

# *Glassboro Public Schools*



## **MEMO**

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To: Dr. Mark Silverstein, Superintendent of Schools

From: Danielle M. Sochor, Chief Academic Officer

Date: September 24, 2019

Re: Action Memo  
September 25, 2019 Board Meeting

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Request board approval to authorize the submission of the proposed Comprehensive Equity Plan for 2019-2022.

*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*

<b>I. Board Responsibility</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.</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	Board of Education Policy Manual Reviewed annually by BOE Administration Committee Reorganization Meeting (1/2019) Policy # 1523 Comprehensive Equity Plan (10/18/17)	
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	Policy #5750- Equal Education Opportunity (1/24/18) Policy # 5755- Equity in Educational Programs and Services (1/24/18) Policy #2360- Use of Technology (2/24/10)	

<b>I. Board Responsibility</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
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 #5750- Equal Education Opportunity (2/24) Policy # 1523 Comprehensive Equity Plan (5/11) Policy # 5755 Equity in Educational Programs and Services (2/24/10) Policy #2360- Use of Technology (2/24/10)	
c. Provide equitable treatment for pregnant and married students	Yes	Policy # 5751-Sexual Harassment (2/24/10) Policy # 5752 Martial Status and Pregnancy (2/24/10)	
d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Yes	Policy # 5751-Sexual Harassment (2/24) Policy # 5512-Harassment, Intimidation, and Bullying (10/17/18) Policy # 1523 Comprehensive Equity Plan (10/18/17)	
2. Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	Yes	Policy #5750- Equal Education Opportunity (1/24/18) Policy # 1523 Comprehensive Equity Plan (10/18/17)	
3. The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district,	Yes	Board approval of the Affirmative Action Committee (7/24/19) Yearly Reorganization Meeting	

<b>I. Board Responsibility</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
charter and renaissance school project school's Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.		Policy#1510 Rights of Persons With Handicaps or Disabilities (7/26/17)  Reorganization Meeting Minutes (1/5/16)  Policy # 1523 Comprehensive Equity Plan (10/18/17)	
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	Policy # 3240-Professional Development (9/27/17) Policy # 1523 Comprehensive Equity Plan (5/11)	
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	Board approval of the Affirmative Action Committee (7/24/19)  Reorganization Meeting Minutes Yearly Policy # 1523 Comprehensive Equity Plan (10/18/17) Board Approval of Comprehensive Plan and Statement of Assurance (7/24/19)	
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,	Yes	School Report Card QSAC Reviews Violence and Vandalism Report PARCC Scores Discipline Reports Highly Qualified Teachers/HQT Letter ACCESS Scores	

<b>I. Board Responsibility</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
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.		Special Education Annual Report Opening Day Data Presentation Benchmark Assessments Presented to BOE Policy #2423 Bilingual and ESL Education (1/17) Policy #2460 Special Education (10/17) Policy # 2414 Programs for Pupils at Risk (2/10) Policy # 2415.01 Academic Standards, Academic Assessments and Accountability (5/11)	
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	Policy # 1523 Comprehensive Equity Plan (10/18/17) Board Approval of Comprehensive Plan and Statement of Assurance (3/23) Board approval of the Affirmative Action Committee (7/24/19) Reorganization Meeting Minutes	
1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	Yes	Policy # 5751-Sexual Harassment (2/24/10) Policy # 5512-Harassment, Intimidation, and Bullying (10/17/18) Policy #5750- Equal Education Opportunity (1/24/18) Ongoing program of notification through multiple media (webpage, handbooks, staff training, and hiring practices)	

<b>I. Board Responsibility</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
		Policy # 2415.01 Academic Standards, Academic Assessments and Accountability (5/11/11)	
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	Board approval of the Affirmative Action Committee (7/24/19)  Reorganization Meeting Minutes Policy # 1523 Comprehensive Equity Plan (10/18/17) Board Approval of Comprehensive Plan and Statement of Assurance (3/23, 7/24/19)	
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	Board approval of the Affirmative Action Committee (7/24/19 ) Yearly Reorganization Meeting Minutes Policy # 1523 Comprehensive Equity Plan (10/18/17) Board Approval of Comprehensive Plan and Statement of Assurance (3/23/19 and yearly)) Policy #2260- Affirmative Action Program for School and Classroom (1/2017)	
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,	Yes	Policy # 1550 – Affirmative Action Program for Employment and Contract Practices/Employment Practices (5/2011)  Policy #2260- Affirmative Action Program for School and Classroom (5/25)	

