755 Equity in Educational Programs and Services (07/27/09)	
d) Ensure that all English language learners have equal and bias-free access to all school programs and activities.	Yes	Policy 5755 Equity in Educational Programs and Services (07/27/09)	
e) Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.	Yes	Policy 5755 Equity in Educational Programs and Services (07/27/09)	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
f) Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Yes	Policy 5111 Eligibility of Resident/Nonresident Pupils (06/24/14) Regulation 5111 Eligibility of Resident/Nonresident Pupils (08/23/10)	
5) Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Yes	Policy 2423 Bilingual and ESL Education (10/27/14) Regulation 2423 Bilingual and ESL Education (01/24/11)	
6) Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11) Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09) Policy 2460 Special Education (07/27/09) Regulation 2460.1 Special Education – Location, Identification, and Referral (07/27/09) Regulation 2460.8 Special Education – Free and Appropriate Public Education (07/27/09) Regulation 2460.9 Special Education – Transition From Early Intervention Programs to Preschool Programs (07/27/09) Regulation 2460.16 Special Education – Instructional Material to Blind or Print-Disabled Pupils (07/27/09)	
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	Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11) Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09)	

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<p>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.</p>	Yes	<p>Policy 2416 Programs for Pregnant Pupils (07/27/09) Policy 5752 Marital Status and Pregnancy (07/27/09) Policy 5755 Equity in Educational Programs and Services (07/27/09)</p>	
<p>C. Equality and Equity in Guidance Programs and Services N.J.A.C. 6A:7-1.7(c) Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998</p> <p>Ensure that the district, charter and renaissance school project's guidance program provides the following:</p>		<p>As noted in items below.</p>	
<p>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.</p>	Yes	<p>Policy 2411 Guidance Counseling (07/27/09) Regulation 2411 Guidance and Counseling (07/27/09) Policy 5755 Equity in Educational Programs and Services (07/27/09)</p>	
<p>2) 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.</p>	Yes	<p>Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11) Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09) Policy 2411 Guidance Counseling (07/27/09) Regulation 2411 Guidance and Counseling (07/27/09) Policy 5755 Equity in Educational Programs and Services (07/27/09)</p>	
<p>3) Bias-free materials for use by counselors.</p>	Yes	<p>Policy 2411 Guidance Counseling (07/27/09) Regulation 2411 Guidance and Counseling (07/27/09) Policy 5755 Equity in Educational Programs and Services (07/27/09)</p>	

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<p>D. Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972 Ensure that the physical education program and instructional activities are equitable.</p>	Yes	<p>Policy 2425 Physical Education (07/27/09) Policy 5755 Equity in Educational Programs and Services (07/27/09)</p>	
<p>E. Equality and Equity in Athletic Programs Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972 Ensure that the athletic program accomplishes the following:</p>		<p>As noted in items below.</p>	
<p>1) Relatively equal numbers of varsity and sub-varsity teams for male and female students.</p>	Yes	<p>Policy 5755 Equity in Educational Programs and Services (07/27/09)</p>	
<p>2) Equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.</p>	Yes	<p>Policy 5755 Equity in Educational Programs and Services (07/27/09)</p>	
<p>3) Equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.</p>	Yes	<p>Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11) Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09)</p>	
<p>4) Comparable facilities for male and female teams.</p>	Yes	<p>Policy 2260 Affirmative Action Program for School and Classroom Practices (01/24/11) Regulation 2260 Affirmative Action Program for School and Classroom Practices Complaint Procedure (07/27/09)</p>	

<p><u>IV. EMPLOYMENT/CONTRACT PRACTICES</u> 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</p>	<p>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</p>	<p>List name of noncompliant school(s) in the district</p>
<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>	<p>Yes</p>	<p>Policy 1510 Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination (07/27/09) Regulation 1510 Rights of Persons with Handicaps or Disabilities/Non-Discrimination (07/27/09) Policy 1530 Equal Opportunity Employment (01/24/11) Regulation 1530 Equal Opportunity Employment Complaint Procedure (01/24/11) Policy 1550 Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan (01/24/11) Regulation 1550 Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan Complaint Procedure (01/24/11)</p>	
<p>2) Target recruiting practices for under-represented populations in every category of employment.</p>	<p>Yes</p>	<p>Policy 1530 Equal Opportunity Employment (01/24/11) Regulation 1530 Equal Opportunity Employment Complaint Procedure (01/24/11)</p>	
<p>3) Compliance of employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.</p>	<p>Yes</p>	<p>Policy 1510 Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination (07/27/09) Regulation 1510 Rights of Persons with Handicaps or Disabilities/Non-Discrimination (07/27/09) Policy 1530 Equal Opportunity Employment (01/24/11) Regulation 1530 Equal Opportunity Employment Complaint Procedure (01/24/11) Policy 1550 Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan (01/24/11) Regulation 1550 Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan Complaint Procedure (01/24/11)</p>	

