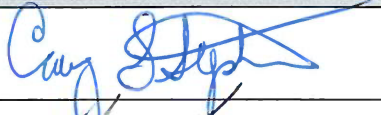
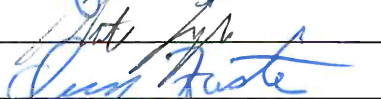

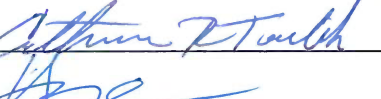
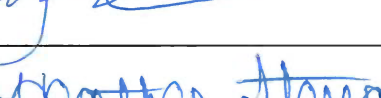




## Affirmative Action Team

The following Affirmative Action Team (AAT) members participated in the development of the needs assessment and Comprehensive Equity Plan. The AAT **must** consist of a minimum of three personnel and be comprised of diverse stakeholders. Add rows to Table 1 as needed.

**School District, Charter School or Renaissance School Project Name:**

*Table 1: Affirmative Action Team Members*

Name	Title	Grade Level (If applicable)	Signature
Craig S Stephenson	Affirmative Action Officer/Chief Academic Officer		
Christian Lynch	Director of Athletics	Grades 6 - 12	
Quay Foster	Custodian/VP of GESPA		
Brandi Sheridan	Supervisor of Curriculum & Instruction (STEM)		
Catherine Torbik	Director of Special Services		
Yuna Park	Assistant Principal/Glassboro High School	Grades 9 - 12	
Heather Stewart	Teacher/GEA President		

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

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

**Needs Assessments**

Needs assessments for:

- Board Responsibilities (Tables 2–4)
- Staff Development and Training (Table 5)
- School and Classroom Practices (Table 6–13)

**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 in the Comprehensive Equity Plan Corrective Action forms.

**Board Responsibilities**

N.J.A.C. 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  
Adopt or re-adopt and implement written educational equity policies that require the following: (N.J.A.C. 6A:7-1.4a)

*Table 2: Equity in School and Classroom Practices, that shall, as a minimum, do the following (N.J.A.C. 6A:7-1.7)*

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
Identify and address all forms of prejudice and discrimination in all district, charter or renaissance school project activities and programs, practices, curricula, instructional materials and assessments.	Yes	<p><b>Policy #1140 – Educational Equity Policies/Affirmative Action (Revised 5/22/24)</b></p> <p><b>Policy #1523 – Comprehensive Equity Plan (Revised 5/22/24)</b></p> <p><b>Policy &amp; Regulation #2260 – Equity in School and Classroom Practices (Policy &amp; Regulation Revised 5/22/24)</b></p> <p><b>Policy &amp; Regulation #5750 Equal Educational Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10)</b></p> <p><b>Policy #5755 Equity In Educational Programs and Services (Revised 5/22/24)</b></p>	
Ensure equitable access to all schools, facilities, activities and programs, and benefits for all students regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a).	Yes	<p><b>Policy #1140 – Educational Equity Policies/Affirmative Action (Revised 5/22/24)</b></p> <p><b>Policy #1523 Comprehensive Equity Plan (Revised 5/22/24)</b></p> <p><b>Policy &amp; Regulation #2260 Affirmative Action Program for School and Classroom (Policy &amp; Regulation Revised 5/22/24)</b></p> <p><b>Policy &amp; Regulation #2520 – Instructional Supplies (Policy &amp; Regulation Revised 6/15/23)</b></p> <p><b>Policy #2360 Use of Technology (Revised 6/14/2022)</b></p> <p><b>Policy #2365 Acceptable Use of Generative Artificial Intelligence (AI) (Adopted 2/19/25)</b></p> <p><b>Policy &amp; Regulation #5750 Equal Educational Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10)</b></p> <p><b>Policy #5755 Equity In Educational Programs and Services (Revised 5/22/24)</b></p> <p><b>Policy #5841 – Secret Societies (Revised 5/22/24)</b></p> <p><b>Policy #5842 – Equal Access of Student Organizations (Revised 5/22/24)</b></p>	
Provide equitable treatment for pregnant and married students	Yes	<p><b>Policy #2416 – Programs for Pregnant Students (Adopted 2/24/10)</b></p> <p><b>Policy #5752 Marital Status and Pregnancy (Adopted 2/24/10)</b></p>	

Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010, c122).	Yes	<b>Policy #1523 Comprehensive Equity Plan (Revised 5/22/24)</b> <b>Policy #2419 School Threat Assessment Teams (Adopted 1/24/24)</b> <b>Policy #5512 Harassment, Intimidation, OR Bullying (Revised 2/19/25)</b> <b>Policy #5541 Anti-hazing (Adopted 1/18/23)</b> <b>Policy &amp; Regulation #5751 Sexual Harassment (Policy &amp; Regulation Revised 11/17/21)</b> <b>Policy &amp; Regulation #8461 – Reporting Violence, Vandalism, Harassment, Intimidation, Bullying, Alcohol, Other Drug Offenses (Policy &amp; Regulation Revised 4/29/20)</b>	
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Table 3: Affirmative Action Officer, Affirmative Action Team, Develop Comprehensive Equity Plan

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
The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district, charter or renaissance school project school's Section 504 Officer and/or the district, charter or renaissance school project's Title IX Coordinator. (N.J.A.C. 6A-7-1.5).	Yes	<b>Board approval of the Affirmative Action Committee (7/24/24)</b> <b>Yearly Reorganization Meeting (1/15/25)</b> <b>Policy #1140 – Educational Equity Policies/Affirmative Action (Revised 5/22/24)</b> <b>Policy &amp; Regulation #1510 Rights of Persons with Handicaps or Disabilities (Policy &amp; Regulation Revised 7/26/17)</b> <b>Policy #1523 Comprehensive Equity Plan (Revised 5/22/24)</b> <b>Policy &amp; Regulation #2418 – Section 504 of the Rehabilitation Act of 1973 – Students (Policy &amp; Regulation Adopted 1/25/17)</b>	
Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	<b>Policy #1140 – Educational Equity Policies/Affirmative Action (Revised 5/22/24)</b> <b>Policy #1523 Comprehensive Equity Plan (Revised 5/22/24)</b> <b>Policy #3240 Professional Development (Revised 9/27/17)</b>	
Authorize the Affirmative Action Officer and 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 and renaissance	Yes	<b>Board approval of the Affirmative Action Committee (7/24/24)</b> <b>Policy #1140 – Educational Equity Policies/Affirmative Action (Revised 5/22/24)</b> <b>Policy #1523 Comprehensive Equity Plan (Revised 5/22/24)</b> <b>Reorganization Meeting Minutes Yearly</b> <b>Board approval of Comprehensive Plan and Statement of Assurance (8/21/24 &amp; 6/19/25)</b>	



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
school projects will report annual progress in the NJDOE, Office of Charter and Renaissance Schools Annual Report.			
Collect and analyze Annual Yearly Progress Target data for underperforming student groups 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 student groups on Annual Yearly Progress Target reports for State assessments.	Yes	School Report Card QSAC Reviews Violence and Vandalism Report (EVVRS) NJSLA Scores Monthly & Annual Discipline Reports ACCESS Scores Special Education Annual Report Opening Day Data Presentation Benchmark (MAP) Assessments Data Presented to BOE Policy #1140 – Educational Equity Policies/Affirmative Action (Revised 5/22/24) Policy & Regulation #2423 – Bilingual Education (Policy & Regulation Revised 5/22/24) Policy #2460 Special Education (Revised 10/18/17) Policy #2414 Programs for Pupils at Risk (Revised 1/18/23) Policy #2415.01 Academic Standards, Academic Assessments and Accountability (Revised 2/19/25) Policy #2610 – Educational Program Evaluation (Revised 5/22/19) Policy #2622 – Student Assessment (Revised 1/18/23)	

Table 4: Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions:

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
Inform the school community of the Board's policies prohibiting bias, harassment,	Yes	Policy #1140 – Educational Equity Policies/Affirmative Action (Revised 5/22/24) Policy #1523 Comprehensive Equity Plan (Revised 5/22/24)	

