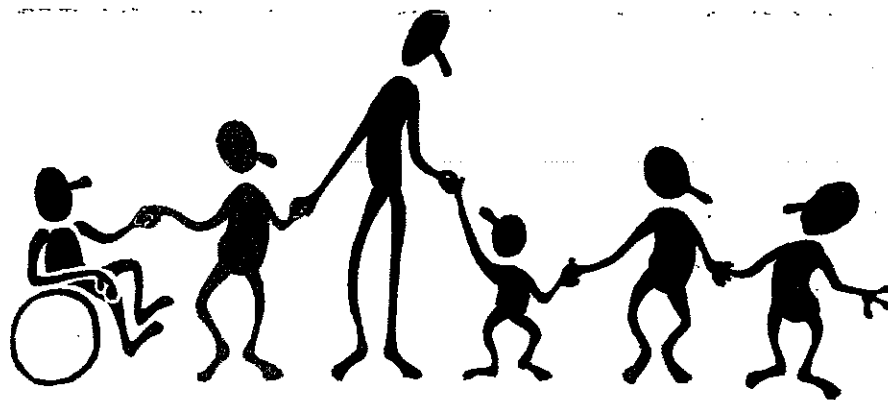


**NEW JERSEY STATE DEPARTMENT OF EDUCATION
DIVISION OF FIELD SERVICES**



**Pleasantville Public Schools
COMPREHENSIVE EQUITY PLAN
For School Years
2016-17 through 2018-19**

**FORMS AND INSTRUCTIONS
TO ASSIST SCHOOL DISTRICTS AND CHARTER SCHOOLS IN DEVELOPING
A COMPREHENSIVE EQUITY PLAN TO PROVIDE
EQUALITY AND EQUITY IN EDUCATIONAL PROGRAMS**

Due Date: On or before April 1, 2016

APPENDIX B: COMPREHENSIVE EQUITY PLAN NEEDS ASSESSMENT

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 on the Comprehensive Equity Plan forms.

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
NJAC 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 A. Adopt or re-adopt written equality and equity policies, requiring the following:	YES	Adopted 03-16-2016	
1) Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following: a) Identify and address all forms of prejudice and discrimination in all district, charter and renaissance school project programs, practices, curricula, instructional materials and assessments.	YES	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program • Policy 1523 – Comprehensive Equity Plan • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity • Policy 5755 – Equity in Educational Programs and Services <p align="center">Adopted 03-16-2016</p>	
b) Ensure equal access to all schools, facilities, programs, activities, and benefits for all students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	YES	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program • Policy 1523 – Comprehensive Equity Plan • Policy & Regulation 5750 – Equal Educational Opportunity • Policy 5755 – Equity in Educational Programs and Services <p align="center">Adopted 03-16-2016</p>	
c) Provide equitable treatment for pregnant and married students.	YES	<ul style="list-style-type: none"> • Policy 2416 – Programs for Pregnant Students • Policy 5752 – Marital Status and Pregnancy <p align="center">Adopted 03-16-2016</p>	
d) Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	YES	<ul style="list-style-type: none"> • Policy 1523 – Comprehensive Equity Plan • Policy & Regulation 5512 – Harassment, Intimidation, and Bullying 	

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
		<ul style="list-style-type: none"> • Policy & Regulation 5751 – Sexual Harassment <p style="text-align: center;">Adopted 03-16-2016</p>	
2) Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	YES	<ul style="list-style-type: none"> • Policy 1523– Comprehensive Equity Plan • Policy 1550 – Affirmative Action Program for Employment and Contract Practices <p style="text-align: center;">Adopted 03-16-2016</p>	
3) Appoint an Affirmative Action Officer (AAO) who can also serve as or coordinate with the Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.	YES	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program <p style="text-align: center;">Adopted 03-16-2016</p>	
4) Provide staff development to ensure that all equity requirements comply with N.J.A.C. 6A:7-1.6.	YES	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program <p style="text-align: center;">Adopted 03-16-2016</p>	
B. Authorize the Affirmative Action 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.	YES	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program <p style="text-align: center;">Adopted 03-16-2016</p>	
C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups disaggregated by gender, race, ethnicity, limited English proficiency, special education, migrant status, date of enrollment,	YES	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program • Policy 2415.01 – Academic Standards, Academic Assessments, and Accountability • Policy & Regulation 2423 – Bilingual and ESL Education 	

