



State of New Jersey
DEPARTMENT OF EDUCATION

PHILIP D. MURPHY
Governor

SHEILA Y. OLIVER
Lt. Governor

ESSEX COUNTY OFFICE
Leroy F. Smith Public Safety Building
60 Nelson Place, 1st Floor South
Newark, New Jersey 07102
(973) 621-2750

LAMONT O. REPOLLET, Ed.D.
Commissioner

JOSEPH S. ZARRA
Executive County Superintendent

June 10, 2019

TO: *Roger Leon,*
Newark Superintendent of Schools

FROM: *Joseph Zarra,* [✓] *Executive County Superintendent*

SUBJECT: *Comprehensive Equity Plan for 2019-2022 Approval*

We are pleased to inform you that your Comprehensive Equity Plan (CEP) for 2019-2022 has been approved. Please retain all documentation of the self-assessment in a centralized file.

N.J.A.C. 6A:7, Managing for Equality and Equity in Education, outlines responsibilities for achieving and maintaining compliance with all state and federal laws governing equity in educational programs. The responsibility of each district/charter/renaissance project school is to develop a three-year CEP that identifies and corrects all discriminatory and inequitable policies, programs, practices and conditions within or affecting its schools. The role of the New Jersey Department of Education is to ensure district/charter/renaissance project school compliance with N.J.A.C. 6A:7, Managing for Equity.

If you have any questions, please contact your county education specialist, Neal Webster at 973-621-2771

C: Paula Bloom



Roger León
Superintendent

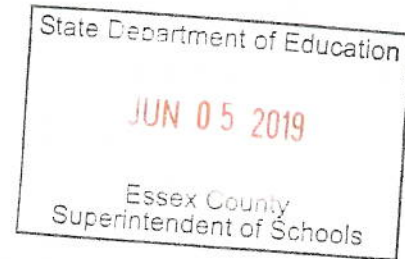
Newark Board of Education

Where Passion Meets Progress

June 5, 2019

VIA HAND DELIVERY

Mr. Joseph Zarra
Executive County Superintendent
Essex County Office of Education
Leroy Smith Public Safety Building
60 Nelson Place, 1st floor South
Newark, NJ 07102-1501



**RE: NEWARK BOARD OF EDUCATION
COMPREHENSIVE EQUITY PLAN 2019-2022**

Dear Executive County Superintendent Zarra:

In accordance with *N.J.A.C. 6A:7*, Managing for Equality and Equity in Education, I enclose the Newark Board of Education's Comprehensive Equity Plan for School Years 2019-2020, 2020-2021, and 2021-2022, with required attachments. I also enclose the Comprehensive Equity Plan Three-Year Statement of Assurance signed by Roger León, Superintendent.

Kindly inform the Superintendent and me if the Plan meets with your approval, or if any revision or additional information is required.

Very truly yours,


Keith Barton
Affirmative Action Officer

cc: Roger León, Superintendent
Josephine García, Board President
Brenda C. Liss, Esq., General Counsel



Roger León
Superintendent

Newark Board of Education

Where Passion Meets Progress

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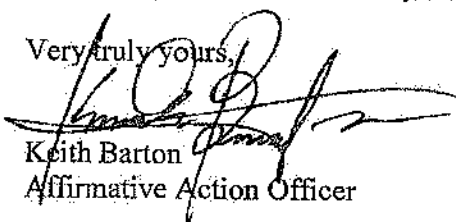
**RE: NEWARK BOARD OF EDUCATION
COMPREHENSIVE EQUITY PLAN 2019-2022**

Dear Executive County Superintendent Zarra:

In accordance with *N.J.A.C. 6A:7*, Managing for Equality and Equity in Education, I enclose the Newark Board of Education's Comprehensive Equity Plan for School Years 2019-2020, 2020-2021, and 2021-2022, with required attachments. I also enclose the Comprehensive Equity Plan Three-Year Statement of Assurance signed by Roger León, Superintendent.

Kindly inform the Superintendent and me if the Plan meets with your approval, or if any revision or additional information is required.

Very truly yours,


Keith Barton
Affirmative Action Officer

cc: Roger León, Superintendent
Josephine Garcia, Board President
Brenda C. Liss, Esq., General Counsel

**Comprehensive Equity Plan 3 Year Statement of Assurance
to be Submitted with the Three-Year CEP**

School District, Charter School or Renaissance School Project Information School Year 2019-2020:

Name of County: Essex

Name of School District/Charter School/Renaissance School Project: Newark Board of Education

Address: 765 Broad St. Newark, NJ 07102

Affirmative Action Office (AAO): Keith Barton Telephone #: 973-424-4426

AAO Email: kbarton@nps.k12.nj.us

Alternate Contact Person: Brenda Liss Telephone #: 973-733-7139

Title: General Counsel

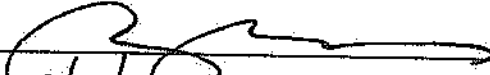
Email: bliss@nps.k12.nj.us

-
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, 2019 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 and Title: Roger León, Superintendent

Signature: 

