

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: Sussex

Name of School District/Charter School/Renaissance School Project: Newton Public Schools

Address: 57 Trinity Street

Affirmative Action Office (AAO): Samantha Castro Telephone #: 9733837573

AAO Email: scaastro@newtonnj.org

Alternate Contact Person: Ken Greene Telephone #: 9733835378

Title: Superintendent

Email: kgreene@newtonnj.org

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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: Dr. G. Kennedy Greene

Signature: KG Greene

Date: 6/12/2019

Newton Public Schools

57 Trinity Street
Newton, New Jersey 07860-1831
973-383-7392 • Fax: 973-383-5378
www.newtonnj.org

Dr. G. Kennedy Greene
Superintendent

Dr. Alfred Savio
School Business Administrator

EXTRACT FROM THE MINUTES OF A MEETING OF THE BOARD OF EDUCATION OF THE TOWN OF NEWTON, SUSSEX COUNTY, NJ AS RECORDED IN THE OFFICIAL MINUTE BOOK

The Board of Education the Town of Newton in the County of Sussex, NJ convened in a Regular Meeting on May 22, 2018 at 7:00 PM in the Board of Education office, 57 Trinity Street, Newton, NJ 07860.

Members Present: Mr. Caffrey, Ms. Cooke, Ms. Dunn, Ms. Egner, Ms. Faye, Mr. Jackson, Ms. Larsen, Mr. Morris, Mr. Neggers, Ms. Qarmout and Dr. Greene.

Members Absent: Mr. Danielson.

Also Present: Ms. Snyder.

The following resolution was offered by Mr. Caffrey, seconded by Mr. Neggers and adopted by the 11 member Board of Education with the following roll call vote:

Board Business

I. Approve the following:

1. That the Board of Education approves the following appointments and rates, where appropriate, for the 2018-19 school year:

<u>Description</u>	<u>Appointment</u>	<u>Rate</u>
Allan P. Dzwilewski	School Attorney	\$ 160/hr.
Dawn Babcock	Treasurer of School Monies	
Nisivoccia & Company	District Auditor-Not to Exceed	\$43,800
Peter A. Liloia, DO	School Physician	\$13,500
Samantha Castro	Public Agency Compliance Officer Affirmative Action Officer	
Jennifer Pasquali	Public 504 Compliance Officer	
Joseph Van Kirk	RTK/AHERA Contact Person Integrated Pest Mgmt. Coordinator	
The Morville Agency	Insurance Broker of Record	
EI Associates	Architect of Record	

Roll Call: Ayes: 10 Nays: 0 Abstention: 0

"The Home of Pride"

STATE OF NEW JERSEY)
COUNTY OF SUSSEX)

I, Dr. Alfred Savio, Business Administrator/Board Secretary of the Newton Board of Education, in the County of Sussex, State of New Jersey, hereby certify that the foregoing extract from the minutes of the meeting of the Board of Education of said district duly called and held on May 22, 2018 has been compared by me with the original minutes as officially recorded in my office in the minute book of said Town of Newton Board of Education, and is a true, complete copy thereof and of the whole of said original minutes so far as the same relate to the subject matter referred to in said extract in witness I have hereunto set my hand and affixed the corporate seal of said Board of Education this 15th day of February, 2019.



Dr. Alfred Savio
Business Administrator/Board Secretary

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Superintendent

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EXTRACT FROM THE MINUTES OF A MEETING OF THE BOARD OF EDUCATION OF THE TOWN OF NEWTON, SUSSEX COUNTY, NJ AS RECORDED IN THE OFFICIAL MINUTE BOOK

The Board of Education the Town of Newton in the County of Sussex, NJ convened in a Regular Meeting on February 26, 2019 at 7:00 PM at Halsted Middle School, 59 Halsted Street, Newton, NJ 07860.

Members Present: Mr. Caffrey, Ms. Cooke, Mr. Cruz, Ms. Dickson, Ms. Dunn, Ms. Larsen
Mr. Morris, Mr. Neggers, and Dr. Greene.