<b>I. Board Responsibility</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
housing status, socio-economic status or disability.			
5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	Yes	Policy # 5755- Equity in Educational Programs and Services (1/24/18) Policy #2260- Affirmative Action Program for School and Classroom (1/17) Board of Education Annual Report by CSA Benchmark Assessments presented to BOE three times a year End of Year Building Principals BOE Report Monthly Review with CSA and Building Principals NJSLA Analysis Public Report	
6. Authorize the AAO to conduct yearly equity training for all staff.	Yes	Policy #2260- Affirmative Action Program for School and Classroom (1/2017) Policy # 1523 Comprehensive Equity Plan (10/18/17) Board Approval of Comprehensive Plan and Statement of Assurance (3/23) Affirmative Action link on Website District In-Service (Opening Day) Employment Orientation	

<b>I. Board Responsibility</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
E. A county vocational school district shall admit resident students based on board-approved policies and procedures that ensure equity and access for enrollment that shall be posted on the school district, charter and renaissance school project's district's website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.		(For County Vocational School Districts Only)	

*Table 2: Needs Assessment, Staff Development and Classroom Practices*

<b>II. Staff Development And Training</b> • N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	<b>Compliant (Yes or No)</b>	<b>Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.</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	Yes	Policy #2260- Affirmative Action Program for School and Classroom (1/2017) Policy # 3240-Professional Development (9/27/17) Yearly State Mandated Professional Development Source for Teachers Substitute State Mandated Professional Development District Wide PLC "Culturally Relevant Practices" Strategic Planning Committee Action Plan	



<b>II. Staff Development And Training</b> <ul style="list-style-type: none"> <li>• N.J.A.C. 6A:7-1.6 &amp; N.J.S.A. 10:5</li> </ul>	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
or sexual orientation, gender, religion, disability, housing status or socioeconomic status <b>every school year</b> , as follows:		Key Communicators Meetings	
1. To all certificated (administrative and professional) staff.	Yes	Policy # 3240-Professional Development (9/17)	
2. To all non-certificated (non-professional) staff.	Yes	Policy # 3240-Professional Development (9/17)	

Table 3: Needs Assessment, School and Classroom Practices

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> 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"> <li>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</li> </ul> <p>1. Ensure that the district, charter school or renaissance school project's curriculum and instruction are aligned to the State's Core Curriculum Content Standards and addresses the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p>	Yes	<p>Policy #2260- Affirmative Action Program for School and Classroom (1/17)  Policy # 2210 Curriculum Development (2/10)  Policy # 2200 Curriculum Content (2/17)  Policy # 2230 Curriculum Guides (2/17)  Policy #2423 Bilingual and ESL Education (2/17)  Policy #2460 Special Education (10/17)  Policy # 2414 Programs for Pupils at Risk (2/10)</p>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
a. School climate and culture, safe and positive learning environment.	Yes	Policy #2260- Affirmative Action Program for School and Classroom (1/2017) Policy #5750- Equal Education Opportunity (1/2018) District Wide Positive Behavior Support (PBIS) Character Education Programs (Rachel's Challenge) School Guidance Counselors/SAC Coordinator Social Skills Groups Let Girls Be Girls Black Culture Group Gay and Straight Alliance Read Men Read Program Glow Program School Spirit Days (Dr. Seuss, DOT) Student of the Day Week of Respect Peer Mentoring Groups Autism Day	
b. Courses of study, including Physical Education	Yes	Policy #2260- Affirmative Action Program for School and Classroom (1/2017) Health/Physical Education Curriculum BOE approval yearly	
c. Library materials/Instructional materials and strategies	Yes	Policy #2260- Affirmative Action Program for School and Classroom (1/2017) Policy # 2361 Acceptable Use of Computer (10/2014) Networks/Computers and Resources (10/15) All students have access to leveled reading texts Culturally diverse Read Aloud books Curriculum Guides and Maps Library and Classroom Reading Materials	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
d. Technology/software and audio-visual materials	Yes	Policy #2260- Affirmative Action Program for School and Classroom (1/2017) Policy # 2361 Acceptable Use of Computer (10/15) Networks/Computers and Resources (10/15) Full Time Technology Teacher Technology Curriculum Approved Yearly All students have access to technology through computer labs, laptop carts, and assistive listening devices	
e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures	Yes	Policy #2260- Affirmative Action Program for School and Classroom (1/2017) Policy #5750- Equal Education Opportunity (1/2018) Approved Guidance Curriculum Suicide Training for Staff Harassment, Bullying, and Intimidation Training Code of Conduct Parent Handbooks	
f. Extra-curricular programs and activities	Yes	Policy #5750- Equal Education Opportunity (2/24) Curriculum Guides Open to all students with equal access Science Fair ESY Programs ESD Programs Afterschool Tutoring Title 1 Family Nights Drama (HS Play) Math Counts Summer Enrichment Reading Program	
g. Tests and other assessments	Yes	Policy #5750- Equal Education Opportunity (1/2018) Policy #2260- Affirmative Action Program for School and Classroom (1/2017) Fountas and Pinnel Benchmark Assessment Kindergarten Screening Creative Curriculum Gold	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		NJSLS Assessments Running Records Math Standards Based Benchmarks DIBELS NJ Model Curriculum Assessments WIDA Access/PARCC Basic Skills Screenings	
h. Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Yes	Policy #5750- Equal Education Opportunity (1/2018) Policy #2260- Affirmative Action Program for School and Classroom (1/2017) RTI Programs Class Lists/Placement Procedures Special Education, GT, and ESL students are equally distributed among teachers	
2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	Yes	Policy #5750- Equal Education Opportunity (1/2018) Policy #2260- Affirmative Action Program for School and Classroom (1/2017) World Cultures Celebration Black History Month BPAC Family Nights Art and Music Curriculum Diversity Celebrations World Cultures Program Multi-Cultural Literature	
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	Policy #5750- Equal Education Opportunity (1/2018) Policy #2260- Affirmative Action Program for School and Classroom (1/2017) Integrated throughout the curriculum Black History Celebration World Cultures Celebration Black Cultures Group	