<b>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>
discrimination and segregation; and ensuring equity in educational activities and programs.		<b>Policy #5512 Harassment, Intimidation, OR Bullying (Revised 2/19/25)</b> <b>Policy &amp; Regulation #5750 Equal Educational Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10)</b> <b>Policy #5751 Sexual Harassment (Revised 11/17/21)</b> <b>Ongoing program of notification through multiple media (webpage, handbooks, staff training, and hiring practices)</b> <b>Staff Vector Training Modules (Sexual Harassment: Staff to Staff; Sexual Harassment: Staff to Student; Workplace Bullying: Awareness and Prevention; Youth Suicide: Awareness, Prevention and Postvention)</b>	
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, or renaissance school projects equity responsibilities.	<b>Yes</b>	<b>Board approval of the Affirmative Action Committee (7/24/24)</b> <b>Reorganization Meeting Minutes</b> <b>Policy #1140 – Educational Equity Policies/Affirmative Action (Revised 5/22/24)</b> <b>Policy #1523 Comprehensive Equity Plan (Revised 5/22/24)</b> <b>Board approval of Comprehensive Plan and Statement of Assurance (8/21/24 &amp; 6/19/25)</b>	
Inform students, staff and the community of the name, office address, and phone number of the district, charter, or renaissance school project's AAO, and publicize the location and availability of the district, charter, or renaissance school project's CEP, policies, grievance procedures and annual reports.	<b>Yes</b>	<b>Board approval of the Affirmative Action Committee (7/24/24)</b> <b>Yearly Reorganization Meeting Minutes</b> <b>Board approval of Comprehensive Plan and Statement of Assurance (8/21/24 &amp; 6/19/25)</b> <b>Policy #1140 – Educational Equity Policies/Affirmative Action (Revised 5/22/24)</b> <b>Policy &amp; Regulation 1510 – Americans with Disabilities Act (Policy &amp; Regulation Revised 7/26/17)</b> <b>Policy #1523 Comprehensive Equity Plan (Revised 5/22/24)</b> <b>Policy &amp; Regulation #2260 Affirmative Action Program for School and Classroom (Policy &amp; Regulation Revised 5/22/24)</b>	
Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on the protected categories listed at N.J.A.C. 6A:7-1.1(a).	<b>Yes</b>	<b>Policy #1140 – Educational Equity Policies/Affirmative Action (Revised 5/22/24)</b> <b>Policy &amp; Regulation #1510 – Americans with Disabilities Act (Policy &amp; Regulation Revised 7/26/17)</b>	



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>Policy #1550 Affirmative Action Program for Employment and Contract Practices/Employment Practices (Revised 5/22/24)</b> <b>Policy &amp; Regulation #2260 Affirmative Action Program for School and Classroom (Policy &amp; Regulation Revised 5/22/24)</b> <b>Policy &amp; Regulation 2418 – Section 504 of the Rehabilitation Act of 1973 – Students (Policy &amp; Regulation Adopted 1/25/17)</b> <b>Policy #5512 Harassment, Intimidation, OR Bullying (Revised 2/19/25)</b> <b>Policy &amp; Regulation #5750 Equal Educational Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10)</b> <b>Policy #5751 Sexual Harassment (Revised 11/17/21)</b>	
Report on progress made in meeting the adequate yearly targets (as set by the NJDOE) for closing the achievement gap.	Yes	<b>Policy #1140 – Educational Equity Policies/Affirmative Action (Revised 5/22/24)</b> <b>Policy &amp; Regulation #2260 Affirmative Action Program for School and Classroom (Policy &amp; Regulation Revised 5/22/24)</b> <b>Policy #2415 – Every Student Succeeds Act (Revised 4/28/21)</b> <b>Regulation #2415 – Title I Services (Adopted 2/24/10)</b> <b>Policy #2610 – Educational Program Evaluation (Revised 5/22/19)</b> <b>Policy #5755 Equity in Educational Programs and Services (Revised 5/22/24)</b> <b>Board of Education Annual NJSLA Report by CSA (11/20/24)</b> <b>Benchmark (MAP) Assessments Data Presented to BOE</b> <b>NJTSS Committee Meetings</b>	
Authorize the AAO to conduct yearly equity training for all staff.	Yes	<b>Policy #1140 – Educational Equity Policies/Affirmative Action (Revised 5/22/24)</b> <b>Policy #1523 Comprehensive Equity Plan (Revised 5/22/24)</b> <b>Policy &amp; Regulation #2260 Affirmative Action Program for School and Classroom (Policy &amp; Regulation Revised 5/22/24)</b> <b>Board approval of Comprehensive Plan and Statement of Assurance (8/21/24 &amp; 6/19/25)</b> <b>Affirmative Action link on Website</b> <b>District In-Service (Opening Day)</b> <b>New Staff Orientation Program</b>	

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
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 county vocational school district website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.	Yes	(For County Vocational School Districts Only)	

**Staff Development and Training**

Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement and opportunity gaps and other inequities arising from prejudice on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a) **every school year**, as follows (Table 5).

