



Comprehensive Equity Plan

2016-2019

2016-2019

This plan was developed by Cheryl Dyer, Carol Duffy, Jill Dobrowansky, Katie Misa, Kim Gentilcore, Brian Smyth, and Tom Ridoux during the 2015-2016 school year.

WTPS

APPENDIX B: COMPREHENSIVE EQUITY PLAN NEEDS ASSESSMENT

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

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
NJAC 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX; U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard A. Adopt or re-adopt written equality and equity policies, requiring the following:			
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-Evaluation of Superintendent (2-8-2011) Policy 1523-Comprehensive Equity Plan(2-8-2011) Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices(P2-8-2011)(R9-15-2009) Policy & Regulation 5750-Equal Educational Opportunities (9-15-2009) Policy 5755-Equity in Educational Programs and Services (9-15-2009)	
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	Policy 1140-Evaluation of Superintendent (2-8-2011) Policy 1523-Comprehensive Equity Plan(2-8-2011) Policy & Regulation 5750-Equal Educational Opportunities (9-15-2009) Policy 5755-Equity in Educational Programs and Services (9-15-2009)	
c) Provide equitable treatment for pregnant and married students.	Yes	Policy 2416-Programs for Pregnant Pupils(9-15-2009) Policy 5752-Marital Status and Pregnancy(9-15-2009)	
d) Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Yes	Policy 1523-Comprehensive Equity Plan(2-8-2011) Policy & Regulation 5512-Harassment, Intimidation, and Bullying(12-17-13) Policy & Regulation 5751-Sexual Harassment(9-15-2009)	

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
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(2-8-2011) Policy 1550-Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan(2-8-11)	
3) Appoint an Affirmative Action Officer (AAO) who can also serve as or coordinate with the Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.	Yes	Policy 1140-Affirmative Action Program (2-8-2011)	
4) Provide staff development to ensure that all equity requirements comply with N.J.A.C. 6A:7-1.6.	Yes	Policy 1140-Affirmative Action Program(2-8-2011)	
B. Authorize the Affirmative Action Team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress.	Yes	Policy 1140-Affirmative Action Program(2-8-2011)	
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	Yes	Policy 1140-Affirmative Action Program(2-8-2011) Policy 2415.01-Academic Standards, Academic Assessments and Accountability(2-8-11) Policy & Regulation 2423-Bilingual and ESL Education (3-9-2010) Policy 2610-Educational Program Evaluation(9-15-2009) Policy 2622-Student Assessments(3-17-2015)	

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
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.			
D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking the following actions:	Yes	Policy 1140-Affirmative Action Program(2-8-2011) Policy 1523-Comprehensive Equity Plan(2-8-2011)	
1) Inform the school community about the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	Yes	Policy 1140-Affirmative Action Program(2-8-2011) District calendar, district website, job postings and ads, teachers manuals, brochure for staff	
2) Define the responsibilities of the AAO (Affirmative Action Officer/504 Officer, and/or Title IX Coordinator); require that the AAO be a certificated staff person; and, train the AAO to handle the equity responsibilities.	Yes	Policy 1140-Affirmative Action Program(2-8-2011) AAO attends necessary training.	
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.	Yes	Policy 1140-Affirmative Action Program(2-8-2011) Policy & Regulation 1510-Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination(9-15-2009) Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices(P2-8-2011)(R9-15-2009) District calendar, district website, student handbooks	

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
4) Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.	Yes	Policy 1140-Affirmative Action Program(2-8-2011) Policy & Regulation 1510-Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination(9-15-2009) Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices(P2-8-2011)(R9-15-2009) Policy & Regulation 5750-Equal Educational Opportunity (9-15-2009) AAO complaint files	
5) Report on progress made in meeting the adequate yearly targets established for closing the achievement gap as set by the Department of Education.	Yes	Policy 1140-Affirmative Action Program(2-8-2011) Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices(P2-8-2011)(R9-15-2009) Policy 2415.01-Academic Standards, Academic Assessments and Accountability(2-8-11) Annual Performance Reports posted on website, presentation at BOE meeting	
6) Authorize the AAO to conduct yearly equity training for all staff.	Yes	Policy 1140-Affirmative Action Program(2-8-2011) Training provided through Safe Schools	
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.	N/A	(For County Vocational School Districts Only) Policy & Regulation 5111-Eligibility of Resident/Nonresident Pupils(P2-4-2014)(R9-15-2009)	