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
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 subgroups on Annual Yearly Progress (Progress Targets) reports for state assessments.		<ul style="list-style-type: none"> • Policy 2610 – Educational Program Evaluation • Policy 2622 – Student Assessment Adopted 03-16-2016	
D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking the following actions:	YES	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program • Policy 1523 – Comprehensive Equity Plan 	
1) Inform the school community about the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	YES	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program 	
2) 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 equity responsibilities.	YES	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program 	
3) Provide students, staff and the community with contact information for the AAO and	YES	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program 	

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
publicize the location and availability of the CEP, policy(ies), grievance procedures and annual reports.		<ul style="list-style-type: none"> • Policy & Regulation 1510 – Rights of Persons With Handicaps or Disabilities/Policy on Non-Discrimination • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 	
4) Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.	YES	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program • Policy & Regulation 1510 – Rights of Persons With Handicaps or Disabilities/Policy on Non-Discrimination • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity Adopted 03-16-2016 	
5) Report on progress made in meeting the adequate yearly targets established for closing the achievement gap as set by the Department of Education.	YES	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy 2415.01 – Academic Standards, Academic Assessments, and Accountability Adopted 03-16-2016 	
6) Authorize the AAO to conduct yearly equity training for all staff.	YES	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program Adopted 03-16-2016 	
E. 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 school district, charter and renaissance school project's website. N.J.A.C. 6A:19-	YES	<p>(For County Vocational School Districts Only)</p> <ul style="list-style-type: none"> • Policy & Regulation 5111 – Eligibility of Resident/Nonresident Students Adopted 03-16-2016 	

<u>I. BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
2.3(b), Career and Technical Education Programs and Standards.			

