

Comprehensive Equity Plan Statement of Assurance

(to be Submitted with the Three-Year CEP)

School District, Charter School or Renaissance School Project Information School Year 2025-2026

Name of County: Ocean

Name of School District/Charter School/Renaissance School Project: Lacey Township

Address: 200 Western Blvd. Lanoka Harbor, NJ 08734

Affirmative Action Officer (AAO): Joseph R. Bond

Telephone #: (609) 971-2000 x1021

AAO Email: jbond@laceyschools.org

Alternate Contact Person: William W. Zylinski

Telephone #: (609) 971-2000 x1002

Title: Acting Superintendent

Email: wzylinski@laceyschools.org

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 within 60 days of certification of completion by the Executive County Superintendent.
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:

Signature:

Date:



LACEY TOWNSHIP SCHOOL DISTRICT

A Tradition Of Pride · A Tradition Of Excellence

SHARON ORMSBEE

BUSINESS ADMINISTRATOR/BOARD SECRETARY

I HEREBY CERTIFY THAT THE FOLLOWING IS A TRUE EXCERPT FROM THE MINUTES OF THE REGULAR MEETING OF THE LACEY TOWNSHIP BOARD OF EDUCATION HELD ON SEPTEMBER 19, 2024:

ANNUAL APPOINTMENTS (AMENDED)

MOTION: Move that the Board approve the following amended annual appointments for the 2024-2025 school year:

Affirmative Action Officer
Gender-Equity Officer
Section 504 Plan Officer
School Safety Specialist
Whistleblower Representative

Mr. Joseph Bond
Mrs. Michelle Amos
Mrs. Mallory Krakovsky
Dr. Timothy Dowd
Ms. Sharon Ormsbee

Motion by Mr. Conaty, seconded by Mr. Bell. Roll call vote as follows:

*Mr. Bell – aye, Mrs. Armato – absent, Mr. Conaty - aye; A.14. - Ormsbee - abstain
Mrs. Walker - aye; A.14. - Amos, Dowd – abstain, Mr. Armato – absent, Mrs. Klaus – aye,
Mr. Peters - aye*

Sharon Ormsbee
Business Administrator/Board Secretary



LACEY TOWNSHIP SCHOOL DISTRICT

A Tradition Of Pride · A Tradition Of Excellence

SHARON ORMSBEE

BUSINESS ADMINISTRATOR/BOARD SECRETARY

I HEREBY CERTIFY THAT THE FOLLOWING IS A TRUE EXCERPT FROM THE MINUTES OF THE REGULAR MEETING OF THE LACEY TOWNSHIP BOARD OF EDUCATION HELD ON APRIL 17, 2025:

AFFIRMATIVE ACTION TEAM

MOTION: Move that the Board approve the following staff members to comprise the Affirmative Action Team for the purpose of developing and submitting the three-year Comprehensive Equity Plan for the school year 2025-2026 through 2027-2028.

| | |
|-------------------|--------------------------|
| Michelle Amos | District Supervisor |
| Brian Chesley | LTMS Assistant Principal |
| Aimee DelVento | Athletic Director |
| Timothy Dowd | District Supervisor |
| Michele England | LTHS Assistant Principal |
| Mallory Krakovsky | District Supervisor |
| Leah Purpuri | Supervisor of Guidance |

Motion by Mr. Conaty, seconded by Mr. Armato. Roll call votes – 5 ayes

*Mr. Armato – aye, Mr. Peters – absent, Mr. Bell – aye, Mrs. Armato – aye,
Mrs. Walker – absent, Mr. Conaty – aye, Mrs. Klaus – aye*

Sharon Ormsbee
Business Administrator/Board Secretary

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: Lacey Township

Table 1: Affirmative Action Team Members

| Name | Title | Grade Level (If applicable) | Signature |
|-------------------|--|--------------------------------|-----------|
| Joseph Bond | Affirmative Action Officer Director of Special Services | | |
| Michelle Amos | District Supervisor | K-5 | |
| Brian Chesley | LTMS Assistant Principal | 6-8 | |
| Aimee DelVento | Athletic Director | 6-12 | |
| Timothy Dowd | District Supervisor | 6-12 | |
| Michele England | LTMS Assistant Principal | 9-12 | |
| Mallory Krakovsky | District Supervisor | Prek-5/Special Education | |
| Leah Purpuri | Supervisor of Guidance | 9-12 | |
| | | | |
| | | | |