<p>IV. EMPLOYMENT/CONTRACT PRACTICES 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</p>	<p>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</p>	<p>List name of noncompliant school(s) in the district</p>
<p>4) Monitor promotions and transfers to ensure non-discrimination.</p>	<p>Yes</p>	<p>Policy 1530 Equal Opportunity Employment (01/24/11) Regulation 1530 Equal Opportunity Employment Complaint Procedure (01/24/11) Policy 1550 Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan (01/24/11) Regulation 1550 Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan Complaint Procedure (01/24/11)</p>	
<p>5) Provide equal pay for equal work regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</p>	<p>Yes</p>	<p>Policy 1530 Equal Opportunity Employment (01/24/11) Regulation 1530 Equal Opportunity Employment Complaint Procedure (01/24/11) Policy 1550 Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan (01/24/11) Regulation 1550 Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan Complaint Procedure (01/24/11)</p>	
<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>	<p>Yes</p>	<p>Policy 1530 Equal Opportunity Employment (01/24/11) Regulation 1530 Equal Opportunity Employment Complaint Procedure (01/24/11) Policy 1550 Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan (01/24/11) Regulation 1550 Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan Complaint Procedure (01/24/11)</p>	

<p><u>IV. EMPLOYMENT/CONTRACT PRACTICES</u> 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</p>	<p>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</p>	<p>List name of noncompliant school(s) in the district</p>
<p>C. Provide 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, housing status or socioeconomic status.</p>	<p>Yes</p>	<p>Policy 1530 Equal Opportunity Employment (01/24/11) Regulation 1530 Equal Opportunity Employment Complaint Procedure (01/24/11) Policy 1550 Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan (01/24/11) Regulation 1550 Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan Complaint Procedure (01/24/11)</p>	

APPENDIX C: COMPREHENSIVE EQUITY PLAN CORRECTIVE ACTIONS

I. BOARD RESPONSIBILITY

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19, to ensure that the Board of Education or Board of Trustees follows through with its responsibilities, including adoption or re-adoption of written equality and equity policies; the authorization of the AAO to develop a CEP; collection of disaggregated data; and adoption of the CEP and facilitate and support its implementation.

Section/sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2016 2017 2018 Ongoing	Evidence of Completion
N/A				

II. STAFF DEVELOPMENT AND TRAINING

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 to provide in-service training for school personnel on a continuing basis to identify and resolve problems arising from prejudice 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.

Section/sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2016 2017 2018 Ongoing	Evidence of Completion
N/A				

**III. SCHOOL AND CLASSROOM PRACTICES:
EQUALITY AND EQUITY IN CURRICULUM**

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 for developing and/or revising curriculum to eliminate discrimination, add multicultural content, and promote understanding and mutual respect among all students.

Section/sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2016 2017 2018 Ongoing	Evidence of Completion
N/A				

**III. SCHOOL AND CLASSROOM PRACTICES:
EQUITY AND EQUITY IN STUDENT ACCESS**

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 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.

Section/sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2016 2017 2018 Ongoing	Evidence of Completion
N/A				

**III. SCHOOL AND CLASSROOM PRACTICES:
EQUILITY AND EQUITY IN GUIDANCE PROGRAM SERVICES**

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 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.

Section/sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2016 2017 2018 Ongoing	Evidence of Completion
N/A				

**III. SCHOOL AND CLASSROOM PRACTICES:
EQUITY IN PHYSICAL EDUCATION & ATHLETIC PROGRAMS**

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 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, socioeconomic status or disability.

Section/sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2016 2017 2018 Ongoing	Evidence of Completion
N/A				

IV. EMPLOYMENT/CONTRACT PRACTICES

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 to ensure equitable practices in employment at all levels of responsibility, and to avoid engaging in business with firms that discriminate on the basis of race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status, or disability.