<u>II. STAFF DEVELOPMENT AND TRAINING</u> N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
A. Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status every school year to:	YES	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program Adopted 03-16-2016	
1) Certificated (administrative and professional) staff.	YES	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program • Policy & Regulation 3240 – Professional Development for Teachers and School Leaders Adopted 03-16-2016	
2) Non-certificated (non-professional) staff.	YES	<ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program • Policy 4240 – Employee Training Adopted 03-16-2016	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
<p>A. Equality and Equity in Curriculum 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</p> <p>1) Ensure that the district, charter school or renaissance school project's curriculum and instruction are aligned to the State's Core Curriculum Content Standards and that they 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 programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p>		<ul style="list-style-type: none"> • Policy & Regulation 2200 – Curriculum Content • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy 2415.01 – Academic Standards, Academic Assessments, and Accountability • Policy 5755 – Equity in Educational Programs and Services <p>Adopted 03-16-2016</p>	
<p>a) School climate and culture, safe and positive learning environment</p>	YES	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity <p>Adopted 03-16-2016</p>	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
b) Courses of study, including physical education	YES	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy 2422 – Health and Physical Education • Policy & Regulation 5750 – Equal Educational Opportunity Adopted 03-16-2016	
c) Library materials/instructional materials and strategies	YES	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity Adopted 03-16-2016	
d) Technology/software and audiovisual materials	YES	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity Adopted 03-16-2016	
e) Guidance and counseling, including harassment, intimidation and bullying, sexual harassment and grievance procedures	YES	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 2411 – Guidance Counseling • Policy & Regulation 5512 – Harassment, Intimidation, and Bullying • Policy & Regulation 5750 – Equal Educational Opportunity Adopted 03-16-2016	
f) Extra-curricular programs and activities	YES	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity Adopted 03-16-2016	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
g) Tests and other assessments	YES	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity Adopted 03-16-2016	
h) Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	YES	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity • Policy 5755 – Equity in Educational Programs and Services Adopted 03-16-2016	
2) Incorporate multicultural aspects throughout the instructional content and practices across the curriculum.	YES	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity Adopted 03-16-2016	
3) Ensure that instruction in African-American History, including the Amistad, and the history of other cultures is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	YES	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity Adopted 03-16-2016	
4) Include instruction on the Holocaust and other genocide curricula at all grade levels. (N.J.S.A. 18A:35-28)	YES	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity Adopted 03-16-2016	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
<p>B. Equality and Equity in Student Access 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</p> <p>Provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, English proficiency, housing status or socioeconomic status, as follows:</p>	YES	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 5750 – Equal Educational Opportunity • Policy 5755 – Equity in Educational Programs and Services <p>Adopted 03-16-2016</p>	
<p>1) Ensure equal and barrier-free access to all school and classroom facilities.</p>	YES	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services <p>Adopted 03-16-2016</p>	
<p>2) Attain minority representation of students within each school, including racial and ethnic balance that approximates the district, charter and renaissance school project's overall minority racial and ethnic representation.</p>	YES	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services <p>Adopted 03-16-2016</p>	
<p>3) Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.</p>	YES	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services <p>Adopted 03-16-2016</p>	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
4) Ensure that students are not separated or isolated by race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, housing status or socioeconomic status, resulting in disproportionate placement within schools, courses, classes, programs or extracurricular activities.	YES	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services Adopted 03-16-2016	
a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses.	YES	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy 5755 – Equity in Educational Programs and Services Adopted 03-16-2016	
b) Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	YES	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services Adopted 03-16-2016	
c) Ensure equal and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically-advanced instructional assistance, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional/sexual orientation, gender, religion, disability, English proficiency, immigration status,	YES	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services Adopted 03-16-2016	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
housing status or socioeconomic status.			
d) Ensure that all English language learners have equal and bias-free access to all school programs and activities.	YES	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services Adopted 03-16-2016	
e) Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.	YES	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services Adopted 03-16-2016	
f) Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	YES	<ul style="list-style-type: none"> • Policy & Regulation 5111 – Eligibility of Resident/Nonresident Students Adopted 03-16-2016	
5) Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	YES	<ul style="list-style-type: none"> • Policy & Regulation 2423 – Bilingual and ESL Education Adopted 03-16-2016	
6) Utilize bias-free measures for determining the special needs of students with disabilities.	YES	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy 2460 – Special Education 	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
		<ul style="list-style-type: none"> • Regulation 2460.1 – Special Education - Location, Identification, and Referral • Regulation 2460.8 – Special Education - Free and Appropriate Public Education • Regulation 2460.9 – Special Education - Transition From Early Intervention Programs to Preschool Programs • Regulation 2460.16 – Special Education - Instructional Material to Blind or Print-Disabled Students Adopted 03-16-2016 	
7) Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including English language learners.	YES	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 03-16-2016 	
8) Ensure that all pregnant students are permitted to remain in the regular school program and activities. Ensure that equivalent instruction is provided the students, if not permitted to attend school by a doctor.	YES	<ul style="list-style-type: none"> • Policy 2416 – Programs for Pregnant Students • Policy 5752 – Marital Status and Pregnancy • Policy 5755 – Equity in Educational Programs and Services Adopted 03-16-2016 	
<p>C. Equality and 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</p> <p>Ensure that the district, charter and renaissance school project's guidance program provides the following:</p>	YES	Adopted 03-16-2016	
1) Access to adequate and appropriate counseling services for all students, including females, minority students,	YES	<ul style="list-style-type: none"> • Policy & Regulation 2411 – Guidance Counseling 	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
English language learners, non-college bound students, and students with disabilities.		<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services Adopted 03-16-2016	
2) 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 nontraditional careers.	YES	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices • Policy & Regulation 2411 – Guidance Counseling • Policy 5755 – Equity in Educational Programs and Services Adopted 03-16-2016	
3) Bias-free materials for use by counselors.	YES	<ul style="list-style-type: none"> • Policy & Regulation 2411 – Guidance Counseling • Policy 5755 – Equity in Educational Programs and Services Adopted 03-16-2016	
D. Equality and Equity in Physical Education <small>N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972</small> Ensure that the physical education program and instructional activities are equitable.	YES	<ul style="list-style-type: none"> • Policy 2422 – Health and Physical Education • Policy 5755 – Equity in Educational Programs and Services Adopted 03-16-2016	
E. Equality and Equity in Athletic Programs <small>Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972</small> Ensure that the athletic program accomplishes the following:	YES	Adopted 03-16-2016	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
1) Relatively equal numbers of varsity and sub-varsity teams for male and female students.	YES	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services Adopted 03-16-2016 	
2) Equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	YES	<ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services Adopted 03-16-2016 	
3) Equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	YES	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 03-16-2016 	
4) Comparable facilities for male and female teams.	YES	<ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices Adopted 03-16-2016 	

