

**MARGATE CITY SCHOOL DISTRICT
COMPREHENSIVE EQUITY PLAN NEEDS ASSESSMENT
2019-2022**

Directions: Indicate compliance by yes or no. If non-compliant, list the name of the school(s) not in compliance; specific areas identified as non compliant MUST be addressed on the Comprehensive Equity Plan forms.

I. BOARD RESPONSIBILITY	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s)
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	#6121 Nondiscrimination, Affirmative Action, 3/8/2017 (instruction) #6140 Curriculum Adoption, 9/13/2017 #6141 Curriculum Design/Development, 9/13/2017 #6147.1 Evaluation of Individual Student Performance, 9/13/2017 #6147 Standards of Proficiency, last revised 2/7/2018 #6161.1 Guidelines for the Evaluation and Selection of Instructional Materials and Resources, 10/14/2009 Board Approved Curriculum Board Approved Instructional Resources /Materials	
b) Ensure equal access to all schools, facilities, programs, activities, and benefits for all students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	YES	#2224 Nondiscrimination/Affirmative Action, 3/8/2017 (administration) #5145.4 Equal Educational Opportunity, 3/8/2017 #5145.7, Gender Identity and Expression, 12/9/2015 #6121 Nondiscrimination, Affirmative Action, 3/8/2017 (instruction) #6156 Instructional Planning and Scheduling, 10/14/2009	
c) Provide equitable treatment for pregnant and married students.	YES	#5134 Married/Pregnant Students, 9/13/2017	

<p>d) Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).</p>	<p>YES</p>	<p>#2224 Nondiscrimination/Affirmative Action, 3/8/2017 (administration) #4111.1/4211.1, Nondiscrimination/Affirmative Action, 3/7/2017 #6121 Nondiscrimination, Affirmative Action, 3/8/2017 (instruction) #5131.1 Harassment, Intimidation and Bullying, 1/9/2019 #5131 Conduct and Discipline, 1/9/2019 #5131R Promoting A Positive, Safe, and Orderly School Climate, Reg</p> <p>District Website HIB page Monthly HIB reports to BOE</p>	
<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>#4111.1/4211.1, Nondiscrim/Affirmative Action, 3/7/2017 (personnel) #4111 Recruitment, Selection, Hiring/Regulation, revised 3/21/2018</p>	
<p>3) Appoint an Affirmative Action Officer (AAO) who can also serve as or coordinate with the Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.</p>	<p>YES</p>	<p>#2224 Nondiscrimination/Affirmative Action, 3/8/2017 (administration)</p> <p>District Website BOE Reorganization Meeting Minutes, 5/16/2019</p>	
<p>4) Provide staff development to ensure that all equity requirements comply with N.J.A.C. 6A:7-1.6.</p>	<p>YES</p>	<p>#2224 Nondiscrimination/Affirmative Action, 3/8/2017 (administration) #4231, Staff Devel; Inservice Educ/Visitations/Conferences, 7/1/2016 #6121 Nondiscrimination, Affirmative Action, 3/8/2017 (instruction)</p> <p>District Professional Development Plan and Documentation Public School Works Online Training Documentation</p>	
<p>B. Authorize the Affirmative Action Team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress.</p>	<p>YES</p>	<p>#2224 Nondiscrimination/Affirmative Action, 3/8/2017 (administration)</p> <p>BOE Minutes, 6/12/2019</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 (Progress Targets) reports for state assessments.</p>	<p>YES</p>	<p>State Assessment Performance Reports Child Study Team Records, IEP's Discipline Records by school</p>	
<p>D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking the following actions:</p>	<p>YES</p>	<p>BOE Minutes, 6/12/2019</p>	
<p>1) Inform the school community about the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.</p>	<p>YES</p>	<p>#5145.4 Equal Educational Opportunity, 3/8/2017 District Website Board of Education Documents page Board Policy Manual available on district website District Website HIB page Monthly HIB reports to BOE</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 equity responsibilities.</p>	<p>YES</p>	<p>#2224 Nondiscrimination/Affirmative Action, 3/8/2017 (administration) Public School Works Online Training Documentation of AAO 11/15/18, 1/19/19</p>	