Date: 5/28/19



AGENDA ITEM

Meeting Date: 8/28/2018 - 6:00 PM
Category: General Counsel - Legal - Votes
Type: Action
Subject: 12.3 Designation of Keith Barton as the Equal Employment Opportunity Affirmative Action Officer

Strategic Plans:

Policy:

Enclosure:

File Attachment:

Summary: WHEREAS, pursuant to N.J.A.C. 6A:7-1.5, the Board of Education of the City of Newark, County of Essex (the "Board") is required to annually designate a member of its staff as the Affirmative Action Officer;

WHEREAS, the Affirmative Action Officer will perform the duties and responsibilities as set forth in the applicable statutes and regulations;


Funding :

Recommendation to the Board NOW THEREFORE, IT IS HEREBY RESOLVED, that effective July 1, 2018, Keith Barton be and hereby is officially appointed as Affirmative Action Officer for a term of one year.

Approvals: Recommended By:

Signed By: 
 Pamela Luke - Executive Legal Assistant

Signed By: 
 Brenda Liss - General Counsel

Signed By: 
 Roger León - Superintendent

Vote Results:

Original Motion
 Member **Kim Gaddy** Moved, Member **Asia J. Norton** seconded to approve the **Original** motion 'NOW THEREFORE, IT IS HEREBY RESOLVED, that effective July 1, 2018, Keith Barton be and hereby is officially appointed as Affirmative Action Officer for a term of one year.' Upon a Roll-Call Vote being taken, the vote was: Aye: **8** Nay: **1**.
 The motion **Carried 8 - 1**

- Josephine Garcia Yes
- Tave Padilla Yes
- Kim Gaddy Yes

Leah Owens	Yes
Reginald Bledsoe	No
Florence Hill	Yes
Dawn Haynes	Yes
Yambeli Gomez	Yes
Asia J. Norton	Yes



AGENDA ITEM

Meeting Date: 3/26/2019 - 6:00 PM
Category: General Counsel - Legal - Votes
Type: Action
Subject: 13.6 Formation of Affirmative Action Team to Prepare a Proposed Comprehensive Equity Plan for the Period 2019-2022 for Approval by the Board of Education

Strategic Plans:

Policy:

Enclosure:

File Attachment:


Summary: WHEREAS, the Newark Board of Education's Comprehensive Equity Plan in effect from 2016 to 2019 will expire in June 2019; WHEREAS, pursuant to N.J.A.C. 6A:7-1.4(c), the Board of Education is required to develop and submit a three-year Comprehensive Equity Plan for the three-year period 2019 to 2022 to the County Office of Education on or before June 14, 2019, and the Board is further required to appoint an Affirmative Action Team, consisting of the Affirmative Action Officer and at least two others, to conduct a needs assessment and prepare the Comprehensive Equity Plan; WHEREAS, the Superintendent has recommended formation of an Affirmative Action Team for this purpose, consisting of the members identified below;


Funding :

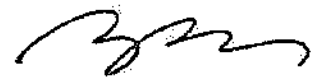
Recommendation to the Board: NOW, THEREFORE, BE IT RESOLVED, upon recommendation of the Superintendent, that the Board hereby authorizes the formation of an Affirmative Action Team to conduct a needs assessment and prepare a proposed Comprehensive Equity Plan for the period of 2019 through 2022, for review and approval by the Board of Education; and BE IT FURTHER RESOLVED, upon recommendation of the Superintendent, that the Affirmative Action Team shall include, but may not be limited to, the following members: Affirmative Action Officer, Chief of Staff, General Counsel, and 504 Accommodation Officer.

Approvals:

Recommended By:

Signed By: 
 Pamela Luke - Executive Legal Assistant

Signed By: 
 Brenda Liss - General Counsel

Signed By: 
 Roger León - Superintendent



AGENDA ITEM

Meeting Date: 3/26/2019 - 6:00 PM
Category: General Counsel - Legal - Votes
Type: Action
Subject: 13.1 General Counsel - Legal - Votes
Strategic Plans:
Policy:
Enclosure:
File Attachment:
Summary:
Funding :
Recommendation to the Board Approval of the Items - General Counsel - Legal

Approvals: **Recommended By:**

Signed By:

A handwritten signature in black ink, appearing to read "Martha Jones".

Board of Education -

Vote Results: **Original Motion**
 Member **Asia J. Norton** Moved, Member **Flohisha Hill** seconded to approve the **Original** motion 'Approval of the Items - General Counsel - Legal'. Upon a Roll-Call Vote being taken, the vote was: Aye: **8** Nay: **0**.
 The motion **Carried 8 - 0**

Josephine Garcia	Yes
Kim Gaddy	Yes
Leah Owens	Yes
Reginald Bledsoe	Yes
Flohisha Hill	Yes
Dawn Haynes	Yes
Yambeli Gomez	Yes
Asia J. Norton	Yes



AGENDA ITEM

Meeting Date: 5/28/2019 - 6:00 PM
Category: General Counsel - Legal - Votes
Type: Action
Subject: 13.3 Resolution of The Board of Education of The City of Newark, County of Essex, Approving And Authorizing Submission of The Comprehensive Equity Plan

Strategic Plans:

Policy:

Enclosure:

File Attachment:

