

## APPENDIX B: COMPREHENSIVE EQUITY PLAN NEEDS ASSESSMENT

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

<b>I. <u>BOARD RESPONSIBILITY</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>List name of noncompliant school(s) in the district</b>
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:	Yes	Documentation: Board policies are adopted and/or revised annually as needed in order to be compliant with State and Federal guidelines. The policies that are relative to the CEP are listed in this document. In June 2017, the District adopted Strauss Esmay’s policy service.	<b>P = Policy R = Regulation</b>	
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"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 1523 – Comprehensive Equity Plan</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P1140 June 2017 P1523 June 2017 P2260 June 2017 R2260 June 2017 P5750 June 2017 R 5750 June 2017 P5755 June 2017	
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	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 1523 – Comprehensive Equity Plan</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P1140 June 2017 P1523 June 2017 P2260 June 2017 R2260 June 2017 P5750 June 2017 R 5750 June 2017 P5755 June 2017	
c) Provide equitable treatment for pregnant and married students.	Yes	<ul style="list-style-type: none"> <li>• Policy 2416 – Programs for Pregnant Students</li> <li>• Policy 5752 – Marital Status and Pregnancy</li> </ul>	P2416 June 2017 P5752 June 2017	

<b>I. <u>BOARD RESPONSIBILITY</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>List name of noncompliant school(s) in the district</b>
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"> <li>• Policy 1523 – Comprehensive Equity Plan</li> <li>• Policy 5512 – Harassment, Intimidation, and Bullying</li> <li>• Policy &amp; Regulation 5751 – Sexual Harassment</li> </ul>	P1523 June 2017 P5512 Aug 2018  P5751 June 2017 R5751 June 2017	
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"> <li>• Policy 1523 – Comprehensive Equity Plan</li> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunity</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul>	P1523 June 2017 P1530 June 2017 R1530 June 2017 P 1550 July 2018 R1550 July 2018	
3) The appointment of an Affirmative Action Officer (AAO) who can also serve, or coordinate with, the district, charter, and renaissance school project school’s Section 504 Officer and/or the district, charter and renaissance school project’s Title IX Coordinator.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Other documentation on file – Board minutes (April 29, 2019)</li> </ul>	P1140 June 2017	
4) Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Other documentation on file – (Safe Schools Training for all staff; Periodic review of policies at Administrative Council Meetings; Participation in New Jersey Consortia for Excellence Through Equity North)</li> </ul>	P1140 June 2017	

<b>I. <u>BOARD RESPONSIBILITY</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>List name of noncompliant school(s) in the district</b>
<p>B. Authorize the Affirmative Action Officer Team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress, and complete the District Performance Review in the NJQSAC. Charter schools will report annual progress in the Charter School Annual Report.</p>	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 1523 – Comprehensive Equity Plan</li> <li>• Other documentation – Board resolution authorizing needs assessment and submission of the proposed Comprehensive Equity Plan.</li> <li>• Spiezle Architectural Group’s Checklist for ADA Compliance</li> </ul>	<p>P1140 June 2017 P1523 June 2017</p>	
<p>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.</p>	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 2423 – Bilingual and ESL Education</li> <li>• Policy 2610 – Educational Program Evaluation</li> <li>• Policy 2622 – Student Assessment</li> <li>• Documentation: Data is collected and analyzed at the District Level with Building Principals during Administrative Council Meetings (Agendas on file as documentation); District and school data is also on file in Genesis (compliant with NJSMART), as well as in the Office of Curriculum and Instruction, Office of Special Services, and the Superintendent’s Office.</li> </ul>	<p>P1140 June 2017 P2423 June 2017 R2423 June 2017 P2610 March 2019 P2622 June 2017</p>	

<b>I. <u>BOARD RESPONSIBILITY</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>List name of noncompliant school(s) in the district</b>
D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions:	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 1523 – Comprehensive Equity Plan</li> <li>• Documentation – Board resolution approving the CEP is included</li> </ul>	P1140 June 2017 P1523 June 2017	
1) Informing the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 5512 – Harassment, Intimidation, &amp; Bullying</li> <li>• Documentation on file – In-House employee postings; staff handbook of policies; Newspaper Ads; School Handbooks.</li> </ul>	P1140 June 2017 P5512 July 2018	
2) Define the responsibilities of the AAO (Affirmative Action Officer/504 Officer, and/or Title IX Coordinator); require that the AAO be a certificated staff person; and, train the AAO to handle the district, charter, and renaissance school projects equity responsibilities.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Documentation on file – Participation in State training (Via NJASA) and workshops were attended this year.</li> <li>• NJSBAIG Affirmative Action Training (one-on-one)</li> <li>• Registered for NJPSA 3-Day Affirmative Action Officer Certification Training – August 2019</li> </ul>	P1140 June 2017	
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	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 1510 – Americans with Disabilities Act</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Documentation – District Website: <a href="https://www.hackensackschools.org/site/Default.aspx?PageID=124">https://www.hackensackschools.org/site/Default.aspx?PageID=124</a></li> </ul>	P1140 June 2017 P1510 June 2017 R1510 June 2017 P2260 June 2017 R2260 June 2017	