IV. EMPLOYMENT/CONTRACT PRACTICES N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5; Equal Pay Act 1973	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows: 1) Utilize equitable hiring practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district, charter and renaissance school project's certificated and non-certificated staff and within every category of employment, including administration.	YES	<ul style="list-style-type: none"> • Policy & Regulation 1510 – Rights of Persons With Handicaps or Disabilities/Policy on Non-Discrimination • Policy & Regulation 1530 – Equal Employment Opportunities • Policy & Regulation 1550 – Affirmative Action Program for Employment and Contract Practices Adopted 03-16-2016	
2) Target recruiting practices for under-represented populations in every category of employment.	YES	<ul style="list-style-type: none"> • Policy & Regulation 1530 – Equal Employment Opportunities Adopted 03-16-2016	
3) Compliance of employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.	YES	<ul style="list-style-type: none"> • Policy & Regulation 1510 – Rights of Persons With Handicaps or Disabilities/Policy on Non-Discrimination • Policy & Regulation 1530 – Equal Employment Opportunities • Policy & Regulation 1550 – Affirmative Action Program for Employment and Contract Practices Adopted 03-16-2016	

IV. EMPLOYMENT/CONTRACT PRACTICES <small>N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973</small>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
4) Monitor promotions and transfers to ensure non-discrimination.	YES	<ul style="list-style-type: none"> • Policy & Regulation 1530 – Equal Employment Opportunities • Policy & Regulation 1550 – Affirmative Action Program for Employment and Contract Practices Adopted 03-16-2016 	
5) Provide equal pay for equal work regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	YES	<ul style="list-style-type: none"> • Policy & Regulation 1530 – Equal Employment Opportunities • Policy & Regulation 1550 – Affirmative Action Program for Employment and Contract Practices Adopted 03-16-2016	
B. Ensure that the district, charter and renaissance school project does not enter into, or maintain, contracts with persons, agencies, or organizations that discriminate in employment or in the provision of benefits or services, on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.	YES	<ul style="list-style-type: none"> • Policy & Regulation 1530 – Equal Employment Opportunities • Policy & Regulation 1550 – Affirmative Action Program for Employment and Contract Practices Adopted 03-16-2016	

IV. <u>EMPLOYMENT/CONTRACT PRACTICES</u> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5; Equal Pay Act 1973	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
C. Provide Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.	YES	<ul style="list-style-type: none"> • Policy & Regulation 1530 – Equal Employment Opportunities • Policy & Regulation 1550 – Affirmative Action Program for Employment and Contract Practices Adopted 03-16-2016	

