

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



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

Warren Township Schools**

Forms and Instructions
To Assist School Districts, Charter Schools and Renaissance
Schools in Developing A Comprehensive Equity Plan to
Provide
Equality and Equity in Educational Programs

Due Date: On or before June 14, 2019

**“Managing for Equality and
Equity in Education” Three Year
Comprehensive Equity Plan**

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. <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
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:		Warren Township School District has undergone a rigorous review and re-adoption of all Policies and Regulations over a two year period.	
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	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program: Adopted June 18, 2018 • Policy 1523 – Comprehensive Equity Plan: Adopted June 18, 2018 • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Policy & Regulation 5750 – Equal Educational Opportunity: Adopted June 18, 2018 • Policy 5755 – Equity in Educational Programs and Services: Adopted June 18, 2018 • Review of Curriculum – 5 year cycle • Analysis of Standardized Assessment results • Administrative Oversight 	
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.		<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program: Adopted June 18, 2018 • Policy 1523 – Comprehensive Equity Plan: Adopted June 18, 2018 • Policy & Regulation 2260 – Affirmative Action Program: Adopted June 18, 2018 • Policy & Regulation 5750 – Equal Educational Opportunity: Adopted June 18, 2018 • Policy 5755 – Equity in Educational Programs and Services: Adopted June 18, 2018 • Program, activity and club enrollment/attendance records • Administrative oversight 	
c) Provide equitable treatment for pregnant and married students.	Yes	<ul style="list-style-type: none"> • Policy 5752 – Marital Status and Pregnancy: Adopted June 18, 2018 • Policy 2416 – Programs for Pregnant Students Adopted June 18, 2018 	1.

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	<ul style="list-style-type: none"> • Policy 1523 – Comprehensive Equity Plan: Adopted June 18, 2018 • Policy 5512 – Harassment, Intimidation, and Bullying: Adopted June 18, 2018, Revised Oct. 15, 2018 • Policy & Regulation 5751 – Sexual Harassment: Adopted June 18, 2018 • Anti-Bullying Coordinator & info on Website • District HIB Records, Administrative oversight • Character Education Program and Counseling Services • Olweus Bullying Survey – Nov. 2018 • StopIt APP - Anonymous electronic reporting (HIB, Threats, etc) • Anti-Bullying Specialist in all schools 	
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	<ul style="list-style-type: none"> • Policy 1523 – Comprehensive Equity Plan: Adopted June 18, 2018 • Policy & Regulation 1530 – Equal Employment Opportunity: Adopted June 18, 2018 • Policy 1550 – Equal Employment/Anti-Discrimination Practices: Adopted June 18, 2018, Revised Oct. 1, 2018 • Applitrack online application and analysis of applicant demographics • Updated Job Descriptions • Newspaper Advertisement EEO and AA • Successful AA Audit from NJ Department of the Treasury, Division of Purchase and property, Contract Compliance & Audit Unit, EEO Monitoring Program: Date of Audit: 12/11/18, Notification of Compliance: 12/14/18 	
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	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program: Adopted June 18, 2018 • BOE Agenda/Minutes Date: <u>4/22/19</u> • BOE Annual May Mini-Reorg Meeting Date: <u>5/6/19</u> • Job Description – Director of Special Services 	

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
4) Provide staff development to ensure that all equity requirements comply with N.J.A.C. 6A:7-1.6.	Yes	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program: Adopted June 18, 2018 • AAO responsible for investigating complaints & AAO record keeping • Professional Development Plan and Records 	
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	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program: Adopted June 18, 2018 • Policy 1523 – Comprehensive Equity Plan: Adopted June 18, 2018 • BOE Agenda/Minutes (see attached): <u>3/25/19</u> 	
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	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program: Adopted June 18, 2018 • Policy & Regulation 2423 – Bilingual and ESL Education: Adopted June 18, 2018 • Policy 2610 – Educational Program Evaluation: Adopted June 18, 2018, Revised Mar. 11, 2019 • Policy 2622 – Student Assessment: Adopted June 18, 2018 • Special Education Data • School Report Card Data • District Data and Performance Presentations • District Leadership Council Data Discussions (Meeting Agendas) • SSDS and HIB MyK12 web-based data collection & reporting • Data Protocols – District/School Professional Development • Civil Rights Data Collection • School Performance Reports • School Climate Data • ELL ACCESS and Screener 	