<b>I. <u>BOARD RESPONSIBILITY</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>List name of noncompliant school(s) in the district</b>
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	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 1510 – Americans with Disabilities Act</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Documentation – All allegations are investigated and reported to the AAO. Cases are resolved at either the local or district level. Reports are maintained in the Affirmative Action Office.</li> </ul>	P1140 June 2017 P1510 June 2017 R1510 June 2017 P2260 June 2017 R2260 June 2017 P5750 June 2017 R5750 June 2017	
5) Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Documentation – District Data Presentation is on the district website from the October 16, 2018 Board of Education Meeting.</li> </ul>	P1140 June 2017 P2260 June 2017 R2260 June 2017	
6) Authorize the AAO to conduct yearly equity training for all staff.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Documentation – Staff are required to complete state mandated training via Safe Schools Training. Records for staff training are maintained in the Superintendent’s Office.</li> </ul>	P1140 June 2017	
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.	N.A.	(For County Vocational School Districts Only)	N.A.	

<b>II. STAFF DEVELOPMENT AND TRAINING</b> <small>N.J.A.C. 6A:7-1.6 &amp; N.J.S.A. 10:5</small>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>List name of noncompliant school(s) in the district</b>
A. Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status <b>every school year</b> , as follows:	<b>Yes</b>	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Documentation – All schools (via school-wide plans from Title 1 funding and local funding) have provided staff development and parent workshops throughout the school year. A sampling of these events include STEM Night, Literacy Nights, PTA Events, Guest Authors, Cross-Curriculum Literacy Training, NJSLA Night, and several other events. Documentation is on file in each school, as well as in the office overseeing grants.</li> <li>• Other documentation to support this section:               <ol style="list-style-type: none"> <li>1) Yearlong, weekly &amp; daily, Parent Academy Workshops coordinated by the District’s Parent Liaison.</li> <li>2) Consultants provided for staff development include but is not limited to Dr. Samuel Betances, Dr. Fernando Naiditch, Olivia Wall, Gravity Goldberg, and Cornelius Minor (2019-2020 school year).</li> <li>3) District Drop-In Center</li> <li>4) PIRT (Preschool Intervention Referral Teacher) Specialist</li> </ol> </li> </ul>	P1140 June 2017	
1) To all certificated (administrative and professional) staff.	<b>Yes</b>	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 3240 – Professional Development</li> </ul>	P1140 June 2017 P3240 June 2017	

		for Teachers and School Leaders	R3240 June 2017	
2) To all non-certificated (non-professional) staff.	<b>Yes</b>	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 4240 – Employee Training</li> </ul>	P1140 June 2017 P4240 June 2017 R4240 June 2017	
<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>List name of noncompliant school(s) in the district</b>
<b>A. Equality and Equity in Curriculum</b> 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  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:	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2200 – Curriculum Content</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Documentation/Material on file at school: <ol style="list-style-type: none"> <li>1) Curriculum Guides</li> <li>2) Diverse Literature and Texts</li> <li>3) Professional Learning Community Philosophy adopted at all schools supporting common planning time to align curriculum and instruction to State Standards</li> <li>4) New Teacher Orientation that includes sessions on Cultural Diversity and Teaching</li> <li>5) Extended DEAC Committee to build capacity of teacher leaders in addressing student underachievement as it relates to State Standards</li> </ol> </li> </ul>	P2200 June 2017 R2200 June 2017 P2260 June 2017 R2260 June 2017  P5755 June 2017	

