

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 including, but not limited to, enrollment, course request and achievement data across all levels, grades 8-12, and discipline 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; culturally responsive instruction and assessments; 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

~~\_\_\_\_\_ The Board of Education believes that all pupils must have access to appropriate instructional materials and facilities to support learning. The Board will identify and correct discriminatory and inequitable policies, patterns, programs, and practices affecting its facilities, programs, students and staff. The school district will develop a Comprehensive Equity Plan once every three years to comply with equity requirements for which they are responsible, which are mandated by the Fourteenth Amendment of the U.S. Constitution; Article I, Paragraph 5 of the New Jersey State Constitution; N.J.S.A. 18A:36-20 and N.J.A.C. 6A: 7 1.1 et seq.; Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; the Rehabilitation Act of 1973, and other related legislation.~~

~~\_\_\_\_\_ The district will assess its needs for achieving equity and equality in educational programs based on an analysis of student performance data in accordance with N.J.A.C. 6A:7 1.4(c)1. The purpose of the needs assessment is to identify and eliminate discriminatory practices and other barriers to achieving equity in educational programs.~~

~~\_\_\_\_\_ The Comprehensive Equity Plan shall address:~~

- ~~a. \_\_\_\_\_ Professional Development pursuant to N.J.A.C. 6A:7 1.6;~~
- ~~b. \_\_\_\_\_ Equality in school and classroom practices pursuant to N.J.A.C. 6A: 7 1.7; and~~
- ~~c. \_\_\_\_\_ Equality in employment and contract practices pursuant to N.J.A.C. 6A: 7 1.8.~~

~~\_\_\_\_\_ The Comprehensive Equity Plan shall include goals, objectives, timelines, and benchmarks for measuring progress.~~

~~\_\_\_\_\_ The Board shall submit the Comprehensive Equity Plan to the County Superintendent of Schools for approval and a copy shall be submitted to the Department of Education. If the plan is not approved by the County Superintendent, the plan shall be revised and re-submitted to the County Superintendent of Schools within thirty (30) days of the notification of non-approval.~~

~~\_\_\_\_\_ The district shall, at the end of the school year, report their annual progress in the Quality Annual Assurance Report on achieving the objectives of the Comprehensive Equity Plan. The Superintendent shall also provide to the Department of Education a Statement of Assurances and certification that~~

- ~~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.~~

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~~\_\_\_\_\_~~ 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~~

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~~\_\_\_\_\_~~ 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 seq.
- ~~\_\_\_\_\_~~ Title IX of the Education Amendments of 1972
- ~~\_\_\_\_\_~~ Title VII, Civil Rights Act of 1964
- ~~\_\_\_\_\_~~ Equal 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)

~~Initial~~ Previous Adoptions: April 19, 2004 & March 21, 2011

First Reading: ~~February 16, 2011~~ April 24, 2017  
Second Reading: ~~March 21, 2011~~  
Latest Adoption: ~~March 21, 2011~~