ADMINISTRATION 1523/page 1 of 2 Comprehensive Equity Plan

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1523 COMPREHENSIVE EQUITY PLAN

The Board of Education shall submit a Comprehensive Equity Plan based on an assessment of the district's needs for achieving equity in educational programs that includes a cohesive set of policies, programs, and practices that ensure high expectations and positive achievement patterns and equal access to education opportunity for all learners, including students and teachers.

The Board's obligation to be accountable for the requirements in N.J.A.C. 6A:7 is not precluded or alleviated by any rule or regulation of any organization, club, athletic association, or other league or group.

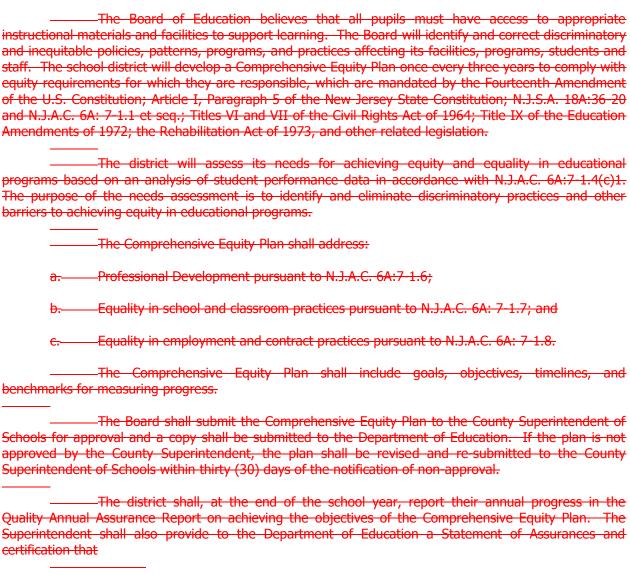
The Comprehensive Equity Plan shall include the following:

- 1. An annual assessment (i.e. statement of assurance) of the school district's needs for achieving equity in educational programs. The assessment shall include staffing practices, quality-of-program data, stakeholder-satisfaction data, and student assessment and behavioral data disaggregated by gender, race, ethnicity, limited English proficiency, special education, migrant, date of enrollment, student suspension, expulsion, Child Study Team referrals, preschool through grade twelve promotion/retention data, preschool through grade twelve completion rates, and re-examination and re-evaluation of classification and placement of students in special education programs if there is overrepresentation within a certain group;
- 2. A description of how other Federal, State, and district policies, programs, and practices are aligned to the Comprehensive Equity Plan;
- 3. Progress targets for closing the achievement gap;
- 4. Professional development targets regarding the knowledge and skills needed to provide a thorough and efficient education as defined by the Core Curriculum Content Standards; differentiated instruction and formative assessments aligned to Core Curriculum Content Standards; and high expectations for teaching and learning; and
- 5. Annual targets addressing district needs in equity in school and classroom practices that are aligned to professional development targets.

A Comprehensive Equity Plan shall be written every three years and the Board of Education shall initiate the Comprehensive Equity Plan within sixty days of its approval and shall implement the plan in accordance with the timelines approved by the New Jersey Department of Education.

In the event the Board of Education does not implement the Comprehensive Equity Plan within one hundred eighty days of its approval date, or fails to report its progress annually, sanctions deemed to be appropriate by the Commissioner of Education or his/her designee shall be imposed, and may include action to suspend, terminate, or refuse to award continued Federal or State financial assistance, pursuant to N.J.S.A. 18A:55-2.

N.J.A.C. 6A:7-1.9



- 1.—The district will continue to maintain compliance with N.J.A.C. 6A:7; Titles VI and VII of the Civil Rights Act of 1964; the Guidelines for the Desegregation of Public Schools in New Jersey and Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. section 794);
- 2.—The district will perform all required activities as provided for in this Policy and report such assurances to the Board annually;
- 3.—The district will continue the implementation of its approved Comprehensive Equity Plan; and
- 4.—The Board will provide a resolution approving the Affirmative Action Officer for each school year of the three-year comprehensive plan.

Comprehensive Equity Plan -Specific statements of Board policy and procedure regarding matters of equity are contained in the following policies and/or regulations: 1510 Rights of Persons With Disabilities 1530 Equal Employment Opportunities 1550 Affirmative Action Program for Employment and Contract Practices 2260 Affirmative Action Program for School and Classroom Practices 3362 Sexual Harassment - Teaching Staff Member 4352 Sexual Harassment - Support Staff Member 5700 Pupil Rights 5750 Equal Educational Opportunity 5751 Sexual Harassment of Pupils 5752 Marital Status and Pregnancy 5755 Equity in Educational Programs and Services 5770 Pupil Right to Privacy 5810 Pupil Participation in School Government 5842 Equal Access to Pupil Organizations The Comprehensive Equity Plan will be adopted by a Board of Education resolution and signed by the Superintendent. The Plan will be publicized throughout the community and will inform the pupils, staff and community of the Affirmative Action Officer, the location and availability of the school district's Plan and related policies. ——Title VI of the Civil Rights Act of 1964 — The Rehabilitation Act of 1973 —N.J.S.A. 18A:36-20; 18A:38-1 -N.J.A.C. 6:4-1.1 through 1.5(g); 6A:7-1.1 et seg. —Title IX of the Education Amendments of 1972 —Title VII, Civil Rights Act of 1964 — Egual Pay Act of 1973 -The Fourteenth Amendment of the U.S. Constitution -Article I, Paragraph 5 of the New Jersey State Constitution -N.J.S.A. 18A:38-1 State Board of Education Policy and Guidelines on Racial Balance of 1969 and 1972 Guidelines for the Desegregation of Public Schools in New Jersey (1989) Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1979)Guidelines for the Desegregation of Public Schools in New Jersey (1989) Multi Year Equity Plan Forms and Directions to Assist School Districts In Developing a Multi-Year Plan To Provide Equality In Educational Programs (October 1995)

<u>Initial Previous Adoptions</u>: April 19, 2004 <u>& March 21, 2011</u>

First Reading: February 16, 2011 April 24, 2017

Second Reading: March 21, 2011
Latest Adoption: March 21, 2011