

*District, Charter School and Renaissance School Project Comprehensive Equity Plan
Needs Assessment*

Directions:

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

Table 1: Needs Assessment, Board Responsibility

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
NJAC 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX; U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard A. Adopt or re-adopt written equality and equity policies, requiring the following:			
1. Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following: a. Identify and address all forms of prejudice and discrimination in all district, charter and renaissance school project programs, practices, curricula, instructional materials and assessments.	yes	<p>Policy 1140 - Affirmative Action Program - Adopted 6/15/2011, Revised 11/15/2016; Policy 2510 - Adoption of Textbooks, Adopted 1/24/2006 Policy 5700-Pupil Rights, Adopted 1/24/2006 Policy 5755 - Equity in Educational Programs and Services Adopted 1/24/2006, Revised 11/15/2016</p> <ul style="list-style-type: none"> ● GCN Records ● BOE Agenda appointing AAO ● AAO training Records ● Building meeting agendas ● New Teacher Training Agenda/Records ● District website civil rights/anti discrimination statement and contact information for officers ● District SEL Page 	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
b. Ensure equal access to all schools, facilities, programs, activities, and benefits for all students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	yes	Policy 1550 - Affirmative Action Program for Employment and Contract Practices - Adopted 1/24/06, Revised 7/24/18 Policy 1523 - Comprehensive Equity Plan-Adopted 6/15/11, Revised 11/15/16 Policy 5750 - Equal Educational Opportunity - Adopted 1/24/06, Revised 11/15/16 Policy 5755 - Equity in Educational Programs and Services - adopted 1/24/2006, Revised 11/15/2016 Policy 5756 - Student Gender and Expressions - Adopted 4/28/15, Revised 3/26/19	
c. Provide equitable treatment for pregnant and married students	yes	Policy 2416 - Programs for Pregnant Pupils-Adopted 1/24/2006 Policy 5752 - Marital Status and Pregnancy -Adopted 1/24/06	
d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	yes	Policy 1523 - Comprehensive Equity Plan-Adopted 1/24/2006Revised 11/15/2016 Policy 5512 - Harassment, Intimidation, and Bullying Adopted 1/2006, Revised 7/2022 Policy 5751 - Sexual Harassment- Adopted 1/2006, Revised 7/2022 Policy 3362 - Sexual Harassment - Adopted 1/24/06	
2. Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual	yes	Policy 1550 - Affirmative Action Program for Employment and Contract Practices - Adopted 1/24/06, Revised 7/24/18 Policy 1523 - Comprehensive Equity Plan-Adopted 6/15/2011 Revised 11/15/16	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
orientation, gender, religion, disability or socioeconomic status.		<ul style="list-style-type: none"> ● Hiring Packets 	
3. The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district, charter and renaissance school project school's Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.	yes	Policy 1550 - Affirmative Action Program for Employment and Contract Practices - Adopted 1/24/06, Revised 7/24/18 <ul style="list-style-type: none"> ● Board of Education Meeting Agenda 	
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	yes	Policy 1550 - Affirmative Action Program for Employment and Contract Practices - Adopted 1/24/06, Revised 7/24/18 <ul style="list-style-type: none"> ● SafeSchools Annual On-Line Training ● New Teacher Orientation ● School Faculty Meetings ● Teacher Academy offerings Summer, Fall, Spring 	
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.	yes	Policy 1550 - Affirmative Action Program for Employment and Contract Practices - Adopted 1/24/06, Revised 7/24/18 <ul style="list-style-type: none"> ● Board of Education Minutes - February 2023 	
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,	yes	Policy 1550 - Affirmative Action Program for Employment and Contract Practices - Adopted 1/24/06, Revised 7/24/18	