<p>3) Provide students, staff and the community with contact information for the AAO and publicize the location and availability of the CEP, policy(ies), grievance procedures and annual reports.</p>	<p>YES</p>	<p>District Website Board of Education Documents</p>	
<p>4) Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.</p>	<p>YES</p>	<p>#5145.6, Pupil Grievance, 10/14/2009 #5131.1 Harassment, Intimidation and Bullying, 1/9/2019 #5131 Conduct and Discipline, 1/9/2019 #5131R Promoting A Positive, Safe, and Orderly School Climate, Reg Individual School Discipline Codes in Student Handbook District Website HIB page Monthly HIB reports to BOE</p>	
<p>5) Report on progress made in meeting the adequate yearly targets established for closing the achievement gap as set by the Department of Education.</p>	<p>YES</p>	<p>School Performance Reports on file and accessible to the community on the District website homepage BOE Minutes of State Assessment Results Presentation, October 2018</p>	
<p>6) Authorize the AAO to conduct yearly equity training for all staff.</p>	<p>YES</p>	<p>Annual District Staff Meeting, September</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 website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.</p>	<p>NA</p>	<p>(For County Vocational School Districts Only) NA</p>	

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.	List name of noncompliant school(s)
A. Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status every school year to:	YES	#2224 Nondiscrimination/Affirmative Action, 3/8/2017 (Administration) #6121 Nondiscrimination, Affirmative Action, 3/8/2017 (Instruction) #4231, Staff Development; Inservice Education/Visitations/Conferences, 7/1/2016 District Professional Development Plan and Documentation Public School Works Online Training Documentation Parent Curriculum Council Meetings *All meeting minutes are on file with the building Principal, Supervisor of Instruction, and/or Child Study Team Director	
1) Certificated (administrative and professional) staff.	YES	#2224 Nondiscrimination/Affirmative Action, 3/8/2017 (Administration) #6121 Nondiscrimination, Affirmative Action, 3/8/2017 (Instruction) #4231, Staff Development; Inservice Education/Visitations/Conferences, 7/1/2016 District Professional Development Plan and Documentation Public School Works Online Training Documentation Weekly PLC meetings Weekly CST meeting s Monthly Department or Team Meetings Monthly Staff Meetings Annual Staff Meetings	
2) Non-certificated (non-professional) staff.	YES	#2224 Nondiscrimination/Affirmative Action, 3/8/2017 (Administration) #4231, Staff Development; Inservice Education/Visitations/Conferences, 7/1/2016 District Professional Development Plan and Documentation Public School Works Online Training Documentation Monthly Staff Meetings Annual Staff Meetings	

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.	List name of noncompliant school(s)
<p>A. Equality and Equity in Curriculum N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</p> <p>1) Ensure that the district, charter school or renaissance school project’s curriculum and instruction are aligned to the State’s Core Curriculum Content Standards and that they address the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p>	<p>YES</p>	<p>For letters a-h below: #5145.4 Equal Educational Opportunity, 3/8/2017 #6121 Nondiscrimination, Affirmative Action, 3/8/2017 #6140 Curriculum Adoption, 9/13/2017 #6141 Curriculum Design/Development, 9/13/2017 #6161.1 Guidelines for the Evaluation and Selection of Instructional Materials and Resources, 10/14/2009</p>	
<p>a) School climate and culture, safe and positive learning environment</p>	<p>YES</p>	<p>#5131R Promoting A Positive, Safe, and Orderly School Climate, Regulation</p>	
<p>b) Courses of study, including physical education</p>	<p>YES</p>	<p>#6142.4 Physical Education and Health, 9/13/2017</p>	