Also Present: Dr. Savio.

Members Absent: Ms. Faye, Ms. Genung, and Ms. Qarmout.

The following resolution was offered by Ms. Cooke, seconded by Ms. Faye and adopted by the 11 member Board of Education with the following roll call vote:

Business

- J. Approve a Resolution authorizing the Affirmative Action Team to conduct the Needs Assessment and develop a Comprehensive Equity Plan for 2019-2022.

Roll Call: Ayes: 8 Nays: 0 Abstention: 0

STATE OF NEW JERSEY)
COUNTY OF SUSSEX)

I, Dr. Alfred Savio, Business Administrator/Board Secretary of the Newton Board of Education, in the County of Sussex, State of New Jersey, hereby certify that the foregoing extract from the minutes of the meeting of the Board of Education of said district duly called and held on February 26, 2019 has been compared by me with the original minutes as officially recorded in my office in the minute book of said Town of Newton Board of Education, and is a true, complete copy thereof and of the whole of said original minutes so far as the same relate to the subject matter referred to in said extract in witness I have hereunto set my hand and affixed the corporate seal of said Board of Education this 27th day of February, 2019.



Dr. Alfred Savio
Business Administrator/Board Secretary

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Dr. G. Kennedy Greene
Superintendent

Dr. Alfred Savio
School Business Administrator

EXTRACT FROM THE MINUTES OF A MEETING OF THE BOARD OF EDUCATION OF THE TOWN OF NEWTON, SUSSEX COUNTY, NJ AS RECORDED IN THE OFFICIAL MINUTE BOOK

The Board of Education the Town of Newton in the County of Sussex, NJ convened in a Regular Meeting on June 11, 2019 at 7:00 PM in the Board of Education office, 57 Trinity Street, Newton, NJ 07860.

Members Present: Mr. Caffrey, Ms. Cooke, Ms. Dickson, Ms. Dunn, Ms. Genung, Ms. Larsen, Mr. Morris, Mr. Neggers, and Dr. Greene.

Also Present: Dr. Savio.

Members Absent: Mr. Cruz, Ms. Faye, and Ms. Qarmout.

The following resolution was offered by Mr. Neggers, seconded by Ms. Genung and adopted by the 11 member Board of Education with the following roll call vote:

Business

- B. Approve the submission of the Three-Year Comprehensive Equity Plan and Statement of Assurance for 2019-2022 as on file in the Board Office.

Roll Call: Ayes: 8 Nays: 0 Abstention: 0

STATE OF NEW JERSEY)
COUNTY OF SUSSEX)

I, Dr. Alfred Savio, Business Administrator/Board Secretary of the Newton Board of Education, in the County of Sussex, State of New Jersey, hereby certify that the foregoing extract from the minutes of the meeting of the Board of Education of said district duly called and held on May 7, 2019 has been compared by me with the original minutes as officially recorded in my office in the minute book of said Town of Newton Board of Education, and is a true, complete copy thereof and of the whole of said original minutes so far as the same relate to the subject matter referred to in said extract in witness I have hereunto set my hand and affixed the corporate seal of said Board of Education this 12th day of June, 2019.

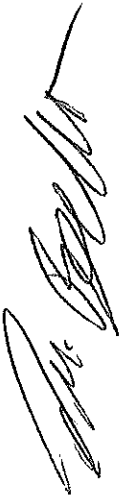
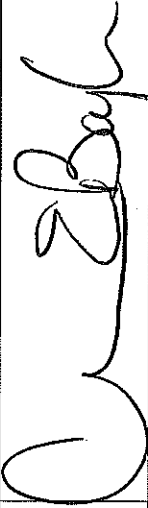
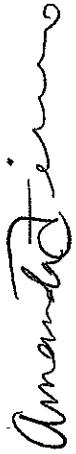


Dr. Alfred Savio
Business Administrator/Board Secretary

"The Home of Pride"

Newton Public Schools - Comprehensive Equity Plan Affirmative Action Team 2019-2022

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.