APPENDIX A: AFFIRMATIVE ACTION TEAM




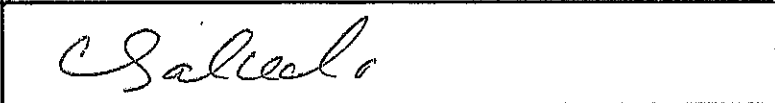

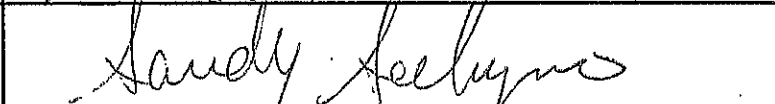
The following Affirmative Action Team (AAT) members that participated in the development of the needs assessment and Comprehensive Equity Plan. The AAT must consist of a minimum of three personnel and be comprised of diverse stakeholders.

Pleasantville Public Schools – Board adopted 1/26/16

NAME	TITLE	GRADE LEVEL (if applicable)	SIGNATURE
Mark Delcher	Affirmative Action Officer		<i>Mark Delcher</i>
/ Jason Benson	Teacher	3 rd Grade / 2 nd Grade	<i>Jason Benson</i>
<i>Sidney Scott</i>	<i>Teacher</i>	<i>1st Grade</i>	<i>Sidney Scott</i>
Christine Salcedo	Aide	K-2	<i>C Salcedo</i>
Michelle McCline	Teacher	2 nd	<i>Michelle McCline</i>
Sandy Solorzano	ESL Teacher		<i>Sandy Solorzano</i>
William Villafone	ESL Teacher		
Ericka Watson	Teacher	3-5 Elementary	<i>Ericka Watson</i>
Jennifer Martinez	Teacher	4 th SPED	<i>Jennifer Martinez</i>
Beverly Conner	Secretary	Secretary	<i>Beverly Conner</i>

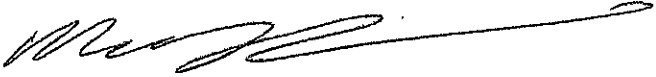
Monica Johnson	Teacher	Pre K	<i>[Signature]</i>
Domminick Dougherty	Teacher		<i>[Signature]</i>
Aaron Washington	Technology Teacher	6 th thru 8 th	
Sherry Spence-Leslie	Assistant Principal		<i>[Signature]</i>
Michael Pilate	Guidance Coordinator		<i>[Signature]</i>
Victoria Williamson	Academic Coach		<i>[Signature]</i>

AA Team Meeting
March 7, 2016
Meeting to Review and sign the CEP

Name	Position	School	Signature
Mark Delcher	AAO	District	
Carrie Brandon Sidney Scott	Teacher	Leeds	
Jason Benson	Teacher	Leeds	
Christina Salcedo	Aide/Parent	NMSS	
Michelle McCline	Teacher	NMSS	
Sandy Solorzano	Secretary	WAS	
Hernando Villafane	ESL Teacher	WAS	

Ericka Watson	Teacher	SMSS	<i>Ericka Watson</i>
Jennifer Martinez	Teacher	SMSS	<i>JM</i>
Beverly Conner	Secretary	DEC	<i>Beverly Conner</i>
Monica Johnson	Teacher	DEC	<i>M. Johnson</i>
Dominick Dougherty	Teacher	MSP	<i>Dominick Dougherty</i>
Aaron Washington	Teacher	MSP	
Sherry Spence-Leslie	Assistant Principal	PHS	<i>Sherry Spence-Leslie</i>
Michael Pilate	Guidance	PHS	
Victoria Williamson	Academic Coach	MSP	

AA Team Meeting
February 29, 2016
Meeting to Review and sign the CEP

Name	Position	School	Signature
Mark Delcher	AAO	District	
Carrie Brandon	Teacher	Leeds	Carrie Brandon
Jason Benson	Teacher	Leeds	
Candace Briggs	Guidance	Leeds	Candace Briggs
Christina Salcedo	Aide/Parent	NMSS	Salcedo
Michelle McCline	Teacher	NMSS	Michelle McCline
Sandy Solorzano	Secretary	WAS	Sandy Solorzano