c) Library materials/instructional materials and strategies	YES	#6163.1 Media Center/ Library, 9/13/2017 #6161.1 Guidelines for the Evaluation and Selection of Instructional Materials and Resources, 10/14/2009	
d) Technology/software and audiovisual materials	YES	#6142.10 Internet Safety and Technology, 9/13/17	
e) Guidance and counseling, including harassment, intimidation and bullying, sexual harassment and grievance procedures	YES	#6164.2 Guidance Services, 9/13/2017 #6164.2R Guidance Services, Regulation, 3/14/2012 #5145.6, Pupil Grievance, 10/14/2009 #5131.1 Harassment, Intimidation and Bullying, 1/9/2019	
f) Extra-curricular programs and activities	YES	#6145 Extracurricular Activities, 9/13/2017 #6145.1 Intramural Competition Interscholastic Competition, last revised 2/7/2018	
g) Tests and other assessments	YES	##6147.1 Evaluation of Individual Student Performance, 9/13/2017 #6147 Standards of Proficiency, last revised 2/7/2018	
h) Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	YES	#6171 Special Instructional Programs, 9/13/2017 #6171.2 Gifted and Talented, 3/8/2017 #6171.2R Gifted and Talented, Regulation 3/8/2017 #6171.3R Enriched, Advanced, And Accelerated Middle School Mathematics Courses, 2/8/2017 #6156 Instructional Planning and Scheduling, 10/14/2009	
2) Incorporate multicultural aspects throughout the instructional content and practices across the curriculum.	YES	#6121 Nondiscrimination, Affirmative Action, 3/8/2017 #6141.2 Recognition of Religious Beliefs and Customs, 10/14/2009 Board Approved Social Studies Curriculum (9/2018) Board Approved ELA Curriculum (9/2015) Board Approved Visual and Performing Arts Curriculum (12/2016)	
3) Ensure that instruction in African-American History, including the Amistad, and the history of other cultures is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	YES	#6121 Nondiscrimination, Affirmative Action, 3/8/2017 Board Approved Social Studies Curriculum (9/2018) Board Approved ELA Curriculum (9/2015)	

<p>4) Include instruction on the Holocaust and other genocide curricula at all grade levels. (N.J.S.A. 18A:35-28)</p>	<p>YES</p>	<p>#6121 Nondiscrimination, Affirmative Action, 3/8/2017 Board Approved Social Studies Curriculum (9/2018) Board Approved ELA Curriculum (9/2015) Field trips (annual)</p>	
<p>B. Equality and Equity in Student Access N.J.A.C. 6A:7-1.7; Titles VI & VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5 IDEA of 1997; Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1989); U.S. Supreme Court, 1982; Plyler v. Doe; U.S. Supreme Court, 1974, Castañeda v. Pickard</p> <p>Provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, English proficiency, housing status or socioeconomic status, as follows:</p>	<p>YES</p>	<p>#2224 Nondiscrimination/Affirmative Action, 3/8/2017 #6121 Nondiscrimination, Affirmative Action, 3/8/2017 #5145.4 Equal Educational Opportunity, 3/8/2017</p>	
<p>1) Ensure equal and barrier-free access to all school and classroom facilities.</p>	<p>YES</p>	<p>#5145.4 Equal Educational Opportunity, 3/8/2017</p>	
<p>2) Attain minority representation of students within each school, including racial and ethnic balance, that approximates the district, charter and renaissance school project's overall minority racial and ethnic representation.</p>	<p>NA</p>	<p>NA – only one school for K-4, one school for 5-8</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>#7110 Long Range Facilities Planning, 5/13/2015</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, housing status or socioeconomic status, resulting in disproportionate placement within schools, courses, classes, programs or extracurricular activities.</p>	<p>YES</p>	<p>#5145.4 Equal Educational Opportunity, 3/8/2017 #6121 Nondiscrimination, Affirmative Action, 3/8/2017 #6156 Instructional Planning and Scheduling, 10/14/2009</p>	
<p>a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses.</p>	<p>YES</p>	<p>#6171 Special Instructional Programs, 9/13/2017 #6171.2 Gifted and Talented, 3/8/2017 #6171.2R Gifted and Talented, Regulation 3/8/2017 #6171.3R Enriched, Advanced, And Accelerated Middle School Mathematics Courses, 2/8/2017 #6156 Instructional Planning and Scheduling, 10/14/2009</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>#5114 Suspension and Expulsion, last revised 7/1/2016 #5114R Suspension and Expulsion/Pupil Due Process, Regulation, 9/7/2011 #5131 Conduct and Discipline, 1/9/2019 #5131R Promoting A Positive, Safe, and Orderly School Climate, Regulation Discipline Records CST Referral Protocols, eligibility criteria, and records</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, gender, religion, disability, English proficiency, immigration status, housing status or socioeconomic status.</p>	<p>YES</p>	<p>#5145.4 Equal Educational Opportunity, 3/8/2017 #6142.10 Internet Safety and Technology, 9/13/17</p>	

d) Ensure that all English language learners have equal and bias-free access to all school programs and activities.	YES	#6142.2 English as a Second Language, Bilingual Programs, 9/13/2017	
e) Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.	YES	#5145.4 Equal Educational Opportunity, 3/8/2017	
f) Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.		#5111 Admission, 9/13/17	
5) Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	YES	Access for ELLs –WIDA AMS annually administered	
6) Utilize bias-free measures for determining the special needs of students with disabilities.	YES	CST Referral Protocols, eligibility criteria, and records #6171.4 Special Education, 1/9/2019	
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	#6164.1 Intervention and Referral Services for General education Pupils, last revised 2/7/2018 #6164.2 Guidance Services, 9/13/2017 #6164.2R Guidance Services, Regulation, 3/14/2012 Homework Club (both schools) Peer Tutoring (Tighe School)	
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	#5134 Married/Pregnant Students, 9/13/2017	