II. <u>STAFF DEVELOPMENT AND TRAINING</u> N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
A. Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status every school year to:		Policy 1140-Affirmative Action Program(2-8-2011)	
1) Certificated (administrative and professional) staff.	Yes	Policy 1140-Affirmative Action Program(2-8-2011) Policy & Regulation 3240-Professional Development (7-15-2014) Agendas from in-service days available in Office of Curriculum and Instruction Agendas from Faculty meetings and Curriculum meetings available in schools	
2) Non-certificated (non-professional) staff.	Yes	Policy 1140-Affirmative Action Program(2-8-2011) Policy 4240-Employee Training(9-15-2009) Agendas from in-service days available in Office of Curriculum and Instruction	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
<p>A. Equality and Equity in Curriculum N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</p> <p>1) Ensure that the district, charter school or renaissance school project’s curriculum and instruction are aligned to the State’s Core Curriculum Content Standards and that they address the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p>	<p>Yes</p>	<p>Policy & Regulation 2200-Curriculum Content(9-15-2009) Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices(P2-8-2011)(R9-15-2009) Policy 2415.01-Academic Standards, Academic Assessments and Accountability(2-8-11) Policy 5755-Equity in Educational Programs and Services (9-15-2009)</p> <p>Curriculum is available on the district website here: https://www.oucoursesystems.com/curriculum/11728</p> <p>Five Year Curriculum Plan is available in the Office of Curriculum and Instruction</p> <p>Performance Reports are available on the website</p>	
<p>a) School climate and culture, safe and positive learning environment</p>	<p>Yes</p>	<p>Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices(P2-8-2011)(R9-15-2009) Policy & Regulation 5750-Equal Educational Opportunity (9-15-2009)</p>	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
		<p>Student handbooks (Code of Conduct) are available on the website here:</p> <p>High School: http://www2.wall.k12.nj.us/hs/wp-content/uploads/sites/76/2015/09/15_16StudentHandbook.pdf</p> <p>Intermediate School: https://docs.google.com/document/d/1ogpucljoSjuTJMbv9KgWkYWAo5uI_3tVxWhrlyBQNwI/edit</p> <p>Allenwood Elementary: http://www2.wall.k12.nj.us/aw/wp-content/uploads/sites/91/2015/08/Allenwood-Parent-Handbook.pdf</p> <p>Central Elementary: http://www2.wall.k12.nj.us/cn/wp-content/uploads/sites/94/2015/09/Central-School-Student-Handbook-V4.pdf</p> <p>Old Mill: http://www2.wall.k12.nj.us/om/wp-content/uploads/sites/96/2015/09/Old-Mill-School-Elementary-Student-Handbook-2015-2016.pdf</p> <p>West Belmar Elementary: http://www2.wall.k12.nj.us/wb/wp-content/uploads/sites/97/2015/09/2015-2016-West-Belmar-Parent-Handbook-.pdf</p>	
b) Courses of study, including physical education	Yes	Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices(P2-8-2011)(R9-15-2009) Policy 2425-Physical Education(9-15-2009) Policy & Regulation 5750-Equal Educational Opportunity (9-15-2009)	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
		Program of Studies: http://www2.wall.k12.nj.us/hs-guidance/wp-content/uploads/sites/80/2015/03/15-16-Program-of-Studies-2.pdf Adaptive PE Transition information on website http://www2.wall.k12.nj.us/hs/wall-high-school/high-school-transition-information/	
c) Library materials/instructional materials and strategies	Yes	Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices(P2-8-2011)(R9-15-2009) Policy & Regulation 5750-Equal Educational Opportunity (9-15-2009) Media center inventory Textbook approval request form	
d) Technology/software and audiovisual materials	Yes	Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices(P2-8-2011)(R9-15-2009) Policy & Regulation 5750-Equal Educational Opportunity (9-15-2009) Technology is available in every classroom, media centers, before, during and after school	
e) Guidance and counseling, including harassment, intimidation and bullying, sexual harassment and grievance procedures	Yes	Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices(P2-8-2011)(R9-15-2009) Policy & Regulation 2411-Guidance Counseling (9-15-2009) Policy & Regulation 5512-Harassment, Intimidation and Bullying(12-17-13)	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
		Policy & Regulation 5750-Equal Educational Opportunity (9-15-2009) School/Family Liaisons or School Counselors in every building Guidance Curriculum Naviance Learning Style Inventory Student Handbooks	
f) Extra-curricular programs and activities	Yes	Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices(P2-8-2011)(R9-15-2009) Policy & Regulation 5750-Equal Educational Opportunity (9-15-2009) Club rosters are available at the schools Clubs have websites: https://www.onsourcesystems.com/school/webpagebykey?districtkey=wall&userkey=11139031	
g) Tests and other assessments	Yes	Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices(P2-8-2011)(R9-15-2009) Policy & Regulation 5750-Equal Educational Opportunity (9-15-2009) PSATs and AP tests are paid for by the district Performance Reports available on website SAT waivers for students on Free or Reduced Lunch	
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 and Classroom Practices(P2-8-2011)(R9-15-2009) Policy & Regulation 5750-Equal Educational Opportunity (9-15-2009)	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
		Policy 5755-Equity in Educational Programs and Services (9-15-2009)	