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. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking the following actions:	Yes	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program: Adopted June 18, 2018 • Policy 1523 – Comprehensive Equity Plan: Adopted June 18, 2018 • BOE Approval Date: <u>4/22/19</u> 	
1) Inform the school community about the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	Yes	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program: Adopted June 18, 2018 • Policy 5512 – Harassment, Intimidation, & Bullying: Adopted June 18, 2018, Revised Oct. 15, 2018 • Policy on district website • Comprehensive Equity Plan posted on website • Professional Development – mandated training • HIB process on website • Student Handbook – HIB Section • Annual Required Policy Review /PD for staff 	
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.	Yes	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program: Adopted June 18, 2018 • AAO, 504 Officer and Title IX Coordinator included in Director of Special Services Job Description • Professional Development Records, Director of Special Services 	
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	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program: Adopted June 18, 2018 • Policy & Regulation 1510 – Americans with Disabilities Act: Adopted June 18, 2018 • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • AAO Contact and AA Policy on District Website • Main page of website all contact info for AAO • AAO appointed annually by BOE and posted to website • CEP posted to district website. • AAO and AA policy shared with staff annually • Grievance procedures outlined in staff handbook, distributed annually 	

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
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	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program: Adopted June 18, 2018 • Policy & Regulation 1510 – Americans with Disabilities Act: Adopted June 18, 2018 • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Policy & Regulation 5750 – Equal Educational Opportunity: Adopted June 18, 2018 • AAO responsible for investigating complaints • AAO Record keeping • MyK12 Web-based HIB Investigation Records • Anti-Bullying Coordinator and Anti-Bullying Specialists meetings 	
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	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program: Adopted June 18, 2018 • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Presentations to BOE, faculty and PTO meetings • School Performance Reports 	
6) Authorize the AAO to conduct yearly equity training for all staff.	Yes	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program: Adopted June 18, 2018 <ul style="list-style-type: none"> • All Staff trained at September staff meetings • New Staff Orientation trainings • Handbooks 	
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)	

II. STAFF DEVELOPMENT AND TRAINING <small>N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5</small>	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. 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:	Yes	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program: Adopted June 18, 2018 • Review progress: Statewide and District Testing • BOE meetings • PTO meetings • District Professional Development Records • PD focused on data analysis and utilizing data protocols – grade level teacher meetings and administrative oversight • Recorded presentations on website for access 	
1) Certificated (administrative and professional) staff.	Yes	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program: Adopted June 18, 2018 • Policy & Regulation 3240 – Professional Development for Teachers and School Leaders: Adopted June 18, 2018 • See Above • Professional Development Records 	
2) Non-certificated (non-professional) staff.	Yes	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program: Adopted June 18, 2018 • Policy 4240 – Employee Training: Adopted June 18, 2018 • See Above • Professional Development Records 	

II. <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
<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>	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2200 – Curriculum Content: Adopted June 18, 2018 • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Policy 5755 – Equity in Educational Programs and Services: Adopted June 18, 2018 • All district curricula are reviewed and revised on cycle basis and aligned with NJ Student Learning Standards • Textbook and e-books are reviewed prior to adoption • All students have access to all levels of programs as appropriate (Special Education, ELL Basic Skills, REACH enrichment, Leveled Math classes, special areas, after-school activities) 	
<p>a) School climate and culture, safe and positive learning environment</p>	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Policy 5512 – Harassment, Intimidation, and Bullying: Adopted June 18, 2018, Revised Oct. 15, 2018 	

II. <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
		<ul style="list-style-type: none"> • Policy & Regulation 5750 – Equal Educational Opportunity: Adopted June 18, 2018 • Mission Statement, Whole Child Approach • Olweus Bullying Student Survey (3rd-8th) • SSDS, HIB reports, StopIt Anonymous Reporting System • School Safety and Climate Team Meetings • Character Education, Mindfulness Training and practices • Guidance Programs/Curriculum • Week of Respect, Just Say Hello, Sandy Hook Promise • National model: Threat Assessment Training through Sandy Hook Promise for Threat Assessment building based teams and administration. • Code of Conduct and Recognition Programs • Go Guardian monitoring • Guidance program reviews and survey reviews – annual summer curriculum / program revisions as deemed necessary 	
b) Courses of study, including physical education	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Policy 2422 – Health and Physical Education: Adopted June 18, 2018, Revised Mar. 11, 2019 • Policy & Regulation 5750 – Equal Educational Opportunity: Adopted June 18, 2018 • Curriculum and programs aligned to NJ Student Learning Standards, State and Federal requirements 	
c) Library materials/instructional materials and strategies	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Policy 2422 – Health and Physical Education: Adopted June 18, 2018, Revised Mar. 11, 2019 	