Name	Title	Grade Level (If Applicable)	Signature
G. Kennedy Greene	Superintendent	K-12	
Samantha Castro	Assistant Principal (9-12) / Director of Security & Character Education (K-12) Anti-Bullying Coordinator (K-12) Affirmative Action Officer (K-12)	K-12	
Ryan Hashway	Assistant Principal (9-12) / Director of Athletics (K-12) and Student Activities (9-12)	K-12	
Lisa Bechtel	Student Assistance Counselor Anti-Bullying Specialist	9-12	
Christopher Boyle	Guidance Counselor Anti-Bullying Specialist	5-8	
Amanda Ferrise	Guidance Counselor Anti-Bullying Specialist	K-4	

Newton Public Schools - Comprehensive Equity Plan Needs Assessment 2019-2022

Table 1: 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
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:			
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	Policy 1140 – Affirmative Action Program (10/2016) Policy 1523 – Comprehensive Equity Plan (09/2016) Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (09/2016) Policy & Regulation 5750 – Equal Educational Opportunity (10/2016) Policy 5755 – Equity in Educational Programs & Services (09/2016)	

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.	No	Policy 1140 – Affirmative Action Program (10/2016) Policy 1523 – Comprehensive Equity Plan (09/2016) Policy & Regulation 5750 - Equal Educational Opportunity (10/2016) Policy 5755 – Equity in Educational Programs & Services (09/2016)	Access to auditorium stage: Merriam Avenue School, Newton High School
c. Provide equitable treatment for pregnant and married students	Yes	Policy 2416 – Programs for Pregnant Pupils (11/2011) Policy 5752 – Marital Status & Pregnancy (7/2011)	
d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Yes	Policy 1523 – Comprehensive Equity Plan (09/2016) Policy & Regulation 5512 – Harassment, Intimidation & Bullying (09/2018) Policy & Regulation 5751 – Sexual Harassment (07/2011) HIB procedure documents – District	
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	Policy 1523 – Comprehensive Equity Plan (09/2016) Policy 1550 – Affirmative Action Program for Employment & Contract Practices/Employment Practices Plan (09/2018)	
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	Yes	Policy 1140 – Affirmative Action Program (10/2016) Existing 504 plans and school 504 coordinator – District Board agenda appointing AAO – District	

renaissance school project's Title IX Coordinator.				
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes		Policy 1140 – Affirmative Action Program (10/2016) Online staff development courses – District Assemblies	
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.	Yes		Policy 1140 – Affirmative Action Program (10/2016) Meeting Agendas – District Board Resolution	
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	Yes		Policy 1140 – Affirmative Action Program (10/2016) Policy 2415.01 – Academic Standards, Academic Assessments & Accountability (11/2011) Policy & Regulation 2423 – Bilingual & ESL Education (10/2016) Policy 2610 – Educational Program Evaluation (09/2016) Policy 2622 – Student Assessments (06/2017) CST records – District 504 plans – District I&RS plans – District ESL student support – District CORE Team referrals and tracking data - NHS	

stakeholder satisfaction data. Identify any school-level underperforming subgroups on Annual Yearly Progress (Progress Targets) reports for state assessments.				
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:			Policy 1140 – Affirmative Action Program (10/2016) Policy 1523 – Comprehensive Equity Plan (09/2016)	
1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	Yes		Policy 1140 – Affirmative Action Program (10/2016) Website – District Administrative student class meetings – NHS/HMS	
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.	Yes		Policy 1140 – Affirmative Action Program (10/2016) ABS meetings and agendas – District New staff orientation - NHS, HMS, MAS	
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),	Yes		Policy 1140 – Affirmative Action Program (10/2016) Policy & Regulation 1510 – Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination (04/2017) Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (09/2016) Staff folders – NHS, HMS Website – District NPS Staff folder – District	