Hernando

William Villafane	ESL Teacher	WAS	<i>William Villafane</i>
Ericka Watson	Teacher	SMSS	<i>Ericka Watson</i>
Jennifer Martinez	Teacher	SMSS	<i>Jennifer Martinez</i>
Beverly Conner	Secretary	DEC	<i>Beverly Conner</i>
Monica Johnson	Teacher	DEC	<i>Monica Johnson</i>
Domminick Dougherty	Teacher	MSP	
Aaron Washington	Teacher	MSP	
Sherry Spence-Leslie	Assistant Principal	PHS	<i>Sherry Spence-Leslie</i>
Michael Pilate	Guidance	PHS	<i>Michael Pilate</i>
Victoria Williamson	Academic Coach	MSP	<i>Victoria Williamson</i>



Pleasantville Public Schools

Mr. Elisha Thompkins Jr.
Business Administrator/Board Secretary
E-mail: thompkins.elisha@pps-nj.us



Home of the Greyhound

Phone: (609) 383-6800 ext. 2551
Fax: (609) 677-8118

March 18, 2016

Curriculum & Instruction
Resolution Numbers 5, 6, 7, 8

I Certify, that during the Pleasantville Board of Education Regular Board Action Meeting of March 16, 2016 the Pleasantville Board approved the following resolution of the Temporary Assigned Affirmative Action Officer. The resolution, motion, and vote are as follows:

In support of the Comprehensive Equity Plan until such time the Pleasantville Board of Education assign a permanent Affirmative Action Officer. Mark Delcher is the temporary Affirmative Action Officer.

Motion by: Ethel Seymore Second by: Sharnell Morgan Yea: 9 Nay: 0

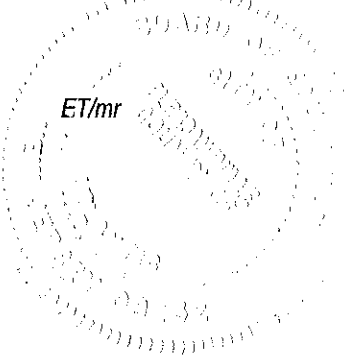
Roll Call:

Table with 5 columns: Member, Yes, No, Abstain, Absent. Lists names of board members and their votes.

NINE YES; MOTION PASSED

Thank you,

Handwritten signature of Elisha Thompkins Jr.
Elisha Thompkins Jr.,
Business Administrator/Board Secretary





Pleasantville Public Schools

Mr. Elisha Thompkins Jr.
Business Administrator/Board Secretary
E-mail: thompkins.elisha@pps-nj.us



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March 18, 2016

Curriculum & Instruction
Resolution Numbers 5, 6, 7, 8

I Certify, that during the Pleasantville Board of Education Regular Board Action Meeting of March 16, 2016 the Pleasantville Board approved the following resolution of The District 2016-17 through 2018-19 Comprehensive Equity Plan. The resolution, motion, and vote are as follows:

- 5. Be it Resolved, that the Pleasantville Board of Education approve The District 2016-17 through 2018-19 Comprehensive Equity Plan.
6. Be it Resolved, that the Pleasantville Board of Education approve The Comprehensive Equity Plan Statement of Assurance to be Submitted with the Three-Year CEP.
7. Be it Resolved, that the Pleasantville Board of Education approve Comprehensive Equity Plan Annual Statement of Assurance School Year 2017-2018.
8. Be it Resolved, that the Pleasantville Board of Education approve Comprehensive Equity Plan Annual Statement of Assurance School Year 2018-2019.

Motion by: Ethel Seymore Second by: Sharnell Morgan Yea: 9 Nay: 0

Roll Call:

Table with 5 columns: Member, Yes, No, Abstain, Absent. Lists names of board members and their voting status.

NINE YES; MOTION PASSED

Thank you,

Handwritten signature of Elisha Thompkins Jr.