II. <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
		<ul style="list-style-type: none"> • Policy & Regulation 5750 – Equal Educational Opportunity: Adopted June 18, 2018 • Administrative procedures • Library Audit Report and circulation • Guidelines from State and national publishing, multicultural instructional materials. • Preschool review of multicultural materials • Curriculum review process K-8 	
d) Technology/software and audiovisual materials	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Policy & Regulation 5750 – Equal Educational Opportunity: Adopted June 18, 2018 • Administrative oversight and review • Review nationally published technology software materials • 1:1 technology initiative – district procedures • Website ADA compliance • Website allows for notification of inaccessibility 	
e) Guidance and counseling, including harassment, intimidation and bullying, sexual harassment and grievance procedures	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Policy & Regulation 2411 – Guidance Counseling: Adopted June 18, 2018 • Policy 5512 – Harassment, Intimidation, and Bullying: Adopted June 18, 2018, Revised Oct. 15, 2018 • Policy & Regulation 5750 – Equal Educational Opportunity: Adopted June 18, 2018 • Administrative review and oversight • Anti-Bullying and anti-violence programs • Character Education • HIB Training – District-wide, students and staff 	

II. <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
		<ul style="list-style-type: none"> • District Guidance Curriculum and Practice • Olweus Bullying Survey • Annual Review of Guidance Program and Guidance Meetings. 	
f) Extra-curricular programs and activities	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Policy & Regulation 5750 – Equal Educational Opportunity: Adopted June 18, 2018 • BOE approved programs and activities • Administrative review and oversight • Equal access and choice based on student surveys 	
g) Tests and other assessments	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Policy & Regulation 5750 – Equal Educational Opportunity: Adopted June 18, 2018 • Standardized nationally/state screened for bias, reliability, validity • Administrative review and approval process 	
h) Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Policy & Regulation 5750 – Equal Educational Opportunity: Adopted June 18, 2018 • Policy 5755 – Equity in Educational Programs and Services: Adopted June 18, 2018 • Equal Access to all programs and unbiased performance criteria • Reduced barriers to challenging curriculum by evaluating and adjusting student tracking procedures • Utilize school-wide enrichment model to increase access to challenging curriculum and enrichment activities 	

II. <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	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Policy & Regulation 5750 – Equal Educational Opportunity: Adopted June 18, 2018 • Curriculum administrative review • Alternate assessments for ELL • Curriculum content and research-based materials • International Day • World Language • Art and Music incorporate multi-cultural aspects, cross-curricula • School specific multicultural celebrations 	
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	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Policy & Regulation 5750 – Equal Educational Opportunity: Adopted June 18, 2018 • Curriculum reviews • Curriculum mapping, specifically on equity and content • Grade level team planning. Curriculum is consistent with NJ Student Learning Standards 	
4) Include instruction on the Holocaust and other genocide curricula at all grade levels. (N.J.S.A. 18A:35-28)	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Policy & Regulation 5750 – Equal Educational Opportunity: Adopted June 18, 2018 • See above • Guest Holocaust Survivor Speaker and follow-up project. • Professional Development teacher training – Holocaust Commission Summer Institute 	

II. <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. 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, 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:	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Policy & Regulation 5750 – Equal Educational Opportunity: Adopted June 18, 2018 • Policy 5755 – Equity in Educational Programs and Services: Adopted June 18, 2018 • Equal Access to club/activities registration and enrollment record • Provide paraprofessional, nursing support for students to access programs • Late bus allows for student transport 	
1) Ensure equal and barrier-free access to all school and classroom facilities.	Yes	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services: Adopted June 18, 2018 • Building and Grounds maintenance records • Annual Facilities Checklist • Special Need Evacuation Plan and Committee 	
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.	Yes	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services: Adopted June 18, 2018 • Warren has 4 elementary schools and one middle school reflecting the racial and ethnic balance within the township. • Established by district zones 	
3) Refrain from locating new facilities in areas that will contribute to imbalanced,	Yes	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services: Adopted June 18, 2018 	