I. Board Responsibility	Compliance (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
<p>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-Adopted 1/24/06, Revised 9/2022 Policy 2423 - Bilingual and ESL Education - Adopted 2/21/23 Policy 2610 - Educational Program Evaluation - Adopted 1/24/06, Revised 2/26/19 Policy 2622 - Student Assessment - Adopted 1/2006, Revised 4/2022</p> <ul style="list-style-type: none"> ● Board of Education Assessment Presentations <ul style="list-style-type: none"> ○ NJSLA 2021-2022 Presentation ○ 2022 Fall Start Strong Presentation ● NJSmart Submissions ● Faculty and Department Meetings ● Child Study Team and School Counselor Meetings <p>Policy 5600 Student Code of Conduct- Adopted 7/2011, Revised 6/2019 Policy 5610- Suspension, Code of Conduct Policy and Regulation- Adopted 1/2006, Revised 1/2021</p>	
<p>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:</p>	yes	<p>Policy 1550 - Affirmative Action Program for Employment and Contract Practices - Adopted 1/24/06, Revised 7/24/18</p> <ul style="list-style-type: none"> ● Board of Education Meeting Agenda - June 2023 	
<p>1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.</p>	yes	<p>Policy 1550 - Affirmative Action Program for Employment and Contract Practices - Adopted 1/24/06, Revised 7/24/18</p>	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
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	Policy 1550 - Affirmative Action Program for Employment and Contract Practices - Adopted 1/24/06, Revised 7/24/18	
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	Policy 1550 - Affirmative Action Program for Employment and Contract Practices - Adopted 1/24/06, Revised 7/24/18 Policy 2260 - Affirmative Action Program for School and Classroom Practices, Adopted 6/15/11, Revised 11/15/16 Policy 1510 - Rights of Persons with Handicaps or Disabilities Policy on Non-Discrimination - Adopted 1/24/06, Revised 3/28/17 <ul style="list-style-type: none"> ● New Teacher Orientation ● District on-line Application system (Applitack) ● District Website 	
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	Policy 1550 - Affirmative Action Program for Employment and Contract Practices - Adopted 1/24/06, Revised 7/24/18 Policy 2260 - Affirmative Action Program for School and Classroom Practices, Adopted 6/15/11, Revised 11/15/16 Policy 1510 - Rights of Persons with Handicaps or Disabilities Policy on Non-Discrimination - Adopted 1/24/06, Revised 3/28/17 Policy 5750 - Equal Educational Opportunity - Adopted 1/24/06, Revised 11/15/16 Policy 5756 - Student Gender and Expressions - Adopted 4/28/15, Revised 3/26/19 Policy 5512 Harassment, Intimidation, and Bullying Adopted 1/2006 Revised 7/2022	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	yes	<p>Policy 1550 - Affirmative Action Program for Employment and Contract Practices - Adopted 1/24/06, Revised 7/24/18</p> <p>Policy 2660 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16</p> <p>Policy 2415.01 - Academic Standards, Academic Assessments and Accountability, Adopted 1/25/06, Revised 6/15/11</p> <ul style="list-style-type: none"> ● Board Presentations on Assessments 	
6. Authorize the AAO to conduct yearly equity training for all staff.	yes	<ul style="list-style-type: none"> ● SafeSchools ● Faculty Meeting agenda ● DEI training/lesson plans/faculty meeting presentations 	
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.		<p>(For County Vocational School Districts Only)</p> <p>Not Applicable for Readington Township Public Schools</p>	

Table 2: Needs Assessment, Staff Development and Classroom Practices

II. Staff Development And Training N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
A. Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status every school year , as follows:	yes	<p> Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16 Policy 1140 - Affirmative Action Program - Adopted 6/15/11, Revised 11/15/16 Policy 2415.01 - Academic Standard, Academic Assessments and Accountability Adopted 1/24/06, Revised - 6/15/11 Policy 1550 – Affirmative Action Program for Employment and Contract Practices, Adopted 1/24/06, Revised 7/24/18 Policy 2240 – Controversial Issues Adopted 1/24/06 Policy 2260 – Affirmative Action Program for School and Classroom, Adopted 6/15/11; Revised - 11/15/16 Policy 2624 – Grading System- Adopted 1/24/06 Policy 2417 – Pupil Intervention and Referral Services Adopted- 1/2006, Revised -6/2022 Policy 2423 – Bilingual and ESL Education Adopted 1/24/06, Revised - 2/2023 Policy 2414 – Programs for Pupils at Risk- Adopted 1/24/06 Policy 2415 – No Child Left Behind Programs- Adopted 1/2006, Revised - 9/2022 </p> <ul style="list-style-type: none"> Teacher Academy Catalogs: Summer, Fall, Spring 	
1. To all certificated (administrative and professional) staff.	yes	<p> Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11; Revised 11/15/16 Policy 1140 - Affirmative Action Program - Adopted 6/15/11, Revised 11/15/16 Policy 3240 - Professional Development for Teachers and School Leaders - Adopted 2/19/1990, Revised 9/11/2017 </p>	
2. To all non-certificated (non-professional) staff	yes	<p> Policy 1140 - Affirmative Action Program - Adopted 6/15/11, Revised 11/15/16 </p>	