Summary: WHEREAS N.J.A.C. 6A:7-1.4 requires each board of education to develop once every three years a comprehensive equity plan that shall identify and correct all discriminatory and inequitable educational and hiring policies, patterns, programs, and practices affecting its facilities, programs, students, and staff; and said provision further requires that each board of education submit its comprehensive equity plan to the Executive County Superintendent for approval and submit a copy to the Department of Education;

WHEREAS, by resolution adopted on March 26, 2019, the Board of Education appointed an Affirmative Action Team to prepare a Comprehensive Equity Plan for the period 2019 to 2022;

WHEREAS the Affirmative Action Team has prepared the Comprehensive Equity Plan attached to this resolution and has reviewed and discussed the Comprehensive Equity Plan with the Legal Committee of the Board of Education; and

WHEREAS, upon recommendation of the Superintendent and the Legal Committee, the Board of Education finds that the Comprehensive Equity Plan satisfies all applicable requirements; addresses identified needs and potential inequities in educational programs, employment practices, and contracting practices; and sets forth a plan for addressing those needs and potential inequities;

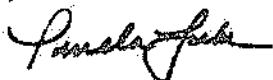
Funding :


Recommendation to the Board NOW, THEREFORE, BE IT RESOLVED:

1. The Board of Education hereby approves and adopts the Comprehensive Equity Plan for 2019 to 2022, and directs the Superintendent to see to its implementation;
2. The Comprehensive Equity Plan shall be submitted to the Executive County Superintendent for approval, and a copy submitted to the Department of Education.

Approvals:

Recommended By:

Signed By: 
 Pamela Luke - Executive Legal Assistant

Signed By: 
 Brenda Liss - General Counsel

Signed By:



Roger León - Superintendent

Vote Results:

Original Motion





Member **Asia J. Norton** Moved, Member **Tave Padilla** seconded to approve the **Original** motion 'NOW, THEREFORE, BE IT RESOLVED:
1. The Board of Education hereby approves and adopts the Comprehensive Equity Plan for 2019 to 2022, and directs the Superintendent to see to its implementation;
2. The Comprehensive Equity Plan shall be submitted to the Executive County Superintendent for approval, and a copy submitted to the Department of Education. Upon a Roll-Call Vote being taken, the vote was: Aye: **9** Nay: **0**.
The motion **Carried** 9 - 0.

Josephine Garcia	Yes
Tave Padilla	Yes
Reginald Bledsoe	Yes
Flohissha Hill	Yes
Dawn Haynes	Yes
Yambeli Gomez	Yes
Asia J. Norton	Yes
Shayvonne Anderson	Yes
A'Dorian Murray-Thomas	Yes

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.

SCHOOL DISTRICT, CHARTER SCHOOL AND RENAISSANCE SCHOOL PROJECT NAME:

NAME	TITLE	GRADE LEVEL (if applicable)	SIGNATURE
Keith Barton	Affirmative Action Officer	N/A	
Brenda Liss	General Counsel	N/A	
Sherelle Spriggs	Director of Support Services	N/A	
Homerc Breton	504 Accommodations Officer/Executive Legal Assistant	N/A	

NEWARK BOARD OF EDUCATION

District, Charter School and Renaissance School Project Comprehensive Equity Plan

Needs Assessment

School Years 2019-20 through 2021-22

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.

Table 1: Needs Assessment, Board Responsibility

I. 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
<p>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</p> <p>A. Adopt or re-adopt written equality and equity policies, requiring the following:</p> <p>1. Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following:</p> <p style="margin-left: 20px;">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.</p>	Yes	<p>NBOE Policy No. 2224 Non-discrimination/Affirmative Action Adopted by the Board of Education: February 26, 2019</p> <p>NBOE Policy No. 4111.1/4211.1 Non-discrimination/Affirmative Action Readopted by the Board of Education: March 26, 2019</p> <p>NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019</p>	

<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.</p>	<p>Yes</p>	<p>NBOE Policy No. 2224 Non-discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019</p> <p>NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 6121 Non-discrimination/Affirmative Action Readopted by the Board of Education: May 28, 2019</p>	
<p>c. Provide equitable treatment for pregnant and married students</p>	<p>Yes</p>	<p>NBOE Policy No. 5134 Married and Pregnant Pupils Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 6173 Home Instruction Readopted by the Board of Education: May 28, 2019</p>	