a) School climate and culture, safe and positive learning environment	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 5512 – Harassment, Intimidation, and Bullying</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Other documentation               <ol style="list-style-type: none"> <li>1) School Climate Committee as per HIB Policy</li> <li>2) PBSIS (Positive Behavior Support Program) Training for Administration &amp; Staff Coordinator</li> <li>3) Sergeant Tom Rich Presentation to Students and Parents about “Social Media Safety”</li> <li>4) Student Handbook</li> <li>5) District Website – “Family Page”</li> </ol> </li> </ul>	P2260 June 2017 R2260 June 2017 P5512 July 2018 P5750 June 2017 R5750 June 2017	
b) Courses of study, including physical education	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 2422 – Health and Physical Education</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Documentation on file – Curriculum &amp; Schedules</li> </ul>	P2260 June 2017 R2260 June 2017 P 2422 March 2019 P5750 June 2017 R5750 June 2017	
c) Library materials/instructional materials and strategies	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Documentation on file – Curriculum and Teacher Lesson Plans (in Genesis)</li> </ul>	P2260 June 2017 R2260 June 2017 P5750 June 2017 R5750 June 2017	

d) Technology/software and audiovisual materials	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Documentation on file – District Technology Plan</li> </ul>	P2260 June 2017 R2260 June 2017 P5750 June 2017 R5750 June 2017	
e) Guidance and counseling, including harassment, intimidation and bullying, sexual harassment and grievance procedures	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 2411 – Guidance Counseling</li> <li>• Policy 5512 – Harassment, Intimidation, and Bullying</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Documentation on file – <ol style="list-style-type: none"> <li>1) Student Handbook</li> <li>2) College Fair</li> <li>3) Career Day</li> <li>4) Safe Schools Training</li> <li>5) Red Ribbon Week</li> </ol> </li> </ul>	P2260 June 2017 R2260 June 2017 P2411 June 2017 R2411 June 2017 P5512 July 2018 P5750 June 2017 R5750 June 2017	
f) Extra-curricular programs and activities	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Documentation: <ol style="list-style-type: none"> <li>1) State of NJ/Dept. of Children &amp; Families Grant to support extra-curricular activities and both the High School and Elementary School</li> <li>2) STEM Summer Camps for all schools</li> <li>3) Extra-Curricular activities (drama, music, marching band, STEM, etc.) at the middle school and high</li> </ol> </li> </ul>	P2260 June 2017 R2260 June 2017 P5750 June 2017 R5750 June 2017	
g) Tests and other assessments	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational</li> </ul>	P2260 June 2017 R2260 June 2017 P5750 June 2017	

		<p>Opportunity</p> <ul style="list-style-type: none"> <li>• Documentation: <ol style="list-style-type: none"> <li>1) Statewide Assessments administered</li> <li>2) School &amp; District Benchmark Assessments</li> </ol> </li> </ul>	R5750 June 2017	
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"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Documentation – School Rosters and Recommendation Criteria</li> </ul>	<p>P2260 June 2017 R2260 June 2017 P5750 June 2017 R5750 June 2017 P5755 June 2017</p>	
2) Incorporate a multicultural curriculum in aspects in the instructional content and practices across the curriculum.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Documentation on file: <ol style="list-style-type: none"> <li>1) Curriculum Guides</li> <li>2) Lesson plans</li> <li>3) Instructional Material</li> <li>4) Special programs &amp; assemblies</li> <li>5) Observation domains (Danielson)</li> </ol> </li> </ul>	<p>P2260 June 2017 R2260 June 2017 P5750 June 2017 R5750 June 2017</p>	
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"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Documentation on file: <ol style="list-style-type: none"> <li>1) Curriculum Guides</li> <li>2) Lesson plans</li> <li>3) Instructional Material</li> <li>4) Special programs &amp; assemblies</li> </ol> </li> </ul>	<p>P2260 June 2017 R2260 June 2017 P5750 June 2017 R5750 June 2017</p>	

4) Include instruction on the Holocaust and other genocide curricula for elementary and secondary school students. (N.J.S.A. 18A:35-28)	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Documentation on file: <ul style="list-style-type: none"> <li>1) Curriculum Guides</li> <li>2) Lesson plans</li> <li>3) Instructional Material</li> <li>4) Special programs &amp; assemblies</li> </ul> </li> </ul>	P2260 June 2017 R2260 June 2017 P5750 June 2017 R5750 June 2017	
<b>B. Equality and Equity in Student Access</b> 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"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Documentation on file – Student Rosters</li> </ul>	P2260 June 2017 R2260 June 2017 P5750 June 2017 R5750 June 2017 P5755 June 2017	
1) Ensure equal and barrier-free access to all school and classroom facilities.	Yes	<ul style="list-style-type: none"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul> Documentation: Data on file in the Office of Special Services. Transportation is provided for special need children when necessary. ADA accommodations for students and staff are provided when necessary.	P5755 June 2017	