<b>III.School and Classroom Practices</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
4. Include instruction on the Holocaust and other genocide curricula in the curriculum for elementary and secondary school students. (N.J.S.A. 18A:35-28)	Yes	Policy #5750- Equal Education Opportunity (1/2018) Policy #2260- Affirmative Action Program for School and Classroom (1/2027) Integrated throughout the curriculum Trips to Holocaust Museum	
<p>B. Equality and Equity in Student Access</p> <ul style="list-style-type: none"> <li>N.J.A.C. 6A:7-1.7; Titles VI &amp; 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</li> </ul> <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 #5750- Equal Education Opportunity (1/2018) Handicap Parking at all facilities/Ramp Lavatories are handicapped accessible All students have equal access to all educational programs, activities, and facilities Clubs and activities to all students Special Educations Students are mainstreamed</p>	
1. Ensure equal and barrier-free access to all school and classroom facilities.	Yes	<p>Policy #5750- Equal Education Opportunity (2/24) Policy #2260- Affirmative Action Program for School and Classroom (5/25) Handicap Parking at all facilities/Ramp Lavatories are handicapped accessible</p>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
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	Policy #2260- Affirmative Action Program for School and Classroom (1/2018) Policy # 5200 Attendance (1/2017) Class Lists/Procedures	
3. Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	Policy #5750- Equal Education Opportunity (1/2018) Policy # 5200 Attendance (2/2016)	
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	Policy #5750- Equal Education Opportunity (1/2018) Policy # 5842 Equal Access of Pupil Organizations (2/2016) All students have access to all programs and events	
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 # 5842 Equal Access of Pupil Organizations(2/2010) Policy #2260- Affirmative Action Program for School and Classroom (1/2017) Review of Course Offerings/Class Rosters	

<b>III.School and Classroom Practices</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
		Recommendation and Screening Process for GT students	
b. Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	Policy # 4150 Discipline (2/2010) Child Study Team Evaluations BSI Screening for ELA and Math Violence and Vandalism monthly BOE Report I&RS Committees/RTI Interventions Review of Discipline Reports	
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 #2260- Affirmative Action Program for School and Classroom (1/2017) Technology available in all classrooms and schools (Laptop Carts and Computer Labs) Instructional Technology in grades k-12 1:1 Laptops in grades 3-12 Technology Teachers	
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 (1/2017) Policy #2260- Affirmative Action Program for School and Classroom (1/2017) Bilingual Program in Grades 1-2 ESL Programs in K-12 Athletic Programs and Clubs Open to all Students ESL students are mainstreamed where appropriate and provided the opportunity to demonstrate proficiency through end of year evaluations Interpreter	