<p>d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).</p>	<p>Yes</p>	<p>NBOE Policy No. 4111.1/4211.1 Non-discrimination/Affirmative Action Readopted by the Board of Education: March 26, 2019</p> <p>NBOE Policy No. 5131.1 Harassment, Intimidation and Bullying (HIB) Readopted by the Board of Education: May 28, 2019</p> <p>HIB training is provided to each assigned HIB Specialist whose responsibility it is to turn-key the prevention information at their school sites.</p> <p>Additional documentation:</p> <ul style="list-style-type: none"> • Pamphlet explaining the Sexual Harassment Policy. • Training materials with PowerPoint presentation <ul style="list-style-type: none"> ○ Including an invitation to Parents/Guardians to attend the HIB Workshop on December 5, 2018. • Sign-in sheets for HIB Specialists' training sessions. <p>Training PowerPoint include:</p> <ul style="list-style-type: none"> ○ The Anti-Bullying Bill of Rights Act (ABR) ○ HIB Incident Report Process, including an Incident Report Form <ul style="list-style-type: none"> • District HIB investigation packet, which includes standard state form-SSDS and District documents that support the state mandated timelines. • A-1 PowerPoint and materials for parents • HIB Specialist listing, posted on NBOE website • Artifacts from participation in "Week of Respect." 	
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<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.</p>	<p>Yes</p>	<p>NBOE Policy Nos. 4111.1/4211.1 Non-discrimination/Affirmative Action Adopted by the Board of Education: March 26, 2019</p>	
<p>3. The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district, charter and renaissance school project school's Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.</p>	<p>Yes</p>	<p>NBOE Policy No. 2224 Non-discrimination/Affirmative Action Adopted by the Board of Education: February 26, 2019.</p>	
<p>4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.</p>	<p>Yes</p>	<p>NBOE Policy Nos. 4131/4131.1 Instructional and Support Personnel Adopted by the Board of Education: March 26, 2019 NBOE Policy Nos. 4231/4231.1 Staff Development; In-service Education/Visitation/Conferences Adopted by the Board of Education: March 26, 2019</p>	

<p>B. Authorize the Affirmative Action Officer 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 schools will report annual progress in the Charter School Annual Report.</p>	<p>Yes</p>	<p>NBOE Policy No. 2224 Non-discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019</p> <p>Resolution adopted by the Board of Education March 26, 2019</p>	
<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, 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</p>	<p>Yes</p>	<p>NBOE Policy No. 6147 Standards of Proficiency Readopted by the Board of Education: May 28, 2019</p> <p>Student achievement data disaggregated by race, ethnicity, and gender is provided at Board of Education meetings and at Superintendent's conferences with principals. Such data also was presented at District Convocation on August 28, 2018 and at the Board of Education retreat on August 31, 2018.</p> <p>Quality of programs and stakeholder satisfaction have been closely scrutinized since July 2018.</p> <p>The following data has been collected and analyzed:</p> <ul style="list-style-type: none"> • Promotion/retention data and completion rates • Data regarding evaluation, classification, and placement of students in special education programs • Staffing practices • Student achievement data disaggregated by date of enrollment, student suspensions, expulsion, and child study team referral 	

<p>(Progress Targets) reports for state assessments.</p>			
<p>D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions:</p>	<p>Yes</p>	<p>Resolution adopted by the Board of Education May 28, 2019</p>	
<p>1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.</p>	<p>Yes</p>	<p>NBOE Policy No. 2224 Non-discrimination/Affirmative Action Adopted by the Board of Education: February 26, 2019 This information is made available to the public through conferences, training, professional development, and via the District's website, www.nj.gov/k12.nj-us</p>	
<p>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 district, charter and renaissance school projects equity responsibilities.</p>	<p>Yes</p>	<p>NBOE Policy No. 2224 Non-discrimination/Affirmative Action Adopted by the Board of Education: February 26, 2019 Job description -- Affirmative Action Officer</p>	

<p>3. Inform students, staff and the community of the name, office address, and phone number of the district, charter and renaissance school project's AAO, and publicize the location and availability of the district, charter and renaissance school project's CEP, policy(ies), grievance procedures and annual reports.</p>	<p>Yes</p>	<p>NBOE Policy No. 2224 Non-discrimination/Affirmative Action Adopted by the Board of Education: February 26, 2019 See Board of Education website, www.nps.k12.nj.us</p>	
<p>4. Investigate and resolve discrimination complaints, grievances and incidents between students and teachers or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.</p>	<p>Yes</p>	<p>NBOE Policy No. 2224 Non-discrimination/Affirmative Action Adopted by the Board of Education: February 26, 2019 NBOE Policy No. 5131.1 Harassment, Intimidation and Bullying Readopted by the Board of Education: May 28, 2019</p>	
<p>5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.</p>	<p>Yes</p>	<p>NBOE Policy No. 6147 Standards of Proficiency Adopted by the Board of Education: May 28, 2019 Student achievement data, disaggregated by race, ethnicity, and gender, is provided each month at Board of Education meetings and Superintendent's conferences with principals. Such data also was presented at District Convocation August 28, 2018 and at the Board of Education retreat August 31, 2018.</p>	

<p>6. Authorize the AAO to conduct yearly equity training for all staff.</p>	<p>Yes</p>	<p>NBOE Policy No. 2224 Non-discrimination/Affirmative Action Adopted by the Board of Education: February 26, 2019</p>	
<p>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 district's website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.</p>	<p>N/A</p>	<p>(For County Vocational School Districts Only)</p>	