grievance procedures and annual reports.		Staff opening day in-service - NHS, HMS, MAS New staff orientation - NHS, HMS, MAS	
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.	Yes	Policy 1140 – Affirmative Action Program (10/2016) Policy & Regulation 1510 – Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination (04/2017) Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (09/2016) Policy & Regulation 5750 – Equal Educational Opportunity (10/2016) HIB procedures & documents – District	
5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	Yes	Policy 1140– Affirmative Action Program (10/2016) Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (09/2016) Policy 2415.01 – Academic Standards, Academic Assessments & Accountability (11/2011)	
6. Authorize the AAO to conduct yearly equity training for all staff.	Yes	Policy 1140 – Affirmative Action Program (10/2016)	
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 district's website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.	Yes	(For County Vocational School Districts Only) N/A	

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
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:		Policy 1140 – Affirmative Action Program (10/2016) Professional development activities related to other inequities – District	
1. To all certificated (administrative and professional) staff.	Yes	Policy 1140 – Affirmative Action Program (10/2016) Policy & Regulation 3240 – Professional Development for Teachers & School Leaders (06/2017) Online staff professional development – District	
2. To all non-certificated (non-professional) staff.	Yes	Policy 1140 – Affirmative Action Program (10/2016) Policy 4240 – Employee Training (02/2012)	

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
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 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	Yes	Policy & Regulation 2200 – Curriculum Content (10/2016) Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (09/2016) Policy 2415.01 – Academic Standards, Academic Assessments & Accountability (11/2011) Policy 5755 – Equity in Educational Programs & Services (10/2016) Cross-discipline lesson plans – NHS, HMS Multicultural Club – NHS Spectrum GSA Club – NHS Girl's Circle - NHS Rachel's Challenge Club – HMS, MAS School Climate Team – District Multicultural Club - NHS Pass It Along Club - NHS Guest speaker for freshmen health on transgender awareness - NHS	

socioeconomic status. Areas covered include, but are not limited to, the following:			
a. School climate and culture, safe and positive learning environment.	Yes	Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (09/2016) Policy & Regulation 5750 – Equal Educational Opportunity (10/2016) School Safety Climate Team initiatives, surveys, and agendas – NHS, HMS, MAS	
b. Courses of study, including Physical Education	Yes	Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (09/2016) Policy 2422 – Health & Physical Education (09/2016) Policy & Regulation 5750 – Equal Educational Opportunity (10/2016) Cross-discipline lesson plans and curriculum – District	
c. Library materials/Instructional materials and strategies	Yes	Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (10/2016) Policy & Regulation 5750 – Equal Educational Opportunity (10/2016) Periodicals and library catalog – NHS, HMS, MAS Destiny collection analysis & collection diversity audit - NHS	
d. Technology/software and audio-visual materials	Yes	Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (10/2016) Policy & Regulation 5750 – Equal Educational Opportunity (10/2016) Library catalog – NHS, HMS, MAS	
e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, and grievance procedures	Yes	Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (10/2016) Policy & Regulation 2411 – Guidance Counseling (09/2016)	

		Policy & Regulation 5512 – Harassment, Intimidation & Bullying (09/2018) Policy & Regulation 5750 – Equal Educational Opportunity (10/2016) Counseling services as needed – NHS, HMS, MAS Guidance meeting agendas – NHS, HMS, MAS HIB reporting procedures – District Website – District	
f. Extra-curricular programs and activities	Yes	Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (10/2016) Policy & Regulation 5750 – Equal Educational Opportunity (10/2016) Club/Organization mission statements and meeting agendas – NHS/HMS BOE agendas – District Social media platforms - NHS, HMS, MAS Coaches' websites - NHS	
g. Tests and other assessments	Yes	Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (10/2016) Policy & Regulation 5750 – Equal Educational Opportunity (10/2016) Classroom/curriculum assessment tools – District Classroom blogs/websites/Google Classroom – NHS, HMS, MAS	
h. Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Yes	Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (10/2016) Policy & Regulation 5750 – Equal Educational Opportunity (10/2016) Policy 5755 – Equity in Educational Programs & Services (09/2016) Non biased scheduling process – NHS, HMS, MAS Class lists/rosters – NHS, HMS, MAS	