Table 5: Staff Development and Training (N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5)

Staff Development and Training	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
All certificated (administrative and professional) staff.	Yes	<b>Policy #1140 – Educational Equity Policies/Affirmative Action (Revised 5/22/24)</b> <b>Policy #1523 Comprehensive Equity Plan (Revised 5/22/24)</b> <b>Policy &amp; Regulation #3240 – Professional Development for Teachers and School Leaders (Policy &amp; Regulation Adopted 9/27/17)</b> <b>Policy &amp; Regulation #2260 Affirmative Action Program for School and Classroom (Policy &amp; Regulation Revised 5/22/24)</b> <b>Staff Vector Training Modules (Sexual Harassment: Staff to Staff; Sexual Harassment: Staff to Student; Workplace Bullying: Awareness and Prevention; Youth Suicide: Awareness, Prevention and Postvention)</b> <b>CITRS/PRIDE/Pyramid Model Staff Training (Character Education &amp; Social Emotional Development Training)</b> <b>Citizens Advisory Committee Meetings</b>	
All non-certificated (non-professional) staff	Yes	<b>Policy #1140 – Educational Equity Policies/Affirmative Action (Revised 5/22/24)</b> <b>Policy &amp; Regulation #2260 Affirmative Action Program for School and Classroom (Policy &amp; Regulation Revised 5/22/24)</b> <b>Policy &amp; Regulation #3240 – Professional Development for Teachers and School Leaders (Policy &amp; Regulation Adopted 9/27/17)</b> <b>Policy &amp; Regulation #4240 – Employee Training (Policy &amp; Regulation Adopted 2/24/10)</b> <b>Staff Vector Training Modules (Sexual Harassment: Staff to Staff; Sexual Harassment: Staff to Student; Workplace Bullying: Awareness</b>	

Staff Development and Training	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
		and Prevention; Youth Suicide: Awareness, Prevention and Postvention) CITRS/PRIDE/Pyramid Model Staff Training (Character Education & Social Emotional Development Training)	

**School and Classroom Practices**

*A. Equity in Curriculum*  
(Tables 6 and 7)

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

Ensure that the district, charter school or renaissance school project’s curriculum and instruction are aligned to the New Jersey Student Learning Standards and address the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational activities and programs and by providing opportunities for students to interact positively with others regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a). Areas covered include, but are not limited to, the following (Tables 6 and 7)

*Table 6: Equity in Curriculum*

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
School climate and culture, safe and positive learning environment.	Yes	<b>Policy #1140 – Educational Equity Policies/Affirmative Action (Revised 5/22/24)</b> <b>Policy &amp; Regulation #2260 Affirmative Action Program for School and Classroom (Policy &amp; Regulation Revised 5/22/24)</b> <b>Policy #5512 Harassment, Intimidation, OR Bullying (Revised 2/19/25)</b> <b>Policy &amp; Regulation #5750 Equal Education Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10)</b> <b>Character Education Program (CITRS/Bulldog PRIDE)</b> <b>All 4 Schools Earned Promising Practices from Character.org for 3 Consecutive Years 22-23, 23-24 &amp; 24-25</b> <b>J Harvey Rogers earned National School of Character Designation from Character.org (May 2025)</b> <b>CITRS/PRIDE/Pyramid Model Staff Training (Character Education &amp; Social Emotional Development Training)</b> <b>CITRS/Bulldog PRIDE weekly lessons for all students PK-12</b> <b>School Guidance Counselors/SAC Coordinator</b> <b>School Safety &amp; Climate Teams/Linked with District HIB Committee</b> <b>Small Group Supports/Counseling (Tier II)</b> <b>Black Culture Club</b> <b>Gay and Straight Alliance</b> <b>GLOW (Girls Learning Their Worth) Program</b>	



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
		<b>School Spirit Week (Choose to Include)</b> <b>Week of Respect</b> <b>Days of Peace &amp; Respect</b> <b>Student of the Day</b> <b>Spotlight Student Program</b> <b>Bulldogs of Character Program</b> <b>Senior of the Month Program</b> <b>"I see you" slips</b> <b>Friends of Rachel</b> <b>Interact/Futureact</b> <b>SGA/Student Council</b> <b>Unified Club</b> <b>Peer Mentoring Groups</b> <b>Autism Awareness Day</b>	
Courses of study, including Physical Education	Yes	<b>Policy &amp; Regulation #2200 – Curriculum Content (Policy Revised 1/27/17; Regulation Revised 5/22/25)</b> <b>Policy &amp; Regulation #2260 Affirmative Action Program for School and Classroom (Policy &amp; Regulation Revised 5/22/24)</b> <b>Policy #2422 – Comprehensive Health and Physical Education (Revised 5/22/19)</b> <b>Policy #5750 Equal Education Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10)</b> <b>Health/Physical Education Curriculum BOE approval yearly</b>	
Library materials/Instructional materials and strategies	Yes	<b>Policy &amp; Regulation #2260 Affirmative Action Program for School and Classroom (Policy &amp; Regulation Revised 5/22/24)</b> <b>Policy #2361 Acceptable Use of Computer (Revised 10/15/14)</b> <b>Policy &amp; Regulation 2520 – Instructional Supplies (Policy &amp; Regulation Revised 6/15/23)</b> <b>Policy #5750 Equal Education Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10)</b> <b>Networks/Computers and Resources</b>	