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.	Yes	<ul style="list-style-type: none"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P5755 June 2017	
3) Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	<ul style="list-style-type: none"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Policy &amp; Regulation 7100</li> </ul>	P5755 June 2017	
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"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Documentation on file – Class lists and student rosters on file in Genesis (Student Information System)</li> </ul>	P5755 June 2017	
a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses, including math and science.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Documentation on file:               <ol style="list-style-type: none"> <li>1) Use of Cogate</li> <li>2) Use of multiple measures</li> <li>3) Implementation of a School Review Process</li> <li>4) Teacher Appeal Process</li> <li>5) Parent Appeal Process</li> </ol> </li> </ul>	P2260 June 2017 R2260 June 2017 P5755 June 2017	

<p>b) Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.</p>	<p>Yes</p>	<ul style="list-style-type: none"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Documentation on file – Monthly reports for suspensions and HIB submitted to the superintendent’s office. An I&amp;RS team is established in every school as a preventative method.</li> </ul>	<p>P5755 June 2017</p>	
<p>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.</p>	<p>Yes</p>	<ul style="list-style-type: none"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Documentation on file – Student rosters</li> </ul>	<p>P5755 June 2017</p>	
<p>d) Ensure that all English language learners have equal and bias-free access to all school programs and activities.</p>	<p>Yes</p>	<ul style="list-style-type: none"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Documentation on file – Student rosters</li> </ul>	<p>P5755 June 2017</p>	
<p>e) Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.</p>	<p>Yes</p>	<ul style="list-style-type: none"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> <li>• Documentation on file – Student Rosters</li> </ul>	<p>P5755 June 2017</p>	

<p>f) Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.</p>	<p>Yes</p>	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 5111 – Eligibility of Resident/Nonresident Students</li> <li>• Documentation – Student registration forms were revised February 2018.</li> </ul>	<p>P5111 March 2019 R5111 March 2019</p>	
<p>5) Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.</p>	<p>Yes</p>	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2423 – Bilingual and ESL Education</li> <li>• Documentation:             <ol style="list-style-type: none"> <li>1) WIDA Screener</li> <li>2) WIDA ACCESS 2.0 administered annually</li> <li>3) Maculaitus II Placement (2018-2019 last year)</li> <li>4) WIDA Model (2019-2020)</li> </ol> </li> </ul>	<p>P2423 June 2017 R2423 June 2017</p>	
<p>6) Utilize bias-free measures for determining the special needs of students with disabilities.</p>	<p>Yes</p>	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 2460 – Special Education</li> <li>• Regulation 2460.1 – Special Education - Location, Identification, and Referral</li> <li>• Regulation 2460.8 – Special Education - Free and Appropriate Public Education</li> <li>• Regulation 2460.9 – Special Education - Transition From Early Intervention Programs to Preschool Programs</li> <li>• Regulation 2460.15 – Special Education – In-Service Training Needs for Professional and Paraprofessional Staff</li> </ul>	<p>P2260 June 2017 R2260 June 2017 P2460 June 2017 R2460.1 June 2017  R2460.8 March 2019  R2460.9 June 2017  R2460.15 June</p>	

		<ul style="list-style-type: none"> <li>• Regulation 2460.16 – Special Education - Instructional Material to Blind or Print-Disabled Students</li> </ul> Documentation: <ol style="list-style-type: none"> <li>1. Use of the discrepancy model</li> <li>2. Follow “Child Find” policy for testing students</li> </ol>	2017  R2460.16 June 2017	
7) Ensure that support services (e.g. school-based youth services, health care, tutoring, and mentoring) are available to all students, including English language learners.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> </ul> Documentation: <ol style="list-style-type: none"> <li>1. SAC (Student Assistant Counseling) service</li> <li>2. Drop-In Center</li> <li>3. Non-Special Ed Social Workers for all elementary schools, middle school, and high school</li> <li>4. District SEL (Social Emotional Learning) Team &amp; Curriculum</li> <li>5. CARE Plus services</li> </ol>	P2260 June 2017 R2260 June 2017	
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"> <li>• Policy 2416 – Programs for Pregnant Students</li> <li>• Policy 5752 – Marital Status and Pregnancy</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul> Documentation is on file in the Office of Special Services.	P2416 June 2017 P5752 June 2017 P5755 June 2017	
<b>C. Equality and Equity in Guidance Programs and Services</b> N.J.A.C. 6A:7-1,7(c)Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998  Ensure that the district, charter, and renaissance school project’s guidance program provides the following:	Yes	Documentation is provided for C.1, C.2, and C.3 as listed below		
1) Access to adequate and appropriate counseling services for all students, including females, minority students, English language learners, non-college	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2411 – Guidance Counseling</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P2411 June 2017 R2411 June 2017 P5755 June 2017	