2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	Yes	Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (10/2016) Policy & Regulation 5750 – Equal Educational Opportunity (10/2016) Multidisciplinary & multicultural lesson plans and curriculum – NHS, HMS, MAS	
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)	Yes	Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (10/2016) Policy & Regulation 5750 – Equal Educational Opportunity (10/2016) Social Studies and English curriculum/lesson plans – NHS, HMS, MAS	
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)	Yes	Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (10/2016) Policy & Regulation 5750 – Equal Educational Opportunity (10/2016) Social Studies curriculum/lesson plans – NHS, HMS, MAS Holocaust and genocide studies - NHS, HMS, MAS	
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	Yes	Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (10/2016) Policy & Regulation 5750 – Equal Educational Opportunity (10/2016) Policy 5755 – Equity in Educational Programs & Services (09/2016) Unisex restroom/changing facility – NHS Handicapped access to building – NHS, HMS, MAS	

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: 1. Ensure equal and barrier-free access to all school and classroom facilities. 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. 3. Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments. 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				
	No	Policy 5755 – Equity in Educational Programs & Services (09/2016) Unisex restroom/changing facility – NHS Floor plan/school safety plan – NHS, HMS, MAS	Access to auditorium stage: Merriam Avenue School, Newton High School	
	Yes	Policy 5755 – Equity in Educational Programs & Services (09/2016) Class rosters – NHS, HMS, MAS		
	Yes	Policy 5755 – Equity in Educational Programs & Services (09/2016)		
	Yes	Policy 5755 – Equity in Educational Programs & Services (09/2016) Non-biased scheduling process – NHS, HMS, MAS Class rosters – NHS, HMS, MAS		

placement within schools, courses, classes, programs or extracurricular activities.			
a. Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.	Yes	Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (10/2016) Policy 5755 – Equity in Educational Programs & Services (09/2016) Non-biased scheduling process – NHS, HMS, MAS Class rosters – NHS, HMS, MAS	
b. Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	Policy 5755 – Equity in Educational Programs & Services (09/2016) Non-biased scheduling process – NHS, HMS, MAS School discipline data - NHS, HMS, MAS	
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, housing status or socioeconomic status.	Yes	Policy 5755 – Equity in Educational Programs & Services (09/2016) Non-biased scheduling process – NHS, HMS, MAS Class rosters – NHS, HMS, MAS 1-1 Chromebook - NHS, HMS	
d. Ensure that all English language learners have equal and bias-free access to all school programs and activities.	Yes	Policy 5755 – Equity in Educational Programs & Services (7/2011) ELL classes and support – NHS, HMS, MAS Class rosters – NHS, HMS, MAS	

e. Ensure that all students with disabilities have equal and bias-free access to all school programs and activities	Yes	Policy 5755 – Equity in Educational Programs & Services (09/2016) Child Study Team, MD program, Best Buds club – NHS/HMS Class rosters – NHS, HMS, MAS School schedule – NHS, HMS, MAS Loss Group - NHS Girls Circle - NHS, HMS	
f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Yes	Policy & Regulation 5111 – Eligibility of Resident/Non-Resident Pupils (10/2016) Registration records – District	
5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Yes	Policy & Regulation 2423 – Bilingual & ESL Education (11/2011) WIDA Test, ACCESS for ELLs 2.0 – District Child Study Team Assessments – District	
6. Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (11/2011) Policy 2460 – Special Education (11/2011) Regulation 2460.1 – Special Education: Location, Identification & Referral (11/2011) Regulation 2460.8 – Special Education: Free & Appropriate Public Education (11/2011) Regulation 2460.9 – Special Education: Transition from Early Intervention Programs to Preschool Programs (11/2011) Regulation 2460.16 – Special Education: Instructional Material to Blind or Print-Disabled Students (11/2011) Child Study Team evaluation tools – District	