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
		Curriculum Guides and Maps Library and Classroom Reading Materials	
Technology/software and audio-visual materials	Yes	Policy & Regulation #2260 Affirmative Action Program for School and Classroom (Policy & Regulation Revised 5/22/24) Policy #2361 Acceptable Use of Computer (Revised 10/15/14) Policy #5750 Equal Education Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10) Networks/Computers and Resources Technology Teachers Technology Curriculum Approved Yearly All students have access to technology through our 1:1 initiative All classrooms equipped with Clear Touch Panels (CTP) MagicSchool Platform Schoolology Platform Power School Platform Gaggle	
Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, and grievance procedures.	Yes	Policy & Regulation #2260 Affirmative Action Program for School and Classroom (Policy & Regulation Revised 5/22/24) Policy & Regulation #2411 – Guidance Counseling (Policy Revised 5/22/24; Regulation Revised 10/18/17) Policy #5512 Harassment, Intimidation, OR Bullying (Revised 2/19/25) Policy #5541 Anti-Hazing (Adopted 1/18/23) Policy #5750 Equal Education Opportunity (Revised 5/22/24) Policy & Regulation #5751 – Sexual Harassment of Students (Policy & Regulation Revised 11/17/21) Approved Guidance Curriculum Staff Vector Training Modules (Sexual Harassment: Staff to Staff; Sexual Harassment: Staff to Student; Workplace Bullying: Awareness and Prevention; Youth Suicide: Awareness, Prevention and Postvention)	

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
		Harassment, Bullying, and Intimidation Reporting Requirements Training (Opening Day Inservice/Building-level) Code of Conduct Parent Handbooks HIB Committee: Antibullying Coordinator, Dedicated Districtwide Antibullying Specialist (Beginning 24-25) and one ABS per building (Committee Board Approved 7/24/24)	
Extra-curricular activities and programs	Yes	Policy & Regulation #2260 Affirmative Action Program for School and Classroom (Policy & Regulation Revised 5/22/24) Policy #5750 Equal Education Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10) Curriculum Guides Open to all students with equal access (busing provided) Science Fair ESY Programs ESD Programs Afterschool Tutoring Title I Family Nights Drama (HS Play) Summer Enrichment Programs	
Tests and other assessments	Yes	Policy & Regulation #2260 Affirmative Action Program for School and Classroom (Policy & Regulation Revised 5/22/24) Policy #2428.1 – Standards-Based Instructional Priorities (Adopted 2/24/10) Policy #2622 – Student Assessment (Revised 1/18/23) Policy #5750 Equal Education Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10) MAP Growth/Fluency GT Screening Creative Curriculum Gold NJSLA Assessments Standards Based Benchmarks	

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
		WIDA/Access Basic Skills Screenings	
Reduction and/or prevention of under representation of minority, female and male students in all classes, activities and programs.	Yes	Policy & Regulation #2260 Affirmative Action Program for School and Classroom (Policy & Regulation Revised 5/22/24) Policy #5750 Equal Education Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10) RTI/I&RS NJTSS Committee Work Class Lists/Placement Procedures Special Education, 504, GT, and ESL students are equally distributed among teachers	

Table 7: Equity in Curriculum

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
Include a multicultural curriculum in the instructional content and practices across the curriculum.	Yes	Policy & Regulation #2260 Affirmative Action Program for School and Classroom (Policy & Regulation Revised 5/22/24) Policy & Regulation #2423 – Bilingual Education (Policy & Regulation Revised 5/22/24) Policy & Regulation #5750 Equal Education Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10) World Cultures Celebration Black History Month Programs (African American Experience, Read In, Etc.) BPAC Family Nights Art and Music Curriculum Diversity Celebrations World Cultures Program Multi-Cultural Literature	