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 | Policy 1140-Educational Equity Policies/Affirmative Action: 6/2024 Policy 1523-Comprehensive Equity Plan: 6/2024 Policy & Regulation 2260-Equity in School and Classroom Practices: 8/2024 Policy & Regulation 5750-Equitable Educational Opportunity | |
| 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 | Policy 1140-Educational Equity Policies/Affirmative Action: 6/2024 Policy 1523-Comprehensive Equity Plan: 6/2024 Policy & Regulation 2260-Equity in School and Classroom Practices: 8/2024 Policy & Regulation 2520-Instructional Supplies: 6/2023 Policy & Regulation 5750-Equitable Educational Opportunity Policy 5841-Secret Societies: 8/2024 Policy 5842-Equal Access of Student Organizations: 8/2024 | |
| Provide equitable treatment for pregnant and married students | Yes | Policy 2416-Programs for Pregnant Students: 11/2005 Policy 5752-Marital Status and Pregnancy: 11/2005 | |
| Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010, c122). | Yes | Policy 1523-Comprehensive Equity Plan: 6/2024 Policy 5512-Harassment, Intimidation, or Bullying: 2/2025 | |

| | | | |
|--|--|--|--|
| | | Policy 5541-Anti-Hazing: 8/2022 Policy 5751-Sexual Harassment of Students: 1/2022 Policy & Regulation-Reporting Violence, Vandalism, Harassment, Intimidation, Bullying, Alcohol, Other Drug Offences: 5/2019 | |
|--|--|--|--|

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 | Policy 1140-Educational Equity Policies/Affirmative Action: 6/2024 Policy & Regulation 1510-Americans With Disabilities Act: 4/2017 Policy & Regulation 2418-Section 504 of the Rehabilitation Act of 1973-Students:4/2017 | |
| Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6. | Yes | Policy 1140-Educational Equity Policies/Affirmative Action: 6/2024 Policy 1523-Comprehensive Equity Plan: 6/2024 | |
| 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 school projects will report annual progress in the NJDOE, Office of Charter and Renaissance Schools Annual Report. | Yes | Policy 1140-Educational Equity Policies/Affirmative Action: 6/2024 Policy 1523-Comprehensive Equity Plan: 6/2024 | |

| 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 |
|--|--------------------------|---|--|
| 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 | Policy 1140-Educational Equity Policies/Affirmative Action: 6/2024 Policy & Regulation 2423-Bilingual Education: 9/2024 Policy 2610-Educational Program Evaluation: 3/2019 Policy & Regulation 2622-Student Assessment: Student Assessment | |

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, discrimination and segregation; and ensuring equity in educational activities and programs. | Yes | Policy 1140-Educational Equity Policies/Affirmative Action: 6/2024 Policy 1523-Comprehensive Equity Plan: 6/2024 Policy 5512-Harassment, Intimidation, or Bullying: 2/2025 | |
| 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 | Yes | Policy 1140-Educational Equity Policies/Affirmative Action: 6/2024 | |

| 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 |
|---|----------------------------------|--|--|
| handle the district, charter, or renaissance school projects equity responsibilities. | | | |
| 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. | Yes | Policy 1140-Educational Equity Policies/Affirmative Action: 6/2024 Policy & Regulation 1510-Americans with Disabilities Act: 4/2017 Policy & Regulation 2260-Equity in School and Classroom Practices: 8/2024 | |
| 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). | Yes | Policy 1140-Educational Equity Policies/Affirmative Action: 6/2024 Policy & Regulation 1510-Americans with Disabilities Act: 4/2017 Policy & Regulation 2260-Equity in School and Classroom Practices: 8/2024 | |
| Report on progress made in meeting the adequate yearly targets (as set by the NJDOE) for closing the achievement gap. | Yes | Policy & Regulation 2418-Section 504 of the Rehabilitation Act of 1973- Students:4:2017 Policy 5512-Harassment, Intimidation, or Bullying: 2/2025 Policy & Regulation 5750-Equitable Educational Opportunity Policy & Regulation 5571-Sexual Harassment of Students: 1/2022 | |
| Authorize the AAO to conduct yearly equity training for all staff. | Yes | Policy 1140-Educational Equity Policies/Affirmative Action: 6/2024 | |