<b>III.School and Classroom Practices</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
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 (1/2017) Policy # 5755 Equity in Educational Programs and Services (1/2018) All students with disabilities have equal and bias to all extra curricular programs and activities Most Special Education Students are Mainstreamed for Science and Social Studies I&RS Procedures in place for referrals are consistent and meet regular ICR Teachers Music Lessons	
f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Yes	Policy # 5755 Equity in Educational Programs and Services (1/2018) Student Registration is through Central Office and reflects compliance with state and federal regulations	
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 (1/2017) Policy # 5755 Equity in Educational Programs and Services (1/2018) ESL students are mainstreamed where appropriate and provide opportunity to demonstrate proficiency state and district assessments. Access Testing W-PAT Testing	
6. Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	Policy # 5755 Equity in Educational Programs and Services (1/2018) Policy #2460 Special Education (10/2017) Child Study Team Evaluation Procedures and Evaluations I&RS Procedures Benchmark Assessments ELA and Math Kindergarten Screening	

<b>III.School and Classroom Practices</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
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 # 5755 Equity in Educational Programs and Services (1/2018) All ESL Students can participate in ESD or tutoring. Homebound Instruction	
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 # 5755 Equity in Educational Programs and Services (1/2018) Homebound Instruction Night School Attendance Records Nurse Records Online Credit Recovery- Educere	
C. Equality and Equity in Guidance Programs and Services <ul style="list-style-type: none"> <li>N.J.A.C. 6A:7-1,7(c)Title IX, Education Amendments of 1972, &amp; Carl D. Perkins Vocational &amp; Technical Education Act of 1998</li> </ul> <p>Ensure that the district, charter and renaissance school project's guidance program provides the following:</p>	Yes	Policy # 2411 Guidance Counseling (10/2017) All buildings have access to a counselor expect for the Rodgers School. Developmental Guidance curriculum includes all student and delivered through the classrooms. Small group counseling is offered to students based on need. School Psychologist and Social Workers provide counseling as per the IEP Social Skills Groups have also been implemented	
1. Access to adequate and appropriate counseling services for all students, including females, minority students, English language learners,	Yes	Policy # 2411 Guidance Counseling (10/2017) All buildings have full time access to a counselor expect for the Rodgers School. (1 Day Per Week)	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
non-college bound students, and students with disabilities.		Developmental Guidance curriculum includes all student and delivered through the classrooms. Small group counseling is offered to students based on need. School Psychologist and Social Workers provide counseling as per the IEP Social Skills Groups	
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	Policy # 2411 Guidance Counseling (10/2017) The counselors offer individual scheduling where they prepare the students for the future careers after using the Naviance Program. (Interest Inventory) Financial Literacy Seed to Success Farm Stand Senior Experience and Co-Opt ½ Day Program Real World Class Military Recruiters Transition Meetings (DVR) The guidance curriculum addresses both the interests and aptitude of individual strengths through assessments and career exploration Social/Emotional Learning Program District Wide	
3. Guidance counselors are using bias-free materials.	Yes	Policy # 2411 Guidance Counseling (10/2017) Materials K-12 have been reviewed at the building level and has receives BOE approval every year.	
<ul style="list-style-type: none"> <li>Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972</li> </ul> <p>Ensure that the district, charter and renaissance school project's physical</p>	Yes	Policy 2422 Health and Physical Education (5/2019) Scheduling ensures compliance Five Year Curriculum Plan/Textbook Plan Yearly Approved Curriculum Program Goals and Mission Statements are reviewed regularly.	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>education program is co-educational, as follows:</p> <p>1. All instructional activities are equitable and are co-educational.</p>			
<p>D. Equality and Equity in Athletic Programs</p> <ul style="list-style-type: none"> <li>Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972</li> </ul> <p>Ensure that the district, charter and renaissance school project's Athletic Program accomplishes the following:</p>	Yes	Policy 2422 Health and Physical Education (5/2019)	
<p>1. Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.</p>	Yes	<p>Policy #2260- Affirmative Action Program for School and Classroom (1/2017)</p> <p>List of Offered Sports for Girls and Boys</p> <p>Athletic Salary Guide</p> <p>Schedules for field and facility use are equitable and consistently applied</p>	
<p>2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.</p>	Yes	<p>Policy #2260- Affirmative Action Program for School and Classroom (1/2017)</p> <p>Coaching salaries negotiated by contract agreement</p> <p>Teams are fully equipped and staffed through school budget</p> <p>Night Games</p> <p>Practice Times</p> <p>Facility Use</p>	