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	Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (10/2016) ELL classes and support – District I&RS Team – District STS mentoring program/Girls Circle/Loss Group/SAP/After school staff tutoring program/ Honor Society tutoring (before and after school) – NHS After school staff tutoring/Girls Circle/Boys Council/SAP – HMS Counseling services (logs and rosters of participation) – NHS, HMS, MAS Nursing records – NHS, HMS, MAS	
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	Policy 2416 – Programs for Pregnant Pupils (11/2011) Policy 5752 – Marital Status & Pregnancy (7/2011) Policy 5755 – Equity in Educational Programs & Services (09/2016) School nurse/medical professional services – NHS, HMS, MAS	
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 Ensure that the district, charter and renaissance school project's guidance program provides the following: 1. Access to adequate and appropriate counseling services for all students, including females, minority	Yes	Policy & Regulation 2411 – Guidance Counseling (09/2016)	

students, English language learners, non-college bound students, and students with disabilities.		Policy 5755 – Equity in Educational Programs & Services (09/2016) SAP – NHS, HMS Counseling Services Department (logs, universal screening data, records of participation) – NHS, HMS, MAS	
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.	Yes	Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (10/2016) Policy & Regulation 2411 – Guidance Counseling (09/2016) Policy 5755 – Equity in Educational Programs & Services (09/2016) College & Career Fair/UTI presentation/ASVAB administration and review/Naviance college & career software program – NHS	
3. Guidance counselors are using bias-free materials.	Yes	Policy & Regulation 2411 – Guidance Counseling (09/2016) Policy 5755 – Equity in Educational Programs & Services (09/2016) Naviance software program – NHS Various educational resources/Bilingual and Multicultural counseling material – NHS, HMS, MAS	
- Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972 Ensure that the district, charter and renaissance school project's physical education program is co-educational, as follows: - All instructional activities are equitable and are co-educational.	Yes	Policy 2422 – Health & Physical Education (09/2016) Policy 5755 – Equity in Educational Programs & Services (09/2016) Curriculum/PE lesson plans/schedules that include adaptive PE – NHS, HMS, MAS	

D. Equality and Equity in Athletic Programs • Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972 Ensure that the district, charter and renaissance school project's Athletic Program accomplishes the following:		
1. Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.	Yes	Policy 5755 – Equity in Educational Programs & Services (09/2016) PowerSchool rosters for each sport – NHS, HMS
2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	Yes	Policy 5755 – Equity in Educational Programs & Services (09/2016) Rschoo schedules for each program – NHS, HMS
3. Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	Yes	Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (10/2016) Budgetary Smarts program & NEA contract – District
4. Provides comparable facilities for male and female teams.	Yes	Policy & Regulation 2260 – Affirmative Action Program for School & Classroom Practices (10/2016)

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
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			
A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows: 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	Policy & Regulation 1510 – Rights of Persons with Handicaps or Disabilities/Policy on Non-discrimination (04/2017) Policy & Regulation 1530 – Equal Employment Opportunity (09/2016) Policy & Regulation 1550 – Affirmative Action Program for Employment & Contract Practices/Employment Practices Plan (09/2018) Hiring forms/procedures – District	
Target recruiting practices for under-represented populations in every category of employment.	Yes	Policy & Regulation 1530 – Equal Employment Opportunity (09/2016) Personnel applications – District	
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.	Yes	Policy & Regulation 1510 – Rights of Persons with Handicaps or Disabilities/Policy on Non-discrimination (04/2017) Policy & Regulation 1530 – Equal Employment Opportunity (09/2016) Policy & Regulation 1550 – Affirmative Action Program for Employment & Contract Practices/Employment Practices Plan (09/2018)	

