

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: BURLINGTON

Name of School District/Charter School/Renaissance School Project: EVESHAM TWP.

Address: 25 S. Maple Ave., Marlton, NJ 08053

Affirmative Action Office (AAO): Richard Dantinne Telephone #: 856-983-1800 x5100

AAO Email: dantinner@evesham.k12.nj.us

Alternate Contact Person: John Scavelli, Jr. Telephone #: 856-983-1800 x5010

Title: Superintendent

Email: scavellij@evesham.k12.nj.us

1. The school district, charter school or renaissance school project has conducted a comprehensive needs assessment of its equality and equity needs at each school within the district, charter school or renaissance school project, if applicable. The attached Comprehensive Equity Plan is designed to meet the assessed equality and equity needs at each site, if applicable.
2. The local Board has authorized the submission of the Comprehensive Equity Plan and will support full implementation of the plan on September 1, 2019 upon approval by the New Jersey State Department of Education.
3. The school district, charter school or renaissance school project will achieve and maintain compliance with all applicable laws, codes and regulations governing equity in education including, but not limited to: N.J.S.A.18A:36-20; N.J.S.A.10:5; N.J.A.C. 6A:7; Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; The Americans with Disabilities Act of 1990; Individuals with Disabilities Education Act (I.D.E.A.) of 1997.

Certification:

By signing below, the Chief School Administrator or Charter or Renaissance School Project Lead Person certifies that all statements above are true and correct:

Name and Title: John Scavelli Jr., Superintendent


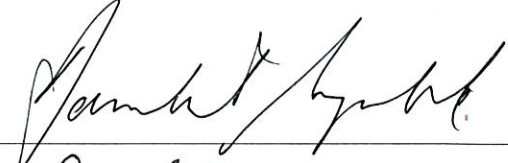

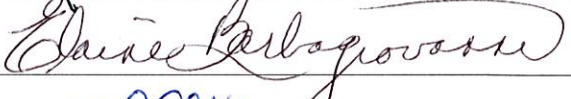

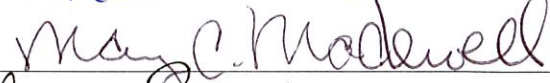

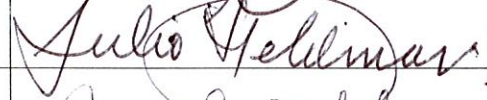
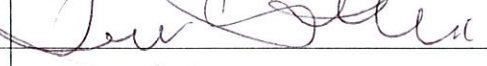

Signature: John Scavelli Jr.

Date: 2/28/19

Affirmative Action Team

The AAT **must** consist of a minimum of three personnel and be comprised of diverse stakeholders.

School District Name: Evesham Township School District

Name	Title	Grade Level (If Applicable)	Signature
Richard Dantinne	Affirmative Action Officer/Director of Personnel		
Danielle Magulick	Affirmative Action Officer/Director of Curriculum and Instruction		
John Recchinti	Affirmative Action Officer/SBA		
Elaine Barbagiovanni	Board of Education Member		
Melissa Reeve	Evesham Township Parent		
Mary Madewell	Teacher-Beeler Elementary School	Grade 3	
Laura Smolucha	Teacher-Marlton Middle School	Grade 8 - ELA	
Julio Feldman	Principal-Marlton Elementary School		
Irene Romanelli	Principal-DeMasi Middle School		
John Scavelli, Jr.	Superintendent		

*District, Charter School and Renaissance School Project 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.

Table 1: Needs Assessment, Board Responsibility

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
<p>NJAC 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX; U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</p> <p>A. Adopt or re-adopt written equality and equity policies, requiring the following:</p>			
<p>1. Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following:</p> <p style="padding-left: 20px;">a. Identify and address all forms of prejudice and discrimination in all district, charter and renaissance school project programs, practices, curricula, instructional materials and assessments.</p>	Yes	<p>Policy #1140—Affirmative Action Program-Sept. 2016</p> <p>Policy #1523 – Comprehensive Equity Plan—Sept. 2016</p> <p>Policy #2260 – Affirmative Action Program for School and Classroom Practices—Sept. 2016</p> <p>Policy #5750 – Equal Education Opportunity – Sept. 2016</p> <p>Policy #5755 –Equity in Educational Programs and Services – Sept. 2016</p>	