| 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. | | (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 | Policy 1140-Educational Equity Policies/Affirmative Action: 6/2024 Policy & Regulation 1510-Americans with Disabilities Act: 4/2017 Policy & Regulation 3240-Professional Development for Teachers and School Leaders: 11/2017 | |
| All non-certificated (non-professional) staff | Yes | Policy 1140-Educational Equity Policies/Affirmative Action: 6/2024 Policy & Regulation 4240-Employee Training: 11/2005 | |

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 | Policy 1140-Educational Equity Policies/Affirmative Action: 6/2024 Policy & Regulation 2260-Equity in School and Classroom Practices: 8/2024 Policy 5512-Harassment, Intimidation, or Bullying: 2/2025 Policy & Regulation 5750-Equitable Educational Opportunity | |
| Courses of study, including Physical Education | Yes | Policy & Regulation 2200-Curriculum Content: 9/2024 Policy & Regulation 2260-Equity in School and Classroom Practices: 8/2024 Policy 2422-Comprehensive Health and Physical Education: 12/2021 Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024 | |

| 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 |
|--|--------------------------|---|--|
| Library materials/Instructional materials and strategies | Yes | <p>Policy & Regulation 2260-Equity in School and Classroom Practices: 8/2024</p> <p>Policy & Regulation 2520-Instructional Supplies: 6/2023</p> <p>Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024</p> | |
| Technology/software and audio-visual materials | Yes | <p>Policy & Regulation 2260-Equity in School and Classroom Practices: 8/2024</p> <p>Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024</p> | |
| Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, and grievance procedures. | Yes | <p>Policy & Regulation 2260-Equity in School and Classroom Practices: 8/2024</p> <p>Policy & Regulation 2411-Guidance Counseling</p> <p>Policy 5512-Harassment, Intimidation, or Bullying: 2/2025</p> <p>Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024</p> | |
| Extra-curricular activities and programs | Yes | <p>Policy 5541-Anti-Hazing: 8/2022</p> <p>Policy & Regulation 5751-Sexual Harassment of Students: 1/2022</p> | |
| Tests and other assessments | Yes | <p>Policy & Regulation 2260-Equity in School and Classroom Practices: 8/2024</p> <p>Policy 2428.1-Standards-Based Instructional Priorities: 3/2010</p> <p>Policy & Regulation 2622-Student Assessment: 5/2022</p> <p>Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024</p> | |

| 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 |
|--|-----------------------|--|---|
| Reduction and/or prevention of under representation of minority, female and male students in all classes, activities and programs. | Yes | <p>Policy & Regulation 2260-Equity in School and Classroom Practices: 8/2024</p> <p>Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024</p> | |

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 | <p>Policy & Regulation 2260-Equity in School and Classroom Practices: 8/2024</p> <p>Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024</p> | |
| Ensure the Amistad Commission Curriculum is taught as part of the history of the United States. (N.J.S.A. 18A:35-1) | Yes | <p>Policy & Regulation 2260-Equity in School and Classroom Practices: 8/2024</p> <p>Policy 2422-Comprehensive Health and Physical Education: 12/2021</p> <p>Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024</p> | |
| Ensure the Commission on Holocaust Education curriculum for elementary and secondary school students, as developmentally appropriate. (N.J.S.A. 18A:35-28) | Yes | <p>Policy & Regulation 2260-Equity in School and Classroom Practices: 8/2024</p> <p>Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024</p> | |

| 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 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 | Policy & Regulation 2200-Curriculum Content: 9/2024 Policy & Regulation 2260-Equity in School and Classroom Practices: 8/2024 Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024 | |