		Affirmative Action data – District	
4. Monitor promotions and transfers to ensure non-discrimination.	Yes	Policy & Regulation 1530 – Equal Employment Opportunity (09/2016) Policy & Regulation 1550 – Affirmative Action Program for Employment & Contract Practices/Employment Practices Plan (09/2018) Affirmative Action data – District	
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.	Yes	Policy & Regulation 1530 – Equal Employment Opportunity (09/2016) Policy & Regulation 1550 – Affirmative Action Program for Employment & Contract Practices/Employment Practices Plan (09/2018)	
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	Policy & Regulation 1530 – Equal Employment Opportunity (09/2016) Policy & Regulation 1550 – Affirmative Action Program for Employment & Contract Practices/Employment Practices Plan (09/2018)	
C. Provide Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital	Yes	Policy & Regulation 1530 – Equal Employment Opportunity (09/2016)	

status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.		Policy & Regulation 1550 – Affirmative Action Program for Employment & Contract Practices/Employment Practices Plan (09/2018)	
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Newton Public Schools - Comprehensive Equity Plan

Corrective Actions 2019-2022

I. Board Responsibility

School District, Charter School or Renaissance School Project Name: Newton Public Schools

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

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019-2020 2021 Ongoing	Evidence of Completion
A.1.b - Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following: a. 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.	Allow access to the auditorium stage (MAS, NHS)	Joe VanKirk	2020-2021	Approval of the project

II. Staff Development and Training

School District, Charter School or Renaissance School Project Name: Newton Public Schools

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 provide in-service training for school personnel on a continuing basis to identify and resolve problems arising from prejudice 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.

Table 6: Corrective Actions, Staff Development and Training

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion
Not applicable				

III. School and Classroom Practices: Equality and Equity in Curriculum

School District, Charter School or Renaissance School Project Name: Newton Public Schools

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 for developing and/or revising curriculum to eliminate discrimination, add multicultural content, and promote understanding and mutual respect among all students.

Table 7: Corrective Actions, School and Classroom Practices: Equality and Equity in Curriculum

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion
Not applicable				

III. School and Classroom Practices: Equality and Equity in Student Access

School District, Charter School or Renaissance School Project Name: Newton Public Schools

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 provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, national origin, sexual orientation, gender, religion, English proficiency, socio-economic status, immigration status, housing status or disability.

Table 8: Corrective Actions, School and Classroom Practices: Equality and Equity in Student Access

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019-2020 2021 Ongoing	Evidence of Completion
B.1 - Ensure equal and barrier-free access to all school and classroom facilities.	Allow access to the auditorium stage (MAS, NHS)	Joe VanKirk	2020-2021	Approval of the project

III. School and Classroom Practices: Equality and Equity in Guidance Program Services

School District, Charter School or Renaissance School Project Name: Newton Public Schools

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 provide equitable treatment, adequate and appropriate counseling services for ALL students, including females, minority students, English language learners, non-college bound students, migrant students, students experiencing homelessness and students with disabilities, and to ensure exposure and counseling services focused on careers in the science and technology industries, non-traditional career options and post-secondary opportunities for minority and female students.

Table 9: Corrective Actions, School and Classroom Practices: Equality and Equity in Guidance Program Services

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion
Not applicable				

III. School and Classroom Practices: Equality in Physical Education and Athletic Programs

School District, Charter School or Renaissance School Project Name: Newton Public Schools

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 there is gender equity in all physical education and athletic programs, and to ensure equitable opportunities for all students to participate in athletics regardless of race, national origin, gender, sexual orientation, religion, English proficiency, housing status, socio-economic status or disability.

Table 10: Corrective Actions, School and Classroom Practices: Equality in Physical Education and Athletic Programs

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion
Not applicable				

IV. Employment/Contract Practices

Newton Public Schools:

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 equitable practices in employment at all levels of responsibility, and to avoid engaging in business with firms that discriminate on the basis of race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status, or disability.

Table 11: Corrective Actions, Employment/Contract Practices

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion
Not applicable				