bound students, and students with disabilities.				
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	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 2411 – Guidance Counseling</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul> Documentation: <ol style="list-style-type: none"> <li>1) CTE Plan</li> <li>2) Course offerings</li> <li>3) Vocational school enrollments</li> <li>4) College credit courses/relationships with Bergen Community College</li> <li>5) Introducing a three-course medical progression with Hackensack Meridian</li> </ol>	P2260 June 2017 R2260 June 2017 P2411 June 2017 R2411 June 2017 P5755 June 2017	
3) Guidance counselors are using bias-free materials.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2411 – Guidance Counseling</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul> Documentation – Materials are viewed and housed in the Guidance Office	P2411 June 2017 R2411 June 2017 P5755 June 2017	
<b>D. Equality and Equity in Physical Education</b> N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972  Ensure that the district, charter, and renaissance school project’s physical education program is co-educational, as follows:  1. All instructional activities are equitable and are co-educational.	Yes	<ul style="list-style-type: none"> <li>• Policy 2422 – Health and Physical Education</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P2422 March 2019	

		<ul style="list-style-type: none"> <li>• Documentation:             <ol style="list-style-type: none"> <li>1) Teacher lesson plans</li> <li>2) District curriculum guides</li> <li>3) Creation of adapted physical education sections</li> <li>4) Formal and informal observations</li> </ol> </li> </ul>	P5755 June 2017	
<b>E. Equality and Equity in Athletic Programs</b> Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972  Ensure that the district, charter, and renaissance school project's Athletic Program accomplishes the following:	Yes	Refer to the following policies.		
1) Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.	Yes	<ul style="list-style-type: none"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul> Documentation: Letters to all incoming students, student/parent handbook, and roster file of all teams.	P5755 June 2017	
2) Ensures equitable scheduling of night games, practice times, locations, and numbers of games for male and female teams.	Yes	<ul style="list-style-type: none"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul> Documentation: Review of annual sport schedule	P5755 June 2017	
3) Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase, and maintenance of equipment, etc.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> </ul> Documentation: Contract manuals, equipment inventories, and annual budget	P2260 June 2017 R2260 June 2017	
4) Provides comparable facilities for male and female teams.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> </ul> Documentation: Shared facilities as per field/gymnasium schedule filed/posted in the Athletic Director's Office	P2260 June 2017 R2260 June 2017	

<b>IV. EMPLOYMENT/CONTRACT PRACTICES</b> 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)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>List name of noncompliant school(s) in the district</b>
A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows:  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.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1510 – Americans with Disabilities Act</li> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul> Documentation: Newspaper Ads (Record, Star-Ledger, and the Chronicle), District Website, Announcements at local churches, recruitment at colleges with substantial minority populations, participation in Bergen County job fair)	P1510 June 2017 R1510 June 2017 P1530 June 2017 R1530 June 2017 P1550 July 2018 R1550 July 2018	
2) Target recruiting practices for under-represented populations in every category of employment.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> </ul> Documentation: Data on file in the District Office	P1530 June 2017 R1530 June 2017	
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.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1510 – Americans with Disabilities Act</li> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul> Documentation: Data on file in the District Office	P1510 June 2017 R1510 June 2017 P1530 June 2017 R1530 June 2017 P1550 July 2018 R1550 July 2018	

<b>IV. EMPLOYMENT/CONTRACT PRACTICES</b> 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.	Date Policy or Regulation Last Updated by Strauss Esmay	List name of noncompliant school(s) in the district
4) Monitor promotions and transfers to ensure non-discrimination.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul> Documentation: Data on file in the District Office	P1530 June 2017 R1530 June 2017 P1550 July 2018 R1550 July 2018	
5) Ensure equal pay for equal work among members of the district, charter, and renaissance school project’s staff, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul> Documentation: Data on file in the District Office	P1530 June 2017 R1530 June 2017 P1550 July 2018 R1550 July 2018	
B. Ensure that the district, charter, and renaissance school project does not enter into, or maintain, contracts with persons, agencies, or organizations that discriminate in employment or in the provision of benefits 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.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul> Documentation: Data on File in the District Office, State Approved Vendors are used in the Business Office; Prevailing Wage Guidelines are included in the Business Office’s Protocols.	P1530 June 2017 R1530 June 2017 P1550 July 2018 R1550 July 2018	

<b>IV. EMPLOYMENT/CONTRACT PRACTICES</b> 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)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>List name of noncompliant school(s) in the district</b>
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.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul> Documentation: Data on File in the District Office, Employee Contract Manuals	P1530 June 2017 R1530 June 2017 P1550 July 2018 R1550 July 2018	