II. <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
isolated, or racially identifiable school enrollments.			
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	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services: Adopted June 18, 2018 • Heterogeneous grouping 90% of all classes in Warren. • Within Homogeneous grouped classes, there is monitoring for evidence of population skews with administrative review and oversight. • Reduced barriers to challenging curriculum by evaluating and adjusting student tracking procedures 	
a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses.	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Policy 5755 – Equity in Educational Programs and Services: Adopted June 18, 2018 • Multiple indicators utilized to identify G/T programs, REACH, high level math • Enrollment verifies equal opportunity and representation • Administrative review and oversight 	
b) Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Policy 5755 – Equity in Educational Programs and Services: Adopted June 18, 2018 • Special Education Enrollment records • Discipline records • SSDS and HIB reporting and records • Administrative review and oversight 	

II. <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
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	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services: Adopted June 18, 2018 • All students receive instruction on technology and have equal access to computers based on district technology plan. • District has 1-1 Chromebook policy for students’ grades 3-8. • All students have equal and biased free access to course work and technology at all levels – review of enrollment records. • All students can access the student technology support (STS) club at Middle School 	
d) Ensure that all English language learners have equal and bias-free access to all school programs and activities.	Yes	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services: Adopted June 18, 2018 • ELL students are in general education classes and have access to all programs and activities – Enrollment records, administrative oversight • Title III purchasing records 	
e) Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.	Yes	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services: Adopted June 18, 2018 • Students with disabilities have bias free access to all school programs and activities with consideration to individual needs and LRE. • Child Study Team oversight • Building and Grounds records • Special Education Records, IEP programs • Extracurricular and Club enrollment records • Integrated Preschool • Special Needs Evaluation Plan • DLM Alternative Proficiency Assessment 	

II. <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	<ul style="list-style-type: none"> • Policy & Regulation 5111 – Eligibility of Resident/Nonresident Students: Adopted June 18, 2018, Revised Mar. 11, 2019 • Administrative procedures and oversight of registration process • Utilization of online registration portal 	
5) Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2423 – Bilingual and ESL Education: Adopted June 18, 2018 • State required ACCESS Test • WIDA Screener 	
6) Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Policy 2460 – Special Education: Adopted June 18, 2018 • Regulation 2460.1 – Special Education - Location, Identification, and Referral: • Regulation 2460.8 – Special Education - Free and Appropriate Public Education: • Regulation 2460.9 – Special Education - Transition From Early Intervention Programs to Preschool Programs: • Regulation 2460.15 – Special Education – In-Service Training Needs for Professional and Paraprofessional Staff: • Regulation 2460.16 – Special Education - Instructional Material to Blind or Print-Disabled Students: • All selected tests are nationally standardized, cited and screened • LEP special needs evaluation in native language –Special Education records • Multilingual Evaluations are conducted as determined appropriate • Child Find conducted annually 	

II. <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
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	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Administrative oversight • Counseling, remedial support, CST, SAC, mentoring, outside agencies (CMO, Community Mental Health Center) available to all students. • I&RS Action Plans, counseling records, support class enrollments. • Social Emotional learning integrated in classroom programs 	
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	<ul style="list-style-type: none"> • Policy 2416 – Programs for Pregnant Students: Adopted June 18, 2018 • Policy 5752 – Marital Status and Pregnancy: Adopted June 18, 2018 • Policy 5755 – Equity in Educational Programs and Services: Adopted June 18, 2018 	
C. Equality and Equity in Guidance Programs and Services <small>N.J.A.C. 6A:7-1,7(c)Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998</small> Ensure that the district, charter and renaissance school project’s guidance program provides the following:	Yes		
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	<ul style="list-style-type: none"> • Policy & Regulation 2411 – Guidance Counseling: Adopted June 18, 2018 • Policy 5755 – Equity in Educational Programs and Services: Adopted June 18, 2018 • Counseling records, monthly reports • Classroom Character Ed lessons • Counseling available to all students • Equal access to school-based social skills groups 	

II. <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) 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	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Policy & Regulation 2411 – Guidance Counseling: Adopted June 18, 2018 • Policy 5755 – Equity in Educational Programs and Services: Adopted June 18, 2018 • Career Nights, E2 Program, Peer Leaders, Vo-Tech presentation/visitation, media literacy, financial literacy, innovation and design, Capstone Project • IEP transition planning for High School • Junior Achievement – BizTown enrollment 	
3) Bias-free materials for use by counselors.	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2411 – Guidance Counseling: Adopted June 18, 2018 • Policy 5755 – Equity in Educational Programs and Services: Adopted June 18, 2018 • State and nationally approved materials • Administrative oversight, review and approval required • Annual review of counseling programs 	
D. Equality and Equity in Physical Education <small>N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972</small> Ensure that the physical education program and instructional activities are equitable.	Yes	<ul style="list-style-type: none"> • Policy 2422 – Health and Physical Education: Adopted June 18, 2018, Revised Mar. 11, 2019 • Policy 5755 – Equity in Educational Programs and Services: Adopted June 18, 2018 • Administrative oversight • Curriculum unit plans • Curriculum based on NJ Student Learning Standards and criteria • Middle School Fitness Center – coed 	