Table 2: Needs Assessment, Staff Development and Classroom Practices

II. Staff Development And Training • 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 and/or revision.	List name of noncompliant school(s) in the district
<p>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, as follows:</p>	Yes	<p>NBOE Policy Nos. 4131/4131.1 Staff Development; In-service Readopted by the Board of Education: March 26, 2019</p> <p>NBOE Policy Nos. 4231/4231.1 Education/Visitations/Conferences Readopted by the Board of Education: March 26, 2019</p> <p>NBOE Policy No. 6121 Non-discrimination/Affirmative Action Readopted by the Board of Education: May 28, 2019</p> <p>City-wide Title I Parent Conference: December 5, 2018.</p> <p>Anti-Bullying Presentation: Understanding your Child's IEP</p> <p>College Readiness</p> <p>Bilingual Education Programs</p> <p>Community Engagement Specialists are charged with providing training and workshops related to student to parents and community members.</p>	
<p>1. To all certificated (administrative and professional) staff.</p>	Yes	<p>NBOE Policy No. 6121 Non-discrimination/Affirmative Action Readopted by the Board of Education May 28, 2019</p> <p>Agendas in Google drive</p>	
<p>2. To all non-certificated (non-professional) staff.</p>	Yes	<p>NBOE Policy No. 6121 Non-discrimination/Affirmative Action Readopted by Board of Education May 28, 2019</p> <p>Superintendent Monthly Staff Meetings</p>	

Table 3: Needs Assessment, School and Classroom Practices

III. 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
<p>A. Equality and Equity in Curriculum</p> <ul style="list-style-type: none"> ● 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>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 addresses 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> <p>a. School climate and culture, safe and positive learning environment.</p>	Yes	<p>NBOE Policy No. 2224 Non-discrimination/Affirmative Action Adopted by the Board of Education: February 26, 2019</p> <p>NBOE Policy No. 5131.1 Harassment, Intimidation and Bullying Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 6141 Curriculum Design/Development Readopted by the Board of Education: May 28, 2019</p>	
<p>a. School climate and culture, safe and positive learning environment.</p>	Yes	<p>NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 6121 Non-discrimination/Affirmative Action</p>	

		<p>Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 6140 Curriculum Adoption Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 6141 Curriculum Design/Development Readopted by the Board of Education: May 28, 2019.</p> <p>Content area Pacing Guides and Year-long Instructional Plans on District website.</p> <p>NBOE Policy No. 5131.1 Harassment, Intimidation and Bullying Readopted by the Board of Education: May 28, 2019</p> <p>HIB training is provided to each assigned HIB Specialist whose responsibility it is to turn-key the prevention information at their respective school sites.</p> <p>On file in the Office of Affirmative Action are</p> <ul style="list-style-type: none"> • Training materials with PowerPoint presentation <ul style="list-style-type: none"> ○ Including an invitation to Parents/Guardians to attend the HIB Workshop, on December 5, 2018 • Sign-in sheets for HIB Specialists' training sessions. <ul style="list-style-type: none"> ○ Training PowerPoint include: <ul style="list-style-type: none"> ○ The Anti-Bullying Bill of Rights Act (ABR) ○ HIB Incident Report Process, including an Incident Report Form 	
<p>b. Courses of study, including Physical Education</p>	<p>Yes</p>	<p>NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019</p> <p>Curriculum resources are available on the Board's website (https://sites.google.com/a/nps.k12.nj.us/curricula/)</p> <p>NBOE Course Guide</p>	
<p>c. Library materials/Instructional materials and strategies</p>	<p>Yes</p>	<p>NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019</p>	

			Curriculum resources are available on the Board's website (https://sites.google.com/a/nps.k12.nj.us/curricula/)	
			NBOE Course Guide	
d. Technology/software and audio-visual materials	Yes		NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019. Curriculum resources are available on the Board's website (https://sites.google.com/a/nps.k12.nj.us/curricula/) NBOE Course Guide The District implements 1:1 computing, applied equally and equitably across the student population.	
e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures	Yes		NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 5131.1 Harassment, Intimidation and Bullying Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6164.2 Guidance Services Readopted by the Board of Education: May 28, 2019	
f. Extra-curricular programs and activities	Yes		NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6145 Extracurricular Activities Readopted by the Board of Education: May 28, 2019	
g. Tests and other assessments	Yes		NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6121 Non-discrimination/Affirmative Action Readopted by the Board of Education: May 28, 2019	

		<p>NBOE Policy No. 6140 Curriculum Adoption Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 6141 Curriculum Design/Development Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 6147 Standards of Proficiency Readopted by the Board of Education: May 28, 2019</p> <p>Curriculum resources are available on the Board's website (https://sites.google.com/a/nps.k12.nj.us/curricula/)</p> <p>NBOE Course Guide</p>	
<p>h. Reduction and/or prevention of under representation of minority, female and male students in all classes and programs</p>	<p>Yes</p>	<p>NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019</p> <p>Curriculum resources are available on the Board's website (https://sites.google.com/a/nps.k12.nj.us/curricula/)</p> <p>NBOE Course Guide</p>	