2) Incorporate multicultural aspects throughout the instructional content and practices across the curriculum.	Yes	Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices(P2-8-2011)(R9-15-2009) Policy & Regulation 5750-Equal Educational Opportunity (9-15-2009) Program of Studies, curriculum (see previous links)	
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	Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices(P2-8-2011)(R9-15-2009) Policy & Regulation 5750-Equal Educational Opportunity (9-15-2009) Program of Studies	
4) Include instruction on the Holocaust and other genocide curricula at all grade levels. (N.J.S.A. 18A:35-28)	Yes	Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices(P2-8-2011)(R9-15-2009) Policy & Regulation 5750-Equal Educational Opportunity (9-15-2009) Social Studies curriculum available on the website	
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 Provide equal and bias-free access for all		Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices(P2-8-2011)(R9-15-2009) Policy & Regulation 5750-Equal Educational Opportunity (9-15-2009) Policy 5755-Equity in Educational Programs and Services (9-15-2009)	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
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.	No	Policy 5755-Equity in Educational Programs and Services (9-15-2009)	High school bleachers are not handicapped accessible
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.	Yes	Policy 5755-Equity in Educational Programs and Services (9-15-2009) Population distribution figures	
3) Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	Policy 5755-Equity in Educational Programs and Services (9-15-2009) No new facilities are planned	
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	Yes	Policy 5755-Equity in Educational Programs and Services (9-15-2009)	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
status, resulting in disproportionate placement within schools, courses, classes, programs or extracurricular activities.			
a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses.	Yes	Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices(P2-8-2011)(R9-15-2009) Policy 5755-Equity in Educational Programs and Services (9-15-2009)	
b) Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	No	Policy 5755-Equity in Educational Programs and Services (9-15-2009) Letter of Determination available in Special Services	Males are over-represented in detentions and suspensions at the High School.
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 and Services (9-15-2009) All students have access through curriculum and technology is available in every class.	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
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 and Services (9-15-2009) Student schedules	
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 and Services (9-15-2009) Student schedules BOE approvals for paraprofessional assistance at events as needed and recorded on HR reports	
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/Nonresident Pupils(P2-4-2014)(R9-15-2009) Registration forms	
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 and ESL Education (3-9-2010) WIDA ACCESS score reports	
6) Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices(P2-8-2011)(R9-15-2009) Policy 2460-Special Education(9-15-2009) Regulation 2460.1-Special Education-Location, Identification, and Referral(9-15-2009) Regulation 2460.8-Special Education-Free and Appropriate	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
		<p>Public Education(9-15-2009) Regulation 2460.9-Special Education-Transition from Early Intervention Programs to Preschool Programs (9-15-2009) Regulation 2460.16-Special Education-Instructional Material to Blind or Print-Disabled Pupils(9-15-2009)</p> <p>The Wall Township Public Schools uses the following scientifically validated assessments in identifying students with disabilities: <u>Psychological Evaluation Instruments</u> Wechsler Intelligence Scale for Children-Fifth Edition (WISC-V) Wechsler Adult Intelligence Scale - Fourth Edition (WAIS-IV) Stanford Binet - 5 (SB-5) Wechsler Preschool and Primary Scale of Intelligence - Fourth Edition (WPPSI-IV) Currently BASC-2 transitioning to BASC-3 Piers-Harris Children’s Self-Concept Scale, 2nd Edition Test of Non-Verbal Intelligence Vineland Adaptive Behavior Scales-II (transitioning to 3) Conners Rating Scales- 3 Adaptive Behavior Scale:2 (Adaptive Behavior Scale) <u>Educational Evaluation Instruments</u> Woodcock Johnson IV Tests of Achievement (Standard and Extended Batteries) Woodcock Johnson IV Tests of Oral Language Young Children’s Achievement Test Visual Motor Integration 6th edition Weschler Achievement Test- third edition Battelle Developmental Inventory</p>	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
		The Developmental Assessment of Young Children 2nd edition Developmental Tasks for Kindergarten Readiness 2nd edition Test of Written Language 4th edition Comprehensive Test of Phonological Processing Weschler Fundamentals Academic Skills	
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 and Classroom Practices(P2-8-2011)(R9-15-2009) NHS tutoring Extra help after or before school and during lunch Vision and hearing screening Sports physicals are free	
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(9-15-2009) Policy 5752-Marital Status and Pregnancy(9-15-2009) Policy 5755-Equity in Educational Programs and Services (9-15-2009) The district follows whatever the doctors' orders require	
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:			