Elisha Thompkins Jr.
Business Administrator/Board Secretary

ET/mr



Pleasantville Public School

Business Administration Office 801 Mill Road 3rd Floor • P.O. Box 960 • Pleasantville, New Jersey 08232

www.pps-nj.us

Comprehensive Equity Plan Statement of Assurance

to be Submitted with the Three-Year CEP

School District, Charter School or Renaissance School Project Information:

County: Atlantic County	
Pleasantville Public School District	
Address: 801 Mill Road, Pleasantville, New Jersey 08232	
Mark Delcher Esq. Affirmative Action Officer (AAO):	Telephone #: 609-383-6800 Ext: 2542
AAO Email: Delcher.Mark@pps-nj.us	
Alternate Contact Person: <i>Garnell Bailey</i>	Telephone #: <i>609 383-6800</i>
Title: <i>Asst. Supr.</i>	Email: <i>Bailey, Garnell @ pps-nj, us</i>

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 on September 1, 2016 upon approval by the New Jersey State Department of Education.
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 Dr. Leonard Eitts Title: Interim Superintendent of Schools

Signature: *Leonard Eitts*

Date: *3/21/16*

COMPREHENSIVE EQUITY PLAN
ANNUAL STATEMENT OF ASSURANCE
 School Year 2018-2019

County: Atlantic	
School District, Charter School or Renaissance school project: Pleasantville Public Schools	
Address: 801 Mill Road, 3 rd . Floor. Pleasantville, NJ 08232	
Affirmative Action Officer (AAO): Mark Delcher Esq.	Telephone #: 609-383-6800 Ext: 2542
AAO Email: <u>Delcher.mark@pps-nj.us</u>	
Alternate Contact Person: <u>Garnell Bailey</u>	Telephone #: <u>609 383-6800</u>
Title: <u>Asst. Supt.</u>	Email: <u>Bailey.Garnell@PPS-NJ.US</u>

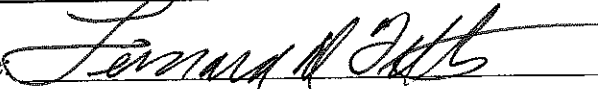
The school district, charter school or renaissance school project has reviewed its implementation strategies for school year 2017-18 and provides assurance that the implementation timeline has been met at each school within the district, charter school or renaissance school project, if applicable. The areas of noncompliance as indicated in the CEP have met specific indicators of achievement at each site, if applicable, during this previous school year.

2. The school district, charter school or renaissance school project will continue to fully implement the NJDOE approved Comprehensive Equity Plan.
3. The 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 Dr. Leonard Fitts

Title: Interim Superintendent of Schools

Signature: 

Date: 3/21/18

COMPREHENSIVE EQUITY PLAN ANNUAL STATEMENT OF ASSURANCE

School Year 2017-2018

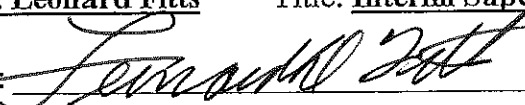
County: Atlantic	
School District, Charter School or Renaissance School Project: Pleasantville	
Address: 801 Mill ROAD, 3 RD . FLOOR	
Affirmative Action Officer (AAO): Mark Delcher Esq.	Telephone #: 609-383-6800 Ext: 2542
AAO Email: Delcher.mark@pps-nj.us	
Alternate Contact Person: Carnell Bailey	Telephone #: 609 383 6800
Title: Asst. Sup	Email: Bailey.Carnell@pps-nj.us

The school district, charter school or renaissance school project has reviewed its implementation strategies for school year 2016-17 and provides assurance that the implementation timeline has been met at each school within the district, charter school or renaissance school project, if applicable. The areas of noncompliance as indicated in the CEP have met specific indicators of achievement at each site, if applicable, during this previous school year.

2. The school district, charter school or renaissance school project will continue to fully implement the NJDOE approved Comprehensive Equity Plan.
3. The 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 Dr. Leonard Fitts Title: Interim Superintendent of Schools

Signature:  Date: 3/21/16