<p>2. Include a multicultural curriculum in the instructional content and practices across the curriculum.</p>	<p>Yes</p>	<p>NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6140 Curriculum Adoption Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 6141 Curriculum Design/Development Readopted by the Board of Education: May 28, 2019</p> <p>Curriculum resources are available on the Board's website (https://sites.google.com/a/nps.k12.nj.us/curricula/)</p> <p>NBOE Course Guide</p> <ul style="list-style-type: none"> • English Language Arts Resources <ul style="list-style-type: none"> ◦ Reading & Lessons from Core Knowledge Language Arts, Expeditionary Learning, and College Programs • Social Studies Resources <ul style="list-style-type: none"> ◦ Social Studies Year Long Instructional Plans (Reading Like a Historian – Amistad Lessons; Newark 350 Lessons) • History Curriculum Guides
<p>3. Ensure that instruction on 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)</p>	<p>Yes</p>	<p>NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019</p> <p>Curriculum resources are available on the Board's website (https://sites.google.com/a/nps.k12.nj.us/curricula/)</p> <p>NBOE Course Guide</p> <ul style="list-style-type: none"> • English Language Arts Resources <ul style="list-style-type: none"> ◦ Reading & Lessons from Core Knowledge Language Arts, Expeditionary Learning, and College Programs • Social Studies Resources <ul style="list-style-type: none"> ◦ Social Studies Year Long Instructional Plans (Reading Like a Historian – Amistad Lessons; Newark 350 Lessons) • History Curriculum Guides

<p>4. Include instruction on the Holocaust and other genocide curricula in the curriculum for elementary and secondary school students. (N.J.S.A. 18A:35-28)</p>	<p>Yes</p>	<p>NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019</p> <p>Curriculum resources are available on the Board's website (https://sites.google.com/a/nips.k12.nj.us/curricula/)</p> <p>NBOE Course Guide</p> <ul style="list-style-type: none"> • English Language Arts Resources <ul style="list-style-type: none"> ◦ Reading & Lessons from Core Knowledge Language Arts, Expeditionary Learning, and College Programs • Social Studies Resources <ul style="list-style-type: none"> ◦ Social Studies Year Long Instructional Plans (Reading Like a Historian – Arntstad Lessons; Newark 350 Lessons) • World History Curriculum Guides 	
<p>B. Equality and Equity in Student Access</p> <ul style="list-style-type: none"> • 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>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>	<p>Yes</p>	<p>NBOE Policy No. 2224 Non-discrimination/Affirmative Action Readopted by Superintendent: February 26, 2019</p> <p>NBOE Policy No. 6145 Extracurricular Activities Readopted by the Board of Education: May 28, 2019</p> <p>Newark Enrolls Guidebook</p>	
<p>1. Ensure equal and barrier-free access to all school and classroom facilities.</p>	<p>Yes</p>	<p>NBOE Policy No. 2224. Non-discrimination/Affirmative Action</p>	

		<p>Readopted by Board of Education: February 26, 2019</p> <p>NBOE Policy No. 5111 Admission Readopted by the Board of Education: January 22, 2019</p> <p>NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 7110 Long-Range Facilities Planning Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 7115 Developing Educational Specifications Readopted by the Board of Education: May 28, 2019</p> <p>Newark Enrolls Guidebook</p>	
<p>2. Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter and renaissance school project's overall minority racial and ethnic representation.</p>	<p>Yes</p>	<p>NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019</p> <p>Newark Enrolls Guidebook</p>	
<p>3. Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.</p>	<p>Yes</p>	<p>NBOE Policy No. 6121 Non-discrimination/Affirmative Action Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 7110 Long-Range Facilities Planning Readopted by the Board of Education: May 28, 2019</p>	
<p>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,</p>	<p>Yes</p>	<p>NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019</p> <p>Newark Enrolls Guidebook</p>	

<p>housing status or socioeconomic status, resulting in disproportionate placement within schools, courses, classes, programs or extracurricular activities.</p>			
<p>a. Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.</p>	<p>Yes</p>	<p>NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019.</p> <p>NBOE Policy No. 6171.2 Gifted and Talented Readopted by the Board of Education: May 28, 2019</p> <p>Beginning in the 2019-2020 school year, all schools will be required to have Gifted and Talented programs.</p>	
<p>b. Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.</p>	<p>Yes</p>	<p>NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 5131 Conduct/Discipline Readopted by the Board of Education: May 28, 2019</p> <p>Electronic Violence and Vandalism Reporting System Monthly Reports (Security) EVVRS Reports PowerSchool classifications</p>	
<p>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,</p>	<p>Yes</p>	<p>NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019</p> <p>The Instructional Technology Department ensures that at least one computer is available to every three (3) students throughout the District.</p>	

<p>gender, religion, disability, English proficiency, immigration status, housing status or socioeconomic status.</p>			
<p>d. Ensure that all English language learners have equal and bias-free access to all school programs and activities.</p>	<p>Yes</p>	<p>NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019</p> <p>All instruction is made available to students in their native language.</p> <p>Newark Enrolls Guidebook</p>	
<p>e. Ensure that all students with disabilities have equal and bias-free access to all school programs and activities</p>	<p>Yes</p>	<p>NBOE Policy No.: 2224. Non-discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019</p> <p>NBOE Policy No. 6145 Extracurricular Activities Readopted by the Board of Education: May 28, 2019</p>	
<p>f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.</p>	<p>Yes</p>	<p>NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No: 5111. Admission Readopted by the Board of Education: May 28, 2019</p> <p>Newark Enrolls Guidebook</p>	
<p>5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.</p>	<p>Yes</p>	<p>The NBOE utilizes Access for ESL from the WIDA Consortium, an English language proficiency assessment administered to K through 12th grade students who have been identified as English Language Learners (ELLs).</p>	