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-Equity in School and Classroom Practices: 8/2024 Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024 | |
| 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-Equity in School and Classroom Practices: 8/2024 Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024 | |
| Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments. | Yes | Policy & Regulation 2260-Equity in School and Classroom Practices: 8/2024 Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024 Policy & Regulation 7102-Site Selection and Acquisition: 11/2017 | |
| 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-Equity in School and Classroom Practices: 8/2024 Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024 Policy 8110-Attendance Areas | |

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 | Policy & Regulation 2260-Equity in School and Classroom Practices: 8/2024 Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024 | |
| Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications. | Yes | Policy & Regulation 2260-Equity in School and Classroom Practices: 8/2024 Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024 | |
| 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 | Policy & Regulation 2260-Equity in School and Classroom Practices: 8/2024 Policy 2421-Career and Technical Education: 11/2021 Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024 | |
| Ensure that all multilingual learners have equal and bias-free access to all school activities and programs. | Yes | Policy & Regulation 2260-Equity in School and Classroom Practices: 8/2024 Policy 2423-Bilingual Education: 9/2024 Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024 | |
| Ensure that all students with disabilities have equal and bias-free access to all school activities and programs. | Yes | | |

| 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 | Policy & Regulation 1510-Americans with Disabilities Act: 4/2017 Policy & Regulation 2260-Equity in School and Classroom Practices: 8/2024 Policy & Regulation 2460-Special Education: 4/2017 Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024 | |

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 | Policy & Regulation 2423-Bilingual Education: 9/2004 | |
| Utilize bias-free measures for determining the special needs of students with disabilities. | Yes | <p>Policy & Regulation 2260 – Equity in School and Classroom Practices: 8/2024</p> <p>Policy & Regulation 2460 – Special Education: 4/2017</p> <p>Regulation 2460.1 – Special Education - Location, Identification, and Referral: 4/2017</p> <p>Regulation 2460.15 – Special Education – In-Service Training Needs for Professional and Paraprofessional Staff: 4/2017</p> <p>Regulation 2460.16 – Special Education - Instructional Material to Blind or Print-Disabled Students: 4/2017</p> <p>Regulation 2460.8 – Special Education - Free and Appropriate Public Education: 5/2019</p> <p>Regulation 2460.9 – Special Education - Transition From Early Intervention Programs to Preschool Programs: 4/2017</p> | |
| Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including multilingual learners. | Yes | <p>Policy & Regulation 2423-Bilingual Education: 9/2004</p> <p>Policy & Regulation 2260 – Equity in School and Classroom Practices: 8/2024</p> | |
| Ensure that all pregnant students are permitted to remain in the regular school activities and programs. Ensure that equivalent | Yes | Policy 2416-Programs for Pregnant Students: 8/2024 | |

| 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 |
|---|-----------------------|---|---|
| instruction is provided to the students, if not permitted to attend school by a doctor. | | Policy 5752-Marital Status and Pregnancy: 11/2005 Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024 | |

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 | Policy & Regulation 2411-Guidance Counseling: 5/2024 Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024 | |
| 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 | Policy & Regulation 2260 – Equity in School and Classroom Practices: 8/2024 Policy & Regulation 2411-Guidance Counseling: 5/2024 Policy 2421-Career and Technical Education: 1/2021 Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024 | |
| Guidance counselors are using bias-free materials. | Yes | Policy & Regulation 2411-Guidance Counseling: 5/2024 Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024 | |

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 2422-Comprehensive Health and Physical Education: 12/2021 Policy & Regulation 2260 – Equity in School and Classroom Practices: 8/2024 Policy & Regulation 5750-Equitable Educational Opportunity: 8/2024 | |

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 – Equity in School and Classroom Practices: 8/2024 | |
| Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams. | Yes | Policy & Regulation 2260 – Equity in School and Classroom Practices: 8/2024 | |

| 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 – Equity in School and Classroom Practices: 8/2024 | |
| Provides comparable facilities for male and female teams. | Yes | Policy & Regulation 2260 – Equity in School and Classroom Practices: 8/2024 | |