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
1) 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.	Yes	Policy & Regulation 2411-Guidance Counseling (9-15-2009) Policy 5755-Equity in Educational Programs and Services (9-15-2009) All students are assigned counselors by alphabet Guidance curriculum Naviance	
2) A full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.	Yes	Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices(P2-8-2011)(R9-15-2009) Policy & Regulation 2411-Guidance Counseling (9-15-2009) Policy 5755-Equity in Educational Programs and Services (9-15-2009) Career education is infused into content area curriculum Monmouth County Vocational Schools does a presentation every year	
3) Bias-free materials for use by counselors.	Yes	Policy & Regulation 2411-Guidance Counseling (9-15-2009) Policy 5755-Equity in Educational Programs and Services (9-15-2009)	
D. Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972 Ensure that the physical education program and instructional activities are equitable.	Yes	Policy 2425-Physical Education(9-15-2009) Policy 5755-Equity in Educational Programs and Services (9-15-2009)	

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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 Ensure that the athletic program accomplishes the following:			
1) Relatively equal numbers of varsity and sub-varsity teams for male and female students.	Yes	Policy 5755-Equity in Educational Programs and Services (9-15-2009) There are 17 teams for boys and 17 teams for girls at the HS. There are 6 teams for boys and 7 teams for girls at the Intermediate School	
2) Equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	Yes	Policy 5755-Equity in Educational Programs and Services (9-15-2009) Schedule is available on the website: http://www.shoreconferencenj.org/g5-bin/client.cgi?G5genie=249&school_id=44	
3) Equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	Yes	Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices(P2-8-2011)(R9-15-2009) WTEA contract shows equality: http://www2.wall.k12.nj.us/hr/wp-content/uploads/sites/126/2015/01/WTEA_Contract_2013-2016.pdf	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
4) Comparable facilities for male and female teams.	Yes	Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices(P2-8-2011)(R9-15-2009) Field plans available with Athletic Director	

