

1140 EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION PROGRAM
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[See POLICY ALERT No. 191, ~~and~~ 209, 232]

The Board of Education shall adopt and implement written educational ~~equality and~~ equity policies in accordance with the provisions of N.J.A.C. 6A:7 – Managing For ~~Equality And~~ Equity In Education.

The Board's ~~affirmative action program~~ educational equity policies shall recognize and value the diversity of persons and groups within ~~society the~~ community and promote the acceptance of persons of diverse backgrounds regardless of ~~race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status~~ the protected categories listed at N.J.A.C. 6A:7-1.1(a) and pursuant to N.J.A.C. 6A:7-1.4(a)1. The educational equity policies will promote equitable educational opportunity and foster a learning environment that is free from all forms of prejudice, discrimination, and harassment based upon the protected categories listed at N.J.A.C. 6A:7-1.1(a) and pursuant to N.J.A.C. 6A:7-1.4(a)2. ~~The affirmative action program will also promote equal educational opportunity and foster a learning environment that is free from all forms of prejudice, discrimination, and harassment based upon race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status in the policies, programs, and practices of the Board of Education.~~

The Board shall inform the school community ~~it serves~~ of these policies in a manner including, but not limited to, the district's customary methods of information dissemination pursuant to N.J.A.C. 6A:7-1.4(b). ~~The Board shall develop a Comprehensive Equity Plan once every three years, which shall identify and correct all discriminatory and inequitable educational and hiring~~



~~policies, patterns, programs, and practices affecting its facilities, programs, students, and staff.~~

Pursuant to N.J.A.C. 6A:7-1.5, the Board annually shall designate a member of its staff as the Affirmative Action Officer and form an Affirmative Action Team to coordinate and implement the requirements of N.J.A.C. 6A:7 – Managing for Equity in Education. The Board shall ensure that all stakeholders know who the Affirmative Action Officer is and how to contact the Affirmative Action Officer.

~~The Board shall assess the district's needs for achieving equality and equity in educational programs based on an analysis of student performance data such as: National Assessment of Educational Progress and State assessment results; Pre-Kindergarten through grade twelve promotion/retention data; Pre-Kindergarten through grade twelve completion rates; reexamination and re-evaluation of classification and placement of students in special education programs if there is an over representation within certain groups; staffing practices; student demographic and behavioral data; quality of program data; and stakeholder satisfaction data prior to developing the Comprehensive Equity Plan. The purpose of the needs assessment is to identify and eliminate discriminatory practices and other barriers in achieving equality and equity in educational programs.~~

~~The Board shall annually designate a member of District staff as the Affirmative Action Officer and form an Affirmative Action Team, of whom the Affirmative Action Officer is a member, to coordinate and implement the requirements of N.J.A.C. 6A:7 – Managing For Equality And Equity in Education. The Board shall assure that all stakeholders know who the Affirmative Action Officer is and how to access them.~~

The Affirmative Action Officer shall have a New Jersey standard certification with an administrative, instructional, or educational services endorsement, pursuant to N.J.A.C. 6A:9B- State Board of Examiners and Certification ~~et seq.~~ The Affirmative Action Officer shall: coordinate the required professional



development training for ~~certificated all personnel and non-certificated staff~~ pursuant to N.J.A.C.6A:7-1.6; notify all students and employees of the district's grievance procedures for handling discrimination complaints; ~~and~~ ensure the district's grievance procedures, including which include investigative responsibilities and reporting information, are followed; and serve as a member of the Affirmative Action Team. The Affirmative Action Officer may also serve as the school district's Title IX Coordinator.-

~~The Affirmative Action Officer shall also have the responsibility to:~~

- ~~1. Study job descriptions, job qualifications and salary guides for discriminatory practices;~~
- ~~2. Recommend methods of recruitment that will encourage a diverse pool of applicants;~~
- ~~3. Recommend programs that will encourage greater job opportunities for a diverse pool of applicants.~~

In accordance with N.J.A.C. 6A:7-1.5(a)4.; ~~The the~~ Affirmative Action Team shall: develop include to the extent possible, members who represent the diversity of the school district's student population; develop the Comprehensive Equity Plan pursuant to N.J.A.C. 6A:7-1.4(c) (please refer to Policy 1523 Comprehensive Equity Plan); oversee the implementation of the district's Comprehensive Equity Plan pursuant to N.J.A.C. 6A:7-1.4(c); collaborate ~~with the Affirmative Action Officer~~ on coordination of the required professional development training for all certificated and non-certificated staff personnel pursuant to N.J.A.C. 6A:7-1.6; monitor the implementation of the Comprehensive Equity Plan; and conduct the annual district internal monitoring to ensure continuing compliance with State and Federal statutes governing educational equality and equity, pursuant to N.J.A.C. 6A:7-1.4(d).

In accordance with N.J.A.C. 6A:7-1.6, The the Board shall provide, on a continuing basis, professional development training ~~to all certificated and non-certificated for all~~ school staff members personnel to identify on a continuing basis



~~to identify and resolve problems associated with the student achievement and opportunity gaps and other inequities on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a). The professional development training shall be differentiated based on staff position type and shall be based on the analysis of data conducted pursuant to N.J.A.C. 6A:7-1.4(c)1. The district shall ensure that parents and other community members are aware of professional development training provided to school district personnel regarding topics around equity. The district shall ensure all new personnel are provided within the first ninety days of employment with professional development training on educational equity issues. arising from prejudice on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status. All new certificated and non-certificated staff members shall be provided with professional development training on educational equality and equity issues within the first year of employment. Parents and other community members shall be invited to participate in the professional development training.~~

The Commissioner or ~~their~~ designee shall provide technical assistance to local school districts for the development of policy guidelines, procedures, and in-service training for Affirmative Action Officers so as to aid in the elimination of prejudice on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a).~~race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status.~~

N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:7-1.4; 6A:7-1.5; 6A:7-1.6

Adopted: 15 May 2017

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POLICY

First Read: 30 May 2024

Second Read:

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