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
Ensure the Amistad Commission Curriculum is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	Yes	<b>Policy &amp; Regulation #2260 Affirmative Action Program for School and Classroom (Policy &amp; Regulation Revised 5/22/24)</b> <b>Policy &amp; Regulation #5750 Equal Education Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10)</b> Integrated throughout the curriculum Wit & Wisdom Curriculum Black History Celebration/African American Experience Program World Cultures Celebration Black Cultures Club	
Ensure the Commission on Holocaust Education curriculum for elementary and secondary school students, as developmentally appropriate. (N.J.S.A. 18A:35-28)	Yes	<b>Policy &amp; Regulation #2260 Affirmative Action Program for School and Classroom (Policy &amp; Regulation Revised 5/22/24)</b> <b>Policy &amp; Regulation #5750 Equal Education Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10)</b> Integrated throughout the curriculum Wit & Wisdom Curriculum Texts	
Include instruction on all curricular requirements pursuant to N.J.A.C. 6A:8, including curriculum developed concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) or curriculum developed by any commissions constituted for the development of curriculum concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).	Yes	<b>Policy &amp; Regulation #2200 – Curriculum Content (Policy Revised 1/27/17; Regulation Revised 5/22/25)</b> <b>Policy &amp; Regulation #2260 Affirmative Action Program for School and Classroom (Policy &amp; Regulation Revised 5/22/24)</b> <b>Policy &amp; Regulation #5750 Equal Education Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10)</b>	



B. *Equity in Student Access*  
(Tables 8–10)

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 equitable and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a) as follows (Table 8):

Table 8: *Equity in Student Access*

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
Ensure equal and barrier-free access to all school and classroom facilities.	Yes	Policy & Regulation #2260 Affirmative Action Program for School and Classroom (Policy & Regulation Revised 5/22/24) Policy & Regulation #5750 Equal Education Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10) Parking and access to buildings for all Lavatories are accessible Safety Plans ensure accommodations for students/staff when needed	
Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter or renaissance school project’s overall minority racial and ethnic representation.	Yes	Policy & Regulation #2260 Affirmative Action Program for School and Classroom (Policy & Regulation Revised 5/22/24) Policy & Regulation #5750 Equal Education Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10) Class Lists/Procedures	
Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	Policy & Regulation #2260 Affirmative Action Program for School and Classroom (Policy & Regulation Revised 5/22/24) Policy & Regulation #5750 Equal Education Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10)	

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 & Regulation #7102 – Site Selection and Acquisition (Policy & Regulation Revised 2/21/18)	
Ensure that students are not separated or isolated on the basis of protected categories listed at N.J.A.C. 6A:7-1.1(a) resulting in disproportionate placement within schools, courses, classes, activities and programs or extracurricular activities, except as provided under N.J.A.C. 6A:7-1.7(b), which permits a district, at its discretion, to conduct portions of classes that deal exclusively with human sexuality in separate developmentally appropriate sessions based on gender identity, provided the course content for each such separately conducted sessions is the same.	Yes	Policy & Regulation #2260 Affirmative Action Program for School and Classroom (Policy & Regulation Revised 5/22/24) Policy & Regulation #5750 Equal Education Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10) Policy #5842 Equal Access of Pupil Organizations (Revised 5/22/2024) All students have access to all programs and events Class Lists/Placement Procedures	

Ensure that students are not separated or isolated on the basis of protected categories listed at N.J.A.C. 6A:7-1.1(a) resulting in disproportionate placement within schools, courses, classes, activities and programs or extracurricular activities (Tables 9 and 10)

Table 9: Equity in Student Access

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
Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.	Yes	<b>Policy &amp; Regulation #2260 Affirmative Action Program for School and Classroom (Policy &amp; Regulation Revised 5/22/24)</b> <b>Policy &amp; Regulation #5750 Equal Education Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10)</b> <b>Policy #5842 Equal Access of Pupil Organizations (Revised 5/22/2024)</b> <b>Review of Course Offerings/Class Rosters</b> <b>Recommendation, Screening Process, Criteria for GT students (GT Selection Matrix, Inclusion of 2e learners)</b>	
Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	<b>Policy &amp; Regulation #2260 Affirmative Action Program for School and Classroom (Policy &amp; Regulation Revised 5/22/24)</b> <b>Policy &amp; Regulation #2460 – Special Education (Policy Revised 10/18/17; Regulation Revised 6/17/17)</b> <b>Policy &amp; Regulation #5750 Equal Education Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10)</b> <b>Policy #4150 Discipline (Adopted 2/24/10)</b> <b>Child Study Team Evaluations</b> <b>BSI Screening for ELA and Math</b> <b>Violence and Vandalism monthly BOE Report</b> <b>I&amp;RS Committees/RTI Interventions</b> <b>NJTSS Committee</b> <b>Review of Discipline Reports (Monthly &amp; Annually)</b>	
Ensure equitable and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically advanced instructional assistance, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a).	Yes	<b>Policy &amp; Regulation #2260 Affirmative Action Program for School and Classroom (Policy &amp; Regulation Revised 5/22/24)</b> <b>Policy &amp; Regulation #5750 Equal Education Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10)</b> <b>Technology available in all classrooms and schools</b> <b>Clear Touch Panels in Each Classroom</b>	