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
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—Affirmative Action Program—Sept. 2016 Policy #1523 – Comprehensive Equity Plan—Sept. 2016 Policy #2260—Affirmative Action Program for Schools and Classroom Practices—Sept. 2016 Policy #5750 – Equal Education Opportunity – Sept. 2016 Policy #5755 – Equity in Educational Programs and Services—Sept. 2016 Policy #5842 – Equal Access of Pupil Organizations—Nov. 2003	
c. Provide equitable treatment for pregnant and married students	Yes	Policy #2416 – Programs for Pregnant Pupils—June 2005 Policy #5752 – Marital Status and Pregnancy—June 2005	
d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Yes	Policy #1523 – Comprehensive Equity Plan—Sept. 2016 Policy #5512—Harassment, Intimidation, and Bullying—Nov. 2018 Policies #3362, #4352, #5751 – Sexual Harassment—June 2002	
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	Yes	Policy #1523 – Comprehensive Equity Plan—Sept. 2016 Policy #1530 – Equal Employment Opportunities—Sept. 2016 Policy #1550 – Equal Employment / Anti-Discrimination Practices – July 2018	

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
socioeconomic status.			
3. The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district, charter and renaissance school project school's Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.	Yes	Policy #1140—Affirmative Action Program-Sept. 2016 Policy #1510 – Rights of Persons with Handicaps or Disabilities—Mar. 2017 Policy #2260 – Affirmative Action Program for School and Classroom Practices—Sept. 2016	
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-Sept. 2016 Policy #3240 – Professional Development for Tchrs. and School Leaders—Mar. 2017 Policy #4240—Employee Training—June 2002	
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-Sept. 2016 Policy #1523 – Comprehensive Equity Plan—Sept. 2016 Feb. 28, 2019 Board of Education Meeting-“True and Exact”	

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
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.	Yes	Policy #1140—Affirmative Action Program-Sept. 2016 Policy #2423 – Bilingual and ESL Education – Sept. 2016 Policy #2610 – Educational Program Evaluation – Sept. 2016 Policy #2622 – Student Assessment—May 2017	
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:	Yes	Policy #1140—Affirmative Action Program-Sept. 2016 Policy #1523 – Comprehensive Equity Plan—Sept. 2016	

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
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-Sept. 2016 Policy #5512—Harassment, Intimidation, and Bullying—Nov. 2018 Policy #9120 – Public Relations Program—Feb. 2012 Posted on district website & each school’s homepage	
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-Sept. 2016 Policy #1510 – Rights of Persons With Handicaps and Disabilities—Mar. 2017	
3. Inform students, staff and the community of the name, office address, and phone number of the district, charter and renaissance school project’s AAO, and publicize the location and availability of the district, charter and renaissance school project’s CEP, policy(ies), grievance procedures and annual reports.	Yes	Policy #1140—Affirmative Action Program—Sept. 2016 Policy #1510 – Rights of Persons With Handicaps and Disabilities—Mar. 2017 Policy #2260 – Affirmative Action Program for School and Classroom Practices—Sept. 2016 Policy #9120—Public Relations Program—Feb. 2012 Also listed on district website	
4. Investigate and resolve discrimination complaints,	Yes	Policy #1140—Affirmative Action Program-Sept. 2016 Policy #1510 – Rights of Persons With Handicaps and	

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
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.		Disabilities—Mar. 2017 Policy #2260 – Affirmative Action Program for School and Classroom Practices—Sept. 2016 Policy #5750 – Equal Education Opportunity – Sept. 2016	
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-Sept. 2016 Policy #2260 – Affirmative Action Program for School and Classroom Practices--Sept. 2016 Policy #2622—Student Assessment—May 2017 Also listed on district website, NCLB/ESEA Parent Notifications	
6. Authorize the AAO to conduct yearly equity training for all staff.	Yes	Policy #1140—Affirmative Action Program-Sept. 2016 Policy #2260 – Affirmative Action Program for School and Classroom Practices—Sept. 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.		(For County Vocational School Districts Only)	

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:	Yes	Policy #1140—Affirmative Action Program—Sept. 2016	
1. To all certificated (administrative and professional) staff.	Yes	Policy #1140—Affirmative Action Program-Sept. 2016 Policy #3240 – Professional Development for Teachers and School Leaders – Sept. 2017 NJDOE Mandatory Training Schedule Compliance	
2. To all non-certificated (non-professional) staff.	Yes	Policy #1140—Affirmative Action Program-Sept. 2016 Policy #4240 – Employee Training – June 2002 NJDOE Mandatory Training Schedule Compliance	