<p>C. Equality and Equity in Guidance Programs and Services N.J.A.C. 6A:7-1,7(c)Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998</p> <p>Ensure that the district, charter and renaissance school project’s guidance program provides the following</p>			
<p>1) Access to adequate and appropriate counseling services for all students, including females, minority students, English language learners, non-college bound students, and students with disabilities.</p>	<p>YES</p>	<p>#6164.1 Intervention and Referral Services for General education Pupils, last revised 2/7/2018 #6164.2 Guidance Services, 9/13/2017</p>	
<p>2) A full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.</p>	<p>YES</p>	<p>#6142.12 Career and Technical Education, 8/2/16 Technology Integration across the curriculum Career Ready Practices across the curriculum K-8 Science Curriculum -STEM integration Annual Career Day event Annual High School Counselor presentations to 8th grade</p>	
<p>3) Bias-free materials for use by counselors.</p>	<p>YES</p>	<p>#6161.1 Guidelines for the Evaluation and Selection of Instructional Materials and Resources, 10/14/2009 #6164.2 Guidance Services, 9/13/2017 #6164.2R Guidance Services, Regulation, 3/14/2012</p>	
<p>D. Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972</p> <p>Ensure that the physical education program and instructional activities are equitable.</p>	<p>YES</p>	<p>#5145.4 Equal Educational Opportunity, 3/8/2017 #6142.4 Physical Education and Health, 9/13/2017</p>	

<p>E. 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</p> <p>Ensure that the athletic program accomplishes the following:</p>	<p>YES</p>	<p>For # 1-4 below: #6145 Extracurricular Activities, 9/13/2017 #6145.1 Intramural Competition Interscholastic Competition, last revised 2/7/2018</p>	
<p>1) Relatively equal numbers of varsity and sub-varsity teams for male and female students.</p>	<p>YES</p>	<p>See above</p>	
<p>2) Equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.</p>	<p>YES</p>	<p>See above</p>	
<p>3) Equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.</p>	<p>YES</p>	<p>See above</p>	
<p>4) Comparable facilities for male and female teams.</p>	<p>YES</p>	<p>See above</p>	

IV. EMPLOYMENT/CONTRACT PRACTICES N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows: 1) Utilize equitable hiring practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district, charter and renaissance school project's certificated and non-certificated staff and within every category of employment, including administration.	YES	#4111 Recruitment, Selection, Hiring/Regulation, Last revised 3/21/2018 #4111.1/4211.1, Nondiscrimination/Affirmative Action, 3/7/2017 EOE Statements	
2) Target recruiting practices for under-represented populations in every category of employment.	YES	#4111 Recruitment, Selection, Hiring/Regulation, Last revised 3/21/2018 #4111.1/4211.1, Nondiscrimination/Affirmative Action, 3/7/2017 EOE Statements Advertising that reaches different socio-economic areas	
3) Compliance of employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.	YES	#4111 Recruitment, Selection, Hiring/Regulation, Last revised 3/21/2018 #4111.1/4211.1, Nondiscrimination/Affirmative Action, 3/7/2017	
4) Monitor promotions and transfers to ensure non-discrimination.	YES	#4111 Recruitment, Selection, Hiring/Regulation, Last revised 3/21/2018 #4111.1/4211.1, Nondiscrimination/Affirmative Action, 3/7/2017	
5) Provide equal pay for equal work regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	YES	#4111 Recruitment, Selection, Hiring/Regulation, Last revised 3/21/2018 #4111.1/4211.1, Nondiscrimination/Affirmative Action, 3/7/2017	

<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>#3327 Relations with Vendors, 4/24/2013</p>	
<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.</p>	<p>YES</p>	<p>#4111 Recruitment, Selection, Hiring/Regulation, Last revised 3/21/2018 #4111.1/4211.1, Nondiscrimination/Affirmative Action, 3/7/2017</p>	