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
		1:1 Laptops in grades 1-12 Dedicated Technology Teachers	
Ensure that all multilingual learners have equal and bias-free access to all school activities and programs.	Yes	Policy & Regulation #2260 Affirmative Action Program for School and Classroom (Policy & Regulation Revised 5/22/24) Policy & Regulation #2423 – Bilingual Education (Policy & Regulation Revised 5/22/24) Policy & Regulation #5750 Equal Education Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10) 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 District Stipend for Interpreters Pocket Translators	
Ensure that all students with disabilities have equal and bias-free access to all school activities and programs.	Yes	Policy & Regulation #1510 Rights of Persons with Handicaps or Disabilities (Policy & Regulation Revised 7/26/17) Policy & Regulation #2260 Affirmative Action Program for School and Classroom (Policy & Regulation Revised 5/22/24) Policy & Regulation #2460 Special Education (Policy Revised 10/18/17; Regulation Revised 6/17/17) Policy & Regulation #5750 Equal Education Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10) Policy #5755 Equity in Educational Programs and Services (Revised 5/22/24) All students with disabilities have equal and bias-free access 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 regularly ICR teachers Music lessons	



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
Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Yes	<b>Policy &amp; Regulation #5111 – Eligibility of Resident/Nonresident Students (Policy &amp; Regulation Revised 2/21/24)</b> <b>Policy &amp; Regulation #5750 Equal Educational Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10)</b> <b>Policy #5755 Equity in Educational Programs and Services (Revised 5/22/24)</b> <b>Student Registration is through Central Office and reflects compliance with state and federal regulations</b>	



Table 10: Equity in Student Access

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
Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of multilingual learners.	Yes	<b>Policy &amp; Regulation #2423 – Bilingual Education (Policy &amp; Regulation Revised 5/22/24)</b> <b>Policy #5755 Equity in Educational Programs and Services (Revised 5/22/24)</b> ESL students are mainstreamed where appropriate and provided opportunity to demonstrate proficiency in state and district assessments. ACCESS testing W-PAT testing	
Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	<b>Policy &amp; Regulation #2260 Affirmative Action Program for School and Classroom (Policy &amp; Regulation Revised 5/22/24)</b> <b>Policy &amp; Regulation #2460 Special Education (Policy Revised 10/18/17; Regulation Revised 6/17/17)</b> <b>Regulation #2460.1 – Special Education - Location, Identification, and Referral (Regulation Revised 6/17/17)</b> <b>Regulation #2460.15 – Special Education – In-Service Training Needs for Professional and Paraprofessional Staff (Regulation Revised 6/17/17)</b> <b>Regulation #2460.16 – Special Education - Instructional Material to Blind or Print-Disabled Students (Regulation Revised 6/17/17)</b> <b>Regulation #2460.8 – Special Education - Free and Appropriate Public Education (Regulation Revised 6/17/17)</b> <b>Regulation #2460.9 – Special Education - Transition From Early Intervention Programs to Preschool Programs (Regulation Revised 6/17/17)</b> <b>Policy #5755 Equity in Educational Programs and Services (Revised 5/22/24)</b> Child Study Team Evaluation Procedures and Evaluations I&RS Procedures Benchmark Assessments ELA and Math Kindergarten Screening	

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
Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including multilingual learners.	Yes	<b>Policy &amp; Regulation #2260 Affirmative Action Program for School and Classroom (Policy &amp; Regulation Revised 5/22/24)</b> <b>Policy &amp; Regulation #2423 – Bilingual Education (Policy &amp; Regulation Revised 5/22/24)</b> <b>Policy #5755 Equity in Educational Programs and Services (Revised 5/22/24)</b> All ESL students can participate in Enrichment or tutoring Homebound Instruction District provided after school busing Personal Learning Advocates	
Ensure that all pregnant students are permitted to remain in the regular school activities and programs. Ensure that equivalent instruction is provided to the students, if not permitted to attend school by a doctor.	Yes	<b>Policy #2416 – Programs for Pregnant Students (Adopted 2/24/10)</b> <b>Policy &amp; Regulation #5750 Equal Educational Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10)</b> <b>Policy #5752 Marital Status And Pregnancy (Adopted 2/24/10)</b> <b>Policy #5755 Equity in Educational Programs and Services (Revised 5/22/24)</b> Homebound Instruction Alternative Evening High School and Middle School Attendance Records Nurse Records Schoology Platform Online Credit Recovery - Educere	