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	Policy & Regulation 1510-Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination(9-15-2009) Policy & Regulation 1530-Equal Employment Opportunities (2-8-2011) Policy & Regulation 1550-Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan(2-8-2011) Recruit through colleges, advertise through NJ Hire, NJ School Jobs, Asbury Park Press, Star Ledger, Internal postings	
2) Target recruiting practices for under-represented populations in every category of employment.	Yes	Policy & Regulation 1530-Equal Employment Opportunities (2-8-2011) Advertisements in publications out of immediate area and online	
3) Compliance of employment applications and pre-employment	Yes	Policy & Regulation 1510-Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination(9-15-2009)	

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
inquiries conform to the guidelines of the New Jersey Division on Civil Rights.		Policy & Regulation 1530-Equal Employment Opportunities (2-8-2011) Policy & Regulation 1550-Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan(2-8-2011) Online application for all staff	
4) Monitor promotions and transfers to ensure non-discrimination.	Yes	Policy & Regulation 1530-Equal Employment Opportunities (2-8-2011) Policy & Regulation 1550-Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan(2-8-2011) Staff demographics	
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	Policy & Regulation 1530-Equal Employment Opportunities (2-8-2011) Policy & Regulation 1550-Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan(2-8-2011) Negotiated agreements with professional organizations (WTEA, WTASC) and non-represented employees	
B. Ensure that the district, charter and renaissance school project does not enter into, or maintain, contracts with persons, agencies, or organizations that	Yes	Policy & Regulation 1530-Equal Employment Opportunities (2-8-2011) Policy & Regulation 1550-Affirmative Action Program for Employment and Contract Practices/Employment Practices	

<u>IV. EMPLOYMENT/CONTRACT PRACTICES</u> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
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.		Plan(2-8-2011) Bid process requires that vendors are compliant with policy	
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	Policy & Regulation 1530-Equal Employment Opportunities (2-8-2011) Policy & Regulation 1550-Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan(2-8-2011)	

APPENDIX C: *COMPREHENSIVE EQUITY PLAN CORRECTIVE ACTIONS*

I. BOARD RESPONSIBILITY

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME: Wall Township

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19, 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.

Section/sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline				Evidence of Completion
			2016	2017	2018	Ongoing	
A 1 a, b	Revise policies and associated regulations: 1140, 1523, 2260, and 5755	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
A 1 d	Revise policies and associated regulations: 1523	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
A 2	Revise policies and associated regulations: 1523, 1550	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
A 3, 4 B	Revise policies and associated regulations: 1140	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
C	Revise policies and associated regulations: 1140, 2423, 2610, 2622	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
D D 1, 2	Revise policies and associated regulations: 1140, 1523	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
D 3	Revise policies and associated regulations: 1140, 2260	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
D 4	Revise policies and associated regulations: 1140, 2260, 5750	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
D 5, 6	Revise policies and associated regulations: 1140	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies

II. STAFF DEVELOPMENT AND TRAINING

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME: Wall Township

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 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.

Section/sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline				Evidence of Completion
			2016	2017	2018	Ongoing	
A	Revise policies and associated regulations: 1140	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
A 1	Revise policies and associated regulations: 1140	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies

**III. SCHOOL AND CLASSROOM PRACTICES:
EQUALITY AND EQUITY IN CURRICULUM**

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME: Wall Township

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 for developing and/or revising curriculum to eliminate discrimination, add multicultural content, and promote understanding and mutual respect among all students.