<p>6. Utilize bias-free measures for determining the special needs of students with disabilities.</p>	<p>Yes</p>	<p>NBOE Policy No. 6171.4 Special Education Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019</p>	
<p>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.</p>	<p>Yes</p>	<p>NBOE Policy No. 5141 Health Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019</p>	
<p>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.</p>	<p>Yes</p>	<p>Social-emotional learning programs at the school level</p> <p>NBOE Policy No. 5134 Married and Pregnant Students Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019</p>	
<p>C. Equality and Equity in Guidance Programs and Services</p> <ul style="list-style-type: none"> 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>Ensure that the district, charter and renaissance school project's guidance program provides the following:</p>		<p>NBOE Policy No. 6164.2 Guidance Services Readopted by the Board of Education: May 28, 2019</p>	
<p>1. Access to adequate and appropriate counseling services for all students, including females, minority students, English language learners,</p>	<p>Yes</p>	<p>NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 6121 Nondiscrimination/Affirmative Action</p>	

<p>non-college bound students, and students with disabilities.</p>		<p>Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 6164.2 Guidance Services Readopted by the Board of Education: May 28, 2019</p>	
<p>2. 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 nontraditional careers.</p>	<p>Yes</p>	<p>NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 6140 Curriculum Adoption Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 6121 Nondiscrimination/Affirmative Action Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 6164.2 Guidance Services Readopted by the Board of Education: May 28, 2019</p>	
<p>3. Guidance counselors are using bias-free materials.</p>		<p>NBOE Policy No. 6164.2 Guidance Services Readopted by the Board of Education: May 28, 2019</p>	
<ul style="list-style-type: none"> • Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972 <p>Ensure that the district, charter and renaissance school project's physical education program is co-educational, as follows:</p> <ol style="list-style-type: none"> 1. All instructional activities are equitable and are co-educational. 	<p>Yes</p>	<p>NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019</p> <p>Guidance counselors use of a wide range of non-biased counseling materials; videos, books, posters, etc.</p> <p>NBOE Policy No. 6142.4 Physical Education and Health Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 6145 Extracurricular Activities Readopted by the Board of Education: May 28, 2019</p>	

<p>D. Equality and Equity in Athletic Programs</p> <ul style="list-style-type: none"> • Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972 <p>Ensure that the district, charter and renaissance school project's Athletic Program accomplishes the following:</p>	<p>Yes</p>	<p>NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6145 Extracurricular Activities Readopted by the Board of Education: May 28, 2019 Newark Board of Education Coaches Handbook Participation Report</p>	
<p>1. Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.</p>	<p>Yes</p>	<p>NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019 NJSIAA Participation Numbers Report</p>	
<p>2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.</p>	<p>Yes</p>	<p>NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6142.4 Physical Education and Health Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6121 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 2224 Non-Discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019</p>	
<p>3. Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.</p>	<p>Yes</p>	<p>NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6142.4 Physical Education and Health Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6121 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019</p>	

		<p>NBOE Policy No. 2224 Non-Discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019</p>	
<p>4. Provides comparable facilities for male and female teams.</p>	<p>Yes</p>	<p>NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 6142.4 Physical Education and Health Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 6121 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019</p> <p>NBOE Policy No. 2224 Non-Discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019</p> <p>Super Essex Conference game schedule.</p>	

Table 4: Needs Assessment, Employment/Contract Practices

IV. Employment/Contract 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
<p>• 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</p> <p>A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows:</p> <ol style="list-style-type: none"> 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	<p>NBOE Policy No. 2224 Non-Discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019</p> <p>NBOE Policy No. 4111.1/4211.1 Non-discrimination/Affirmative Action Readopted by the Board of Education: March 26, 2019</p> <p>The District advertises for open positions clearly stating that the Newark Board of Education is an equal opportunity/affirmative action employer. Our hiring practices, such as clear objective selection criteria for teachers on an established rubric aligned to District priorities ensure that the District actively engages in such employment practices.</p>	
<ol style="list-style-type: none"> Target recruiting practices for under-represented populations in every category of employment. 	Yes	<p>NBOE Policy No. 2224 Non-Discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019</p> <p>NBOE Policy No. 4211 Recruitment, Selection and Hiring Readopted by the Board of Education: March 26, 2019</p> <p>The District partners with local and national universities to recruit recent graduates and alumni, including targeting specific efforts to ensure diversity in hiring. The District publishes ads in Spanish in local newspapers to attract more bilingual teachers to the District. The District conducts job fairs and posts job openings in multiple languages.</p>	