<b>III.School and Classroom Practices</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
		Schedules	
3. Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	Yes	Policy #2260- Affirmative Action Program for School and Classroom (1/2017) Equipment Allocation List Facilities List	
4. Provides comparable facilities for male and female teams.	Yes	Policy #2260- Affirmative Action Program for School and Classroom (1/2017) Facility Use Night Games Practice Games All Fields and facilities are maintained	

*Table 4: Needs Assessment, Employment/Contract Practices*

<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	<b>Compliant (Yes or No)</b>	<b>Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.</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	Yes	Policy # 1530- Equal Employment Opportunity Application (10/2017) Policy # 1550 – Affirmative Action Program for Employment and Contract Practices/Employment Practices (10/2018) School Employment Website/ Newspaper NJ Jobs	

<b>IV. Employment/Contract Practices</b> <ul style="list-style-type: none"> <li>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</li> </ul>	<b>Compliant (Yes or No)</b>	<b>Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
employment, including administration.			
2. Target recruiting practices for under-represented populations in every category of employment.	Yes	Policy # 1530 – Equal Employment Opportunity (10/2017) EIRC 5 <sup>th</sup> Annual Educators of Color Recruitment Fair Black Horse Pike Regional School District Regional Diversity Job Recruitment Fair EIRC – Annual Educators of Color Recruitment Fair	
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	Policy # 1530 – Equal Employment Opportunity (10/2017) Employment application	
4. Monitor promotions and transfers to ensure non-discrimination.	Yes	Policy # 1530 – Equal Employment Opportunity (10/2017) Employment application Policy # 1550 – Affirmative Action Program Employment and Contract Practices/Employment Practices (10/2018)	

<b>IV. Employment/Contract Practices</b> <ul style="list-style-type: none"> <li>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</li> </ul>	<b>Compliant (Yes or No)</b>	<b>Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
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	Policy # 1550 – Affirmative Action Program for Employment and Contract Practices/Employment Practices (10/2018) Salary Guide	
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	Policy # 1550 – Affirmative Action Program for Employment and Contract Practices/Employment Practices (05/2011)	
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	Policy # 1550 – Affirmative Action Program for Employment and Contract Practices/Employment Practices (10/2018) Policy # 3124 – Employment Contracts (02/24/2010) Policy#1620- Administrative Employment Contracts (9/2017)	

## Comprehensive Equity Plan 3 Year Statement of Assurance to be Submitted with the Three-Year CEP

*School District, Charter School or Renaissance School Project Information School Year 2019-2020:*

Name of County: Gloucester

Name of School District/Charter School/Renaissance School Project: Glassboro

Address: 560 Joseph Bowe Blvd., Glassboro, NJ 08028

Affirmative Action Office (AAO): Danielle Sochor Telephone #: 856-652-2700 X6305

AAO Email: dsochor@gpsd.us

Alternate Contact Person: Jennifer Johnson Telephone #: 856-652-2700 X6205

Title: Business Administrator

Email: jjohnson@gpsd.us

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1. The school district, charter school or renaissance school project has conducted a comprehensive needs assessment of its equality and equity needs at each school within the district, charter school or renaissance school project, if applicable. The attached Comprehensive Equity Plan is designed to meet the assessed equality and equity needs at each site, if applicable.
2. The local Board has authorized the submission of the Comprehensive Equity Plan and will support full implementation of the plan on September 1, 2019 upon approval by the New Jersey State Department of Education.
3. The school district, charter school or renaissance school project will achieve and maintain compliance with all applicable laws, codes and regulations governing equity in education including, but not limited to: N.J.S.A.18A:36-20; N.J.S.A.10:5; N.J.A.C. 6A:7; Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; The Americans with Disabilities Act of 1990; Individuals with Disabilities Education Act (I.D.E.A.) of 1997.

### *Certification:*

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

Name and Title: Danielle Sochor, Chief Academic Officer

Signature: 

Date: 7/8/19