II. Staff Development And Training N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		Policy 4240 - Employee Training-Adopted 1/2006	

Table 3: Needs Assessment, School and Classroom Practices

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>A. Equality and Equity in Curriculum</p> <ul style="list-style-type: none"> ● N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard <p>1. Ensure that the district, charter school or renaissance school project’s curriculum and instruction are aligned to the State’s Core Curriculum Content Standards and addresses the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p>	<p>yes</p>	<p>Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/2016 Policy 2200 - Curriculum Content - Adopted 1/2006 Policy 5755 - Equity in Educational Programs and Services - Adopted 1/24/06, Revised 11/15/16</p> <ul style="list-style-type: none"> ● District Curriculum Guides 	
<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 - Adopted 6/15/11, Revised 11/15/16 Policy 5750 - Equal Education Opportunity - Adopted 1/24/06, Revised 11/15/16</p> <ul style="list-style-type: none"> ● Examples of student recognition program from each school ● Board-Approved K-8 School Counseling Curriculum Document ● Behavioral Health Program at Readington Middle School 	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		<ul style="list-style-type: none"> ● Board-Approved K-8 Social and Emotional Learning Curricula ● School Climate Team Agendas ● Social Awareness Strategic Planning Goal <ul style="list-style-type: none"> ○ Diversity, Equity, and Inclusion work <p>Policy 5512- Harassment, Intimidation, and Bullying- Adopted 1/06, Revised 1/22</p> <ul style="list-style-type: none"> ● Link to website -anti bullying ● Link to reporting documents ● Board approval for Behavior Health Program at RMS 	
b. Courses of study, including Physical Education	yes	<p>Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16</p> <p>Policy 5750 - Equal Education Opportunity - Adopted 1/24/06, Revised 11/15/16</p> <p>Policy 2422 - Comprehensive Health and Physical Education - Adopted 1/2006, Revised 11/2021</p> <ul style="list-style-type: none"> ● Comprehensive Health and Physical Education Curriculum Guide 	
c. Library materials/Instructional materials and strategies	yes	<p>Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16</p> <p>Policy 5750 - Equal Education Opportunity - Adopted 1/24/06, Revised 11/15/16</p> <ul style="list-style-type: none"> ● Information Literacy Curriculum ● Mackinvia ● Destiny Discover Library Catalog 	
d. Technology/software and audio-visual materials	yes	<p>Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16</p>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		<p>Policy 5750 - Equal Education Opportunity - Adopted 1/24/06, Revised 11/15/16</p> <ul style="list-style-type: none"> ● Computer Science Curriculum Documents ● Firewalls? 	
e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures	yes	<p>Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16</p> <p>Policy 5750 - Equal Education Opportunity - Adopted 1/24/06, Revised 11/15/16</p> <p>Policy 2411 - School Counseling -Adopted 1/24/06, Revised 11/15/16</p> <ul style="list-style-type: none"> ● Board-Approved K-8 School Counseling Curriculum <p>Policy 5512 - Harassment, Intimidation, and Bullying - Adopted 7/2022</p> <ul style="list-style-type: none"> ● Link to website -anti bullying ● Link to reporting documents ● Board approval for Behavior Health Program at RMS 	
f. Extra-curricular programs and activities	yes	<p>Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16</p> <p>Policy 5750 - Equal Education Opportunity - Adopted 1/24/06, Revised 11/15/16</p>	
g. Tests and other assessments	yes	<p>Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16</p> <p>Policy 5750 - Equal Education Opportunity - Adopted 1/24/06, Revised 11/15/16</p>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
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 - Adopted 6/15/11, Revised 11/15/16</p> <p>Policy 5750 - Equal Education Opportunity - Adopted 1/24/06, Revised 11/15/16</p> <p>Policy 5755 - Equity in Educational Programs and Services - Adopted 1/24/06, Revised 11/15/16</p> <ul style="list-style-type: none"> ● Training for School Counselors and staff through DEI work and culturally responsive practices 	
2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	yes	<p>Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16</p> <p>Policy 5750 - Equal Education Opportunity - Adopted 1/24/06, Revised 11/15/16</p> <ul style="list-style-type: none"> ● SS curriculum, WL Curriculum, Visual and Performing Arts Curriculum <ul style="list-style-type: none"> ○ Key words: AAPI, Holocaust, LBGT & disabilities, Amistad ● Bookroom Inventory RMS ● Lesson plans K-8 ● Board-Approved K-8 Social and Emotional Learning Curricula ● School Climate Teams at each building (4 meetings per year) 	