Section/sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline				Evidence of Completion
			2016	2017	2018	Ongoing	
A 1	Revise policies and associated regulations: 2200, 2260,	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
A 1 a, b, c, d	Revise policies and associated regulations: 2260, 5750	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
A 1 e	Revise policies and associated regulations: 2260, 2411, 5750	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
A 1 f, g,	Revise policies and associated regulations: 2260, 5750	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
A 1 h	Revise policies and associated regulations: 2260, 5750, 5755	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
A 2, 3, 4	Revise policies and associated regulations: 2260, 5750	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies

**III. SCHOOL AND CLASSROOM PRACTICES:
EQUALITY AND EQUITY IN STUDENT ACCESS**

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME: Wall Township

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 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.

Section/sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline				Evidence of Completion
			2016	2017	2018	Ongoing	
B/1	Purchase high school bleachers that are handicapped accessible.	Tom Ridoux Brian Symth	2016-2017				In budget for the coming year
B/4/b	Develop a program to meet the needs of male students who are referred for discipline at the high school	Rose Sirchio Kevin Davis Kristen Scott	2016-2017				Suspension and detention report for 2016-2017
B	Revise policies and associated regulations: 2260, 5750, 5755	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
B 1, 2, 3, 4	Revise policies and associated regulations: 5755	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
B 4 a	Revise policies and associated regulations: 2260	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
B 4 b, c, d, e	Revise policies and associated regulations: 5755	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
B 5	Revise policies and associated regulations: 2423	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
B 6	Revise policies and associated regulations: 2260,	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
B 7	Revise policies and associated regulations: 2260	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
B 8	Revise policies and associated regulations: 5755	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies

**III. SCHOOL AND CLASSROOM PRACTICES:
EQUALITY AND EQUITY IN GUIDANCE PROGRAM SERVICES**

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME: Wall Township

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 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.

Section/sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline				Evidence of Completion
			2016	2017	2018	Ongoing	
C 1	Revise policies and associated regulations: 2411, 5755	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
C 2	Revise policies and associated regulations: 2260, 2411, 5755	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies

**III. SCHOOL AND CLASSROOM PRACTICES:
EQUITY IN PHYSICAL EDUCATION & ATHLETIC PROGRAMS**

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME: Wall Township

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 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.

Section/sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline				Evidence of Completion
			2016	2017	2018	Ongoing	
D, E	Revise policies and associated regulations: 5755	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies

IV. EMPLOYMENT/CONTRACT PRACICES

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME: Wall Township

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 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.

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline				Evidence of Completion
			2016	2017	2018	Ongoing	
A 1	Revise policies and associated regulations: 1530, 1550,	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
A 2	Revise policies and associated regulations: 1530	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
A 3	Revise policies and associated regulations: 1530, 1550	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
B	Revise policies and associated regulations: 1530, 1550	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies
C	Revise policies and associated regulations: 1530, 1550	Cheryl Dyer, Superintendent	2016-2017				Board approval of revised policies



State of New Jersey

DEPARTMENT OF EDUCATION
MONMOUTH COUNTY OFFICE
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LT. GOVERNOR

DAVID C. HESPE
COMMISSIONER

DR. LESTER W. RICHENS
INTERIM EXECUTIVE COUNTY SUPERINTENDENT

PHYSICAL LOCATION:
4000 KOZLOSKI ROAD
FREEHOLD, NJ 07728

TO: Cheryl Dyer, Superintendent of Schools
Wall Township Public Schools

FROM: Lester W. Richens, Ed.D, Interim Executive County Superintendent
Monmouth County *LWR*

DATE: July 11, 2016

SUBJECT: Approval of Comprehensive Equity Plan for 2016-2019

We are pleased to inform you that your Comprehensive Equity Plan (CEP) for 2016-2019 has been approved. Please retain all documentation for your self assessment in a centralized file.

N.J.A.C. 6A:7, *Managing for Equality and Equity* in Education, outlines the 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 identify and correct 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 of N.J.A.C. 6A:7.

If you have any questions, please contact Deborah Bleisnick, county education specialist at (732) 431-7810. Best wishes to you throughout the school year.

c: Paula Bloom