Table 3: Needs Assessment, School and Classroom Practices

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>A. Equality and Equity in Curriculum</p> <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard <p>1. Ensure that the district, charter school or renaissance school project's curriculum and instruction are aligned to the State's Core Curriculum Content Standards and addresses the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p>	Yes	<p>Policy #2200 – Curriculum Content Policy #2260—Affirmative Action Program for Schools and Classroom Practices—Sept. 2016 Policy #2415.01—Academic Standards, Academic Assessments and Accountability—Aug. 2011 Policy #5755 –Equity in Educational Programs and Services – Sept. 2016</p> <p>1-Board approved 5-year curriculum evaluation plan</p> <p>2-Board approved curriculum guides for all instructional programs and specialty areas</p> <p>3-District interdisciplinary units of study</p> <p>4-Related arts unit overviews</p> <p>5-Character Education Programs: Responsive Classroom, and Buddy Classrooms K-5 Student/Peer Mentor Program CARES & Traits of Growth Health Connections Disability Awareness Unit of Study Diversity and Tolerance Unit Your Health and Wellness: Building Character Module Other Individualized School Programs, K-5</p>	
<p>a. School climate and culture, safe and positive learning environment.</p>	Yes	<p>Policy #2260—Affirmative Action Program for Schools and Classroom Practices—Sept. 2016 Policy #5512 – Harassment, Intimidation and</p>	

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
		Bullying (HIB) –Nov.2018 Policy #5750 – Equal Education Opportunity – Sept. 2016 #2, School Counseling Guidance Services & Program Manual –May 2017 See items #3 - #5 listed above	
b. Courses of study, including Physical Education	Yes	Policy #2260—Affirmative Action Program for Schools and Classroom Practices—Sept. 2016 Policy #2422 – Health and Physical Education – June 2016 Policy #5750 – Equal Education Opportunity – Sept. 2016 #2, Comp. Health & P.E. Curriculum--Sept. 2015 See items #1 - #5 listed above	
c. Library materials/Instructional materials and strategies	Yes	Policy #2260—Affirmative Action Program for Schools and Classroom Practices—Sept. 2016 Policy #5750 – Equal Education Opportunity – Sept. 2016 #2, Library & Media Curriculum—Nov. 2016 See items #3 and #4 listed above	
d. Technology/software and audio- visual materials	Yes	Policy #2260—Affirmative Action Program for Schools and Classroom Practices—Sept. 2016 Policy #5750 – Equal Education Opportunity – Sept. 2016 #2, Technology Curriculum --Sept. 2015 See items #3 and #4 listed above Long-Range Technology Plan 2016-2019, 2019-2022	

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
e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures	Yes	Policy #2260—Affirmative Action Program for Schools and Classroom Practices—Sept. 2016 Policy #2411 – Guidance Counseling – Sept. 2016 Policy #5512 – Harassment, Intimidation and Bullying (HIB) –Nov.2018 Policy #5750 – Equal Education Opportunity – Sept. 2016 #2, School Counseling Guidance Services & Program Manual –May 2017 See items #3 - #5 listed above	
f. Extra-curricular programs and activities	Yes	Policy #2260—Affirmative Action Program for Schools and Classroom Practices—Sept. 2016 Policy #5750 – Equal Education Opportunity – Sept. 2016 Board approved schedule of clubs and activities	
g. Tests and other assessments	Yes	Policy #2260—Affirmative Action Program for Schools and Classroom Practices—Sept. 2016 Policy #5750 – Equal Education Opportunity – Sept. 2016 See items #2 - #4 listed above ETSD District Assessment Prog., posted on website	
h. Reduction and/or prevention of under representation of minority, female and male	Yes	Policy #2260—Affirmative Action Program for Schools and Classroom Practices—Sept. 2016 Policy #5750 – Equal Education Opportunity – Sept.	

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
students in all classes and programs		2016 Policy #5755 –Equity in Educational Programs and Services – Sept. 2016 See items #1 - #5 listed above	
2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	Yes	Policy #2260—Affirmative Action Program for Schools and Classroom Practices—Sept. 2016 Policy #5750 – Equal Education Opportunity – Sept. 2016 See items #1 and #2 listed above, interdisciplinary connections throughout	
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 #2260—Affirmative Action Program for Schools and Classroom Practices—Sept. 2016 Policy #5750 – Equal Education Opportunity – Sept. 2016 #2, Social Studies Curriculum –Oct. 2018 See items #1 and #3 listed above	
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 #2260—Affirmative Action Program for Schools and Classroom Practices—Sept. 2016 Policy #5750 – Equal Education Opportunity – Sept. 2016 #2, Social Studies Curriculum --Jan. 2015 See items #1 and #3 listed above	
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		Policy #2260—Affirmative Action Program for Schools and Classroom Practices—Sept. 2016 Policy #5750 – Equal Education Opportunity – Sept.	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>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>2016 Policy #5755 –Equity in Educational Programs and Services – Sept. 2016</p>	
<p>1. Ensure equal and barrier-free access to all school and classroom facilities.</p>	<p>Yes</p>	<p>Policy #5755 –Equity in Educational Programs and Services – Sept. 2016 All buildings are in compliance with ADA specifications.</p>	
<p>2. Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter and renaissance school project's overall minority racial and ethnic representation.</p>	<p>Yes</p>	<p>Policy #5755 –Equity in Educational Programs and Services – Sept. 2016 The district sending zones for each school utilize a neighborhood school concept. There is a natural distribution of minorities.</p>	