3. Ensure that instruction on African-American History, including the Amistad, and the history of other cultures is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	yes	<p>Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16</p> <p>Policy 5750 - Equal Education Opportunity - Adopted 1/24/06, Revised 11/15/16</p> <ul style="list-style-type: none"> ● SS curriculum, WL Curriculum, Visual and Performing Arts Curriculum <ul style="list-style-type: none"> ○ Key word: Amistad ● Lesson Plans 	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>4. Include instruction on the Holocaust and other genocide curricula in the curriculum for elementary and secondary school students. (N.J.S.A. 18A:35-28)</p>	yes	<p>Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16</p> <p>Policy 5750 - Equal Education Opportunity - Adopted 1/24/06, Revised 11/15/16</p> <ul style="list-style-type: none"> ● SS curriculum, WL Curriculum, Visual and Performing Arts Curriculum <ul style="list-style-type: none"> ○ Key words: Holocaust ● Lesson plans 	
<p>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</p> <p>Provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, English proficiency, housing status or socioeconomic status, as follows:</p>	yes	<p>Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16</p> <p>Policy 5750 - Equal Education Opportunity - Adopted 1/24/06, Revised 11/15/16</p> <p>Policy 5755 - Equity in Educational Programs and Services - Adopted 1/24/06, Revised 11/15/16</p>	
<p>1. Ensure equal and barrier-free access to all school and classroom facilities.</p>	yes	<p>Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16</p> <p>Policy 5750 - Equal Education Opportunity - Adopted 1/24/06, Revised 11/15/16</p> <p>Policy 5755 - Equity in Educational Programs and Services - Adopted 1/24/06, Revised 11/15/16</p> <p>Policy 1510 - Americans with Disabilities Act - Adopted 1/24/06, Revised 3/28/17</p>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>2. Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter and renaissance school project's overall minority racial and ethnic representation.</p>	yes	<p>Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16 Policy 5750 - Equal Education Opportunity - Adopted 1/24/06, Revised 11/15/16 Policy 5755 - Equity in Educational Programs and Services - Adopted 1/24/06, Revised 11/15/16</p> <ul style="list-style-type: none"> ● Hiring practice ● Applitrac 	
<p>3. Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.</p>	yes	<p>Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16 Policy 5750 - Equal Education Opportunity - Adopted 1/24/06, Revised 11/15/16 Policy 5755 - Equity in Educational Programs and Services - Adopted 1/24/06, Revised 11/15/16 Policy 7100 - Long Range Facilities Planning Adopted 12/2001, Revised 11/2017</p> <p>No new facilities</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>	yes	<p>Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16 Policy 5750 - Equal Education Opportunity - Adopted 1/24/06, Revised 11/15/16 Policy 5756- Transgender Students- Adopted 4/15, Revised 3/19 Policy 5755 - Equity in Educational Programs and Services - Adopted 1/24/06, Revised 11/15/16</p> <ul style="list-style-type: none"> ● Class enrollment lists ● Multiple measures of eligibility for gifted program and higher level courses ● Honors ELA Criteria 	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
a. Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.	yes	Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16 Policy 5750 - Equal Education Opportunity - Adopted 1/24/06, Revised 11/15/16 Policy 5755 - Equity in Educational Programs and Services - Adopted 1/24/06, Revised 11/15/16 <ul style="list-style-type: none"> ● Class enrollment rosters ● Multiple measures of eligibility for gifted program and higher level courses ● Honors ELA Criteria 	
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 - Adopted 1/24/06, Revised 11/15/16 Policy 5600 - Student Discipline/Code of Conduct-Adopted 7/2011, Revised 6/2019 Policy 5512 - Harassment, Intimidation, and Bullying-Adopted 1/06, Revised 7/22 <ul style="list-style-type: none"> ● State HIB Self Assessment Reports ● State HIB School Safety Data Submissions 	
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 2361 - Acceptable Use of Computer-Adopted 1/2006, Revised 11/2021 Policy 5755 - Equity in Educational Programs and Services - Adopted 1/24/06, Revised 11/15/16	
d. Ensure that all English language learners have equal and bias-free access to all school programs and activities.	yes	Policy 2423 - Bilingual and ESL Education - Adopted 1/2006, Revised 2/2023 Policy 5755 - Equity in Educational Programs and Services - Adopted 1/24/06, Revised 11/15/16	