II. <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
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:			
1) Relatively equal numbers of varsity and sub-varsity teams for male and female students.	Yes	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services: Adopted June 18, 2018 • Principal, coaches and BOE oversight 	
2) Equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	Yes	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services: Adopted June 18, 2018 • Administrative oversight • Alternating rotation schedules • Sports schedules 	
3) Equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • BOE oversight • Salaries are consistent with each program with like programs paid the same salary • WTEA Contract • Purchase Orders 	
4) Comparable facilities for male and female teams.	Yes	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices: Adopted June 18, 2018 • Equal use of fields and gym and facilities 	

<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>	<ul style="list-style-type: none"> • Policy & Regulation 1510 – Americans with Disabilities Act: Adopted June 18, 2018 • Policy & Regulation 1530 – Equal Employment Opportunities: Adopted June 18, 2018 • Policy & Regulation 1550 – Equal Employment/Anti-Discrimination Practices: Adopted June 18, 2018, Revised Oct. 1, 2018 • Advertise on EEO/AA websites and local papers • Employment opportunities open to all • Hiring based on qualifications, certification and areas identified under equitable practices • Employment and interview records • Applitrack online employment process • Successful AA Audit from NJ Department of the Treasury, Division of Purchase and property, Contract Compliance & Audit Unit, EEO Monitoring Program: Date of Audit: 12/11/18, Notification of Compliance: 12/14/18 	
<p>2) Target recruiting practices for under-represented populations in every category of employment.</p>	<p>Yes</p>	<ul style="list-style-type: none"> • Policy & Regulation 1530 – Equal Employment Opportunities: Adopted June 18, 2018 • College Job Fair Outreach • Applitrack employment application process • Analyzed employee demographic data 	

<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>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>	<ul style="list-style-type: none"> • Policy & Regulation 1510 – Americans with Disabilities Act: Adopted June 18, 2018 • Policy & Regulation 1530 – Equal Employment Opportunities: Adopted June 18, 2018 • Policy & Regulation 1550 – Equal Employment/Anti-Discrimination Practices: Adopted June 18, 2018, Revised Oct. 1, 2018 • Statements on employment applications, website and advertisements. • All vacancies posted and all qualified applicants encouraged and able to apply. • AA and EEO practices are applied 	
<p>4) Monitor promotions and transfers to ensure non-discrimination.</p>	<p>Yes</p>	<ul style="list-style-type: none"> • Policy & Regulation 1530 – Equal Employment Opportunities: Adopted June 18, 2018 • Policy & Regulation 1550 – Equal Employment/Anti-Discrimination Practices: Adopted June 18, 2018, Revised Oct. 1, 2018 • Transfers are addressed in the same manner with consideration to the employee’s experience, educational level, and necessary qualifications. • Califon Employee Seniority Records • All transfers are BOE approved • Position Control Employee Roster • Annual transfer choice request process 	
<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>	<ul style="list-style-type: none"> • Policy & Regulation 1530 – Equal Employment Opportunities: Adopted June 18, 2018 • Policy & Regulation 1550 – Equal Employment/Anti-Discrimination Practices: Adopted June 18, 2018, Revised Oct. 1, 2018 • Salary Guides • Employee Contracts 	

<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>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>	<ul style="list-style-type: none"> • Policy & Regulation 1530 – Equal Employment Opportunities: Adopted June 18, 2018 • Policy & Regulation 1550 – Equal Employment/Anti-Discrimination Practices: Adopted June 18, 2018, Revised Oct. 1, 2018 • AAO Practices • RFP and Bid Language • Vendor Contract Language • Successful AA Audit from NJ Department of the Treasury, Division of Purchase and property, Contract Compliance & Audit Unit, EEO Monitoring Program: Date of Audit: 12/11/18, Notification of Compliance: 12/14/18 	
<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>	<ul style="list-style-type: none"> • Policy & Regulation 1530 – Equal Employment Opportunities: Adopted June 18, 2018 • Policy & Regulation 1550 – Equal Employment/Anti-Discrimination Practices: Adopted June 18, 2018, Revised Oct. 1, 2018 • Same as above 	