C. Equity in Guidance Programs and Services

N.J.A.C. 6A:7-1.7(c)Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998

Ensure that the school district, charter or renaissance school project’s guidance program provides the following (Table 11):

Table 11: Guidance Programs and Services

Guidance Programs and Services	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
Access to adequate and appropriate counseling services for all students, inclusive of any protected categories listed at N.J.A.C. 6A:7-1.1(a)	Yes	<p><b>Policy &amp; Regulation #2411 – Guidance Counseling (Policy Revised 5/22/24; Regulation Revised 10/18/17)</b></p> <p><b>Policy &amp; Regulation #5750 Equal Educational Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10)</b></p> <p><b>All buildings have full-time access to a counselor.</b></p> <p><b>Developmental Guidance curriculum includes all students and delivered through the classrooms.</b></p> <p><b>Small group/social skills counseling is offered to students based on need.</b></p> <p><b>School Psychologist and Social Workers provide counseling as per the IEP Tier II Small Group Supports</b></p>	
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 non-traditional careers.	Yes	<p><b>Policy &amp; Regulation #2260 Affirmative Action Program for School and Classroom (Policy &amp; Regulation Revised 5/22/24)</b></p> <p><b>Policy &amp; Regulation #2411 – Guidance Counseling (Policy Revised 5/22/24; Regulation Revised 10/18/17)</b></p> <p><b>Policy &amp; Regulation #5750 Equal Educational Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10)</b></p> <p><b>The counselors offer individual scheduling where they prepare the students for the future careers after using the Naviance Program. (Interest Inventory)</b></p> <p><b>Financial Literacy</b></p> <p><b>Seed to Success Farm Stand</b></p> <p><b>Senior Experience and Co-Op ½ day program</b></p> <p><b>Real World Class</b></p> <p><b>Military Recruiters</b></p> <p><b>Transition meetings (DVR)</b></p>	

Guidance Programs and Services	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
		The guidance curriculum addresses both the interests and aptitude of individual strengths through assessments and career exploration. Character Education (CITRS/Bulldog PRIDE) Program District Wide	
Guidance counselors are using bias-free materials.	Yes	Policy & Regulation #2411 – Guidance Counseling (Policy Revised 5/22/24; Regulation Revised 10/18/17) Policy & Regulation #5750 Equal Educational Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10) Materials K-12 have been reviewed at the building level and have received BOE approval every year.	

#### *D. Equity in Physical Education*

N.J.A.C. 6A:7-1.7 (d) and Title IX, Education Amendment of 1972

Ensure that the district, charter or renaissance school project's physical education program is co-educational, as follows (Table 12):

*Table 12: Physical Education*

Physical Education	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
All instructional activities are equitable and are co-educational.	Yes	Policy & Regulation #2260 Affirmative Action Program for School and Classroom (Policy & Regulation Revised 5/22/24) Policy #2422 – Comprehensive Health and Physical Education (Revised 5/22/19) Policy #5750 Equal Education Opportunity (Policy Revised 5/22/24; Regulation Adopted 2/24/10) Scheduling ensures compliance Yearly Approved Curriculum Program Goals and Mission Statements are reviewed regularly. Rowan Adaptive PE	



Physical Education	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
		Unified Programs	

E. Equity in Athletic Programs

Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972

Ensure that the district, charter or renaissance school project’s Athletic Program accomplishes the following (Table 13):

Table 13: Athletic Programs

Athletic Programs	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
Ensures relatively equitable numbers of varsity and sub-varsity teams for male and female students.	Yes	Policy & Regulation #2260 Affirmative Action Program for School and Classroom (Policy & Regulation Revised 5/22/24) List of sports for girls and boys Athletic Salary Guide Schedules for field and facility use are equitable and consistently applied	
Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	Yes	Policy & Regulation #2260 Affirmative Action Program for School and Classroom (Policy & Regulation Revised 5/22/24) Coaching salaries negotiated by contract agreement Teams are fully equipped and staffed through the school budget Night Games Practice Times Facility Use Schedules	



Athletic Programs	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
Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	Yes	Policy & Regulation #2260 Affirmative Action Program for School and Classroom (Policy & Regulation Revised 5/22/24) Equipment Allocation List Facilities List	
Provides comparable facilities for male and female teams.	Yes	Policy & Regulation #2260 Affirmative Action Program for School and Classroom (Policy & Regulation Revised 5/22/24) Facility Use Night Games Practice Games All fields and facilities are maintained.	