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		<ul style="list-style-type: none"> ● ELL three year plan ● Rosters ● Club/sport rosters ● ESSR Grant ● Translation accessibility 	
e. Ensure that all students with disabilities have equal and bias-free access to all school programs and activities	yes	Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16 Policy 5755 - Equity in Educational Programs and Services - Adopted 1/24/06, Revised 11/15/16 <ul style="list-style-type: none"> ● Club/Sports rosters 	
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 Students - Adopted 11/9/21 Registration procedures/packet	
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 - Adopted 1/2006, Revised 2/2023 Access Score reports <ul style="list-style-type: none"> ● ELL 3 year Plan ● Board of Ed presentations 	
6. Utilize bias-free measures for determining the special needs of students with disabilities.	yes	Policy 2460 - Special Education - Adopted 1/24/06, Revised 5/23/17 Policy 2260 - Affirmative Action Program for School and Classroom, Adopted 6/15/11, Revised 11/15/16	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
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, Adopted 6/15/11, Revised 11/15/16 <ul style="list-style-type: none"> ● Selection process ● Program rosters ● Year Two of a School-Based Counselor from Hunterdon Behavioral Health at RMS- Implemented in the 2021-2022 school. ● Child Assault Prevention Services (Year 3 of implementation) 	
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	Policy 2416 - Programs for Pregnant Students-Adopted 1/24/06 Policy 5752 - Marital Status and Pregnancy - Adopted 1/24/06 Policy 5755 - Equity in Educational Programs and Services- Adopted 1/24/06, Revised 11/15/19	
C. Equality and Equity in Guidance Programs and Services <ul style="list-style-type: none"> ● N.J.A.C. 6A:7-1,7(c)Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998 Ensure that the district, charter and renaissance school project's guidance program provides the following:			
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	Policy 5755 - Equity in Educational Programs and Services- Adopted 1/24/06, Revised 11/15/16 Policy 2411 - School Counseling - Adopted 1/24/06, Revised 11/15/16 <ul style="list-style-type: none"> ● Board-Approved K-8 School Counselor Curriculum ● SEL MTSS Handbook at RMS ● Year Two of a School-Based Counselor from Hunterdon Behavioral Health at RMS- Implemented in the 2021-2022 school. 	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>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.</p>	yes	<p>Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16 Policy 5755 - Equity in Educational Programs and Services- Adopted 1/24/06, Revised 11/15/16 Policy 2411 - School Counseling - Adopted 1/24/06, Revised 11/15/16</p>	
<p>3. School counselors are using bias-free materials.</p>	yes	<p>Policy 5755 - Equity in Educational Programs and Services- Adopted 1/24/06, 11/15/16 Policy 2411 - School Counseling - Adopted 1/24/06, Revised 11/15/16</p> <ul style="list-style-type: none"> ● Board-Approved K-8 School Counselor Curriculum <p>Policy 2530 - Resource Materials -Adopted 1/24/06 Policy 2510 - Adoption of Textbooks -Adopted 1/24/06</p>	
<ul style="list-style-type: none"> ● Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972 <p>Ensure that the district, charter and renaissance school project's physical education program is co-educational, as follows:</p> <p>1. All instructional activities are equitable and are co-educational.</p>	yes	<p>Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16 Policy 5750 - Equal Education Opportunity - Adopted 7/24/06, Revised 11/15/16 Policy 2422 - Comprehensive Health and Physical Education - Adopted 1/2006, Revised 11/2021</p> <ul style="list-style-type: none"> ● Lesson Plans/Units of Study ● Curriculum Link 	
<p>D. Equality and Equity in Athletic Programs</p> <ul style="list-style-type: none"> ● Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972 <p>Ensure that the district, charter and renaissance school project's Athletic Program accomplishes the following:</p>		<ul style="list-style-type: none"> ● Policy and Regulations ● Game schedules ● Sports offered ● Advertisement for recreational sports ● Team Rosters 	
<p>1. Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.</p>		<p>Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16</p>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		Policy 5750 - Equal Education Opportunity - Adopted 1/24/06, Revised 11/15/16 Policy 5755 - Equity in Educational Programs and Services - Adopted 1/24/06, Revised 11/15/16	
2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.		Policy 5755 - Equity in Educational Programs and Services - Adopted 1/24/06, Revised 11/15/16	
3. Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.		Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16 Policy 2431 - Athletic Competition - Adopted 1/9/21 <ul style="list-style-type: none"> ● Contract and board approval for coaches 	n
4. Provides comparable facilities for male and female teams.		Policy 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 6/15/11, Revised 11/15/16	