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2016 2017 2018 Ongoing	Evidence of Completion
N/A				

**APPENDIX D: COMPREHENSIVE EQUITY
PLAN**

YEARLY STATEMENTS OF ASSURANCE

2016-2017

2017-2018

2018-2019

Comprehensive Equity Plan Statement of Assurance

to be Submitted with the Three-Year CEP

School District, Charter School or Renaissance School Project Information:

County: Camden	
School District/Charter School/Renaissance School Project: Clementon School District	
Address: 4 Audubon Avenue, Clementon, NJ 08021	
Affirmative Action Officer (AAO): Mrs. Adrienne McManis	Telephone #: 856-783-2300 Ext. 1010
AAO Email: mcmanisa@clementon.k12.nj.us	
Alternate Contact Person: Ms. Lynn DiPietropolo	Telephone #: 856-783-2300 Ext. 1014
Title: Superintendent/Principal	Email: dipietropolol@clementon.k12.nj.us

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, 2016 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: Lynn DiPietropolo Title: Superintendent/Principal

Signature:  Date: _____

**COMPREHENSIVE EQUITY PLAN
ANNUAL STATEMENT OF ASSURANCE**
School Year 2017-2018

County: Camden	
School District/Charter School/Renaissance School Project: Clementon School District	
Address: 4 Audubon Avenue, Clementon, NJ 08021	
Affirmative Action Officer (AAO): Mrs. Adrienne McManis	Telephone #: 856-783-2300 Ext. 1010
AAO Email: mcmanisa@clementon.k12.nj.us	
Alternate Contact Person: Ms. Lynn DiPietropolo	Telephone #: 856-783-2300 Ext. 1014
Title: Superintendent/Principal	Email: dipietropolol@clementon.k12.nj.us

1. The school district, charter school or renaissance school project has reviewed its implementation strategies for school year 2016-17 and provides assurance that the implementation timeline has been met at each school within the district, charter school or renaissance school project, if applicable. The areas of noncompliance as indicated in the CEP have met specific indicators of achievement at each site, if applicable, during this previous school year.
2. The school district, charter school or renaissance school project will continue to fully implement the NJDOE approved Comprehensive Equity Plan.
3. The district, charter school or renaissance school project will achieve and maintain compliance with all applicable laws, codes, and regulations governing equity in education including, but not limited to: N.J.S.A.18A:36-20; N.J.S.A.10:5; N.J.A.C. 6A:7; Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; The Americans with Disabilities Act of 1990; Individuals with Disabilities Education Act (I.D.E.A.) of 1997.

CERTIFICATION:

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

Name: Lynn DiPietropolo Title: Superintendent/Principal

Signature:  Date: _____

COMPREHENSIVE EQUITY PLAN
ANNUAL STATEMENT OF ASSURANCE
 School Year 2018-2019

County: Camden	
School District/Charter School/Renaissance School Project: Clementon School District	
Address: 4 Audubon Avenue, Clementon, NJ 08021	
Affirmative Action Officer (AAO): Mrs. Adrienne McManis	Telephone #: 856-783-2300 Ext. 1010
AAO Email: mcmanisa@clementon.k12.nj.us	
Alternate Contact Person: Ms. Lynn DiPietropolo	Telephone #: 856-783-2300 Ext. 1014
Title: Superintendent/Principal	Email: dipietropolol@clementon.k12.nj.us

1. The school district, charter school or renaissance school project has reviewed its implementation strategies for school year 2017-18 and provides assurance that the implementation timeline has been met at each school within the district, charter school or renaissance school project, if applicable. The areas of noncompliance as indicated in the CEP have met specific indicators of achievement at each site, if applicable, during this previous school year.
2. The school district, charter school or renaissance school project will continue to fully implement the NJDOE approved Comprehensive Equity Plan.
3. The district, charter school or renaissance school project will achieve and maintain compliance with all applicable laws, codes, and regulations governing equity in education including, but not limited to: N.J.S.A.18A:36-20; N.J.S.A.10:5; N.J.A.C. 6A:7; Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; The Americans with Disabilities Act of 1990; Individuals with Disabilities Education Act (I.D.E.A.) of 1997.

CERTIFICATION:

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

Name: Lynn DiPietropolo Title: Superintendent/Principal

Signature:  Date: _____