		<p>Employment/hiring data is collected and reviewed to determine the need, if any, for additional targeted recruiting practices for under-represented populations within all employment categories.</p>	
<p>3. Ensure that the district, charter and renaissance school project's employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.</p>	<p>Yes</p>	<p>NBOE Policy No. 2224 Non-Discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019</p> <p>NBOE Policy Nos. 4111 and 4211 Recruitment, Selection and Hiring Readopted by the Board of Education: March 26, 2019</p> <p>NBOE Policy Nos. 4111.1/4211.1 Nondiscrimination/Affirmative Action Readopted by the Board of Education: March 26, 2019</p> <p>Job applications and job postings</p> <p>District website at: http://www.nps.k12.nj.us/departments/talent/job-opportunities/</p>	
<p>4. Monitor promotions and transfers to ensure non-discrimination.</p>	<p>Yes</p>	<p>NBOE Policy No. 2224 Non-Discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019</p> <p>NBOE Policy Nos. 4111 and 4211 Recruitment, Selection and Hiring Readopted by the Board of Education: March 26, 2019</p> <p>NBOE Policy Nos. 4111.1/4211.1 Nondiscrimination/Affirmative Action Readopted by the Board of Education: March 26, 2019</p>	

<p>5. Ensure equal pay for equal work among members of the district, charter and renaissance school project's staff, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</p>	<p>Yes</p>	<p>NBOE Policy No. 2224 Non-Discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019</p> <p>NBOE Policy Nos. 4111 and 4211 Recruitment, Selection and Hiring Readopted by the Board of Education: March 26, 2019</p> <p>NBOE Policy Nos. 4111.1/4211.1 Nondiscrimination/Affirmative Action Readopted by the Board of Education: March 26, 2019</p>	
<p>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.</p>	<p>Yes</p>	<p>NBOE Policy No. 2224 Non-Discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019</p> <p>NBOE Policy No. 3320 Purchasing Procedures Readopted by the Board of Education: March 26, 2019</p> <p>NBOE Policy No. 3327 Relations with Vendors Readopted by the Board of Education: March 26, 2019</p> <p>The District posts the Nondiscrimination Policy and Section 504 Notice of the District's website at www.nps.k12.nj.us.</p> <p>All procurement contracts include mandatory equal employment opportunity language in accordance with N.J.S.A. 10:5-31 et seq. and N.J.A.C. 17:27 et seq.</p>	

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

NBOE Policy Nos. 4111.1 and 4211 Recruitment, Selection and Hiring Readopted by the Board of Education: March 26, 2019

NBOE Policy Nos. 4111.1/4211.1 Nondiscrimination/Affirmative Action Readopted by the Board of Education: March 26, 2019

Comprehensive Disparity Study Recommendations accepted by the Board of Education December 18, 2018. As noted in the Disparity Study, the Board of Education will consider "modeling its program on the elements of the Disadvantaged Business Enterprise ("DBE") Program for federally-assisted transportation contracts."

"The first priorities [will] be to obtain a data collection system and set-up a function to administer the new M/WBE program. [Once established], a timetable for other recommendations can be developed based on available resources and District administrative and political needs."

**Comprehensive Equity Plan Corrective Actions
School Years 2019-20 through 2021-22**

I. Board Responsibility

School District, Charter School or Renaissance School Project Name: NEWARK BOARD OF EDUCATION

Objective:

For each noncompliant area of the district, charter school or renaissance school project's Needs Assessment describe the corrective actions to be implemented for School Years 2019-20 through 2021-22, to ensure that the Board of Education or Board of Trustees follows through with its responsibilities, including adoption or re-adoption of written equality and equity policies; the authorization of the AAO to develop a CEP; collection of disaggregated data; and adoption of the CEP and facilitate and support its implementation.

*Table 5: Corrective Actions, Board Responsibilities**

Upon recommendation of the Affirmative Action Team, the Board of Education finds that it is in compliance with all applicable legal requirements pertaining to equity, equal opportunity, and non-discrimination. Therefore, no corrective action is required. Nevertheless, the Board of Education believes ongoing data collection, analysis, and monitoring are warranted. Also, the Board of Education reaffirms its acceptance of the recommendations in the Diversity Study accepted in December 2018.

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline	Evidence of Completion
<p>14.C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups.</p>	<p>Continue to collect and analyze the following data:</p> <ul style="list-style-type: none"> Student achievement data disaggregated by race, ethnicity, and gender Student achievement data disaggregated by date of enrollment, student suspensions, expulsion, and child study team referral Promotion/retention data and completion rates Evaluation, classification, and placement of students in special education programs <p>Continue to monitor quality of educational programs and stakeholder satisfaction</p>	<p>Affirmative Action Officer Department of Policy, Planning, Evaluation, and Testing Department of Teaching and Learning</p>	<p>2019-2020 2021 Ongoing Ongoing</p>	<p>Data analysis reports Interim assessments and reading inventory</p>

Table 11: Corrective Actions, Employment/Contract Practices

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline	Evidence of Completion
<p>IV.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.</p>	<p>As noted in the Disparity Study, consider modeling the District's procurement program on the elements of the Disadvantaged Business Enterprise Program for federally-assisted transportation contracts.</p> <p>As also noted in the Disparity Study, obtain a data collection system and set up a function to administer the program for contracting with minority and women owned enterprises.</p>	<p>Affirmative Action Officer School Business Administrator/ Purchasing Department</p>	<p>2019-2020 2021 Ongoing Ongoing</p>	<p>M/WBE contract data collection reports</p>