Table 4: Needs Assessment, Employment/Contract Practices

IV. Employment/Contract Practices <ul style="list-style-type: none"> ● N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows: <ol style="list-style-type: none"> 1. Utilize equitable hiring practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the 		Policy 1510 - Americans with Disabilities Act - Adopted 1/24/06, Revised 3/28/17 Policy 1530 - Equal Employment Opportunities - Adopted 6/15/11, Revised 11/15/16 Policy 1550 - Equal Employment/Anti-Discrimination Practices - Adopted 1/24/06, Revised 7/24/18 <ul style="list-style-type: none"> ● Applitrac ● Sample job postings ● Job Fair attendance 	

IV. Employment/Contract Practices <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
district, charter and renaissance school project's certificated and non-certificated staff and within every category of employment, including administration.		<ul style="list-style-type: none"> Recruitment and Retention Committee and documents 	
2. Target recruiting practices for under-represented populations in every category of employment.		Policy 1530 - Equal Employment Opportunities - Adopted 6/15/11, Revised 11/15/16 CJ Pride Job Fair <ul style="list-style-type: none"> Retention and Recruitment Committee 	
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.		Policy 1510 - Americans with Disabilities Act - Adopted 1/24/06, Revised 3/28/17 Policy 1530 - Equal Employment Opportunities - Adopted 6/15/11, Revised 11/15/16 Policy 1550 - Equal Employment/Anti-Discrimination Practices - Adopted 1/24/06, Revised 7/24/18 <ul style="list-style-type: none"> Applitrac 	
4. Monitor promotions and transfers to ensure non-discrimination.		Policy 1530 - Equal Employment Opportunities - Adopted 6/15/11, Revised 11/15/16 Policy 1550 - Equal Employment/Anti-Discrimination Practices - Adopted 1/24/06, Revised 7/24/18 <ul style="list-style-type: none"> Transfer documents and procedures 	

<p>IV. Employment/Contract Practices</p> <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	<p>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.</p>	<p>List name of noncompliant school(s) in the district</p>
<p>5. Ensure equal pay for equal work among members of the district, charter and renaissance school project's staff, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</p>		<p>Policy 1530 - Equal Employment Opportunities - Adopted 6/15/11, Revised 11/15/16 Policy 1550 - Equal Employment/Anti-Discrimination Practices - Adopted 1/24/06, Revised 7/24/18</p> <ul style="list-style-type: none"> Applitrac Board Policy and Regulations Hiring Tally Sheets 	
<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>Policy 1530 - Equal Employment Opportunities - Adopted 6/15/11, Revised 11/15/16 Policy 1550 - Equal Employment/Anti-Discrimination Practices - Adopted 1/24/06, Revised 7/24/18</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>Policy 1530 - Equal Employment Opportunities - Adopted 6/15/11, Revised 11/15/16 Policy 1550 - Equal Employment/Anti-Discrimination Practices - Adopted 1/24/06, Revised 7/24/18</p> <ul style="list-style-type: none"> Applitrac Hiring Packets 	