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
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 – Sept. 2016 The district has no plans to build any new facilities due to declining enrollment.	
4. Ensure that students are not separated or isolated by race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, housing status or socioeconomic status, resulting in disproportionate placement within schools, courses, classes, programs or extracurricular activities.	Yes	Policy #5755 –Equity in Educational Programs and Services – Sept. 2016 Board approved curriculum guides School-based I&RS teams	
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 #2260—Affirmative Action Program for Schools and Classroom Practices—Sept. 2016 Policy #5755 –Equity in Educational Programs and Services – Sept. 2016 Equal access to Three-Tier Enrichment Program with consistent criteria district-wide	
b. Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	Policy #5600—Student Discipline/Code of Conduct—Mar. 2019 Policy #5755 –Equity in Educational Programs and Services – Sept. 2016 School-based handbooks	

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
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 – Sept. 2016 #2, Technology Curriculum --Sept. 2015 Bias-free scheduling and equal access to all instructional programs Board approved curriculum guides	
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 – Sept. 2016 ESL Magnet School Program ESL Curriculum Guide	
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 – Sept. 2016 Board approved curriculum guides	
f. Ensure that all schools’ registration procedures are in compliance with State and Federal regulations and case law.	Yes	Policy #5111—Eligibility of Resident/Non-Resident Pupils—Mar. 2019	

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
5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Yes	Policy #2423—Bilingual and ESL Education—Sept. 2016 ESL Magnet School Program ESL Curriculum Guide ACCESS for ELLs Test	
6. Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	Policy #2260—Affirmative Action Program for Schools and Classroom Practices—Sept. 2016 Policy # 2460 – Special Education – May 2017 All students are provided with equal services depending on individual needs and educational circumstances. N.J.A.C. 6A:14 Code Compliant	
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 #2260—Affirmative Action Program for Schools and Classroom Practices—Sept. 2016 Board approved ESL Program Plan Board approved ESL Curriculum Guide, School Counseling Guidance Services & Program Manual -- April 2011	
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 – June 2005 Policy #5752 – Marital Status and Pregnancy—June 2005 Policy #5755 –Equity in Educational Programs and Services – Sept. 2016 Homebound instruction board approved as needed	
C. Equality and Equity in Guidance Programs and Services • N.J.A.C. 6A:7-1,7(c)Title IX, Education			

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>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>	Yes	<p>Policy # 2411 – Guidance Counseling – Sept. 2016 Policy #5755 –Equity in Educational Programs and Services – Sept. 2016 Board approved School Counseling Guidance Services and Program Manual</p>	
<p>2. The presentation of a full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.</p>	Yes	<p>Policy #2260—Affirmative Action Program for Schools and Classroom Practices—Sept. 2016 Policy #2411 – Guidance Counseling – Sept. 2016 Policy #5755 –Equity in Educational Programs and Services – Sept. 2016 Board approved curriculum guides</p>	
<p>3. Guidance counselors are using bias-free materials.</p>	Yes	<p>Policy #2411 – Guidance Counseling – Sept. 2016 Policy #5755 –Equity in Educational Programs and Services – Sept. 2016 Board approved School Counseling Guidance Services and Program Manual</p>	
<ul style="list-style-type: none"> Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, 		<p>Policy #2422 – Health and Physical Education – June 2016</p>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>Education Amendment of 1972</p> <p>Ensure that the district, charter and renaissance school project's physical education program is co-educational, as follows:</p> <ol style="list-style-type: none"> 1. All instructional activities are equitable and are co-educational. 	Yes	<p>Policy #5755 –Equity in Educational Programs and Services – Sept. 2016</p> <p>Board approved curriculum guide in Comprehensive Health and Physical Education</p>	
<p>D. Equality and Equity in Athletic Programs</p> <ul style="list-style-type: none"> • Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972 <p>Ensure that the district, charter and renaissance school project's Athletic Program accomplishes the following:</p>			
<ol style="list-style-type: none"> 1. Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students. 	Yes	<p>Policy #5755 –Equity in Educational Programs and Services – Sept. 2016</p> <p>There is only one general team for each sport grades 6-8, with an equal number of sports for each gender.</p>	
<ol style="list-style-type: none"> 2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams. 	Yes	<p>Policy #5755 –Equity in Educational Programs and Services – Sept. 2016</p> <p>Practice Schedules and Game Schedules reflect equity between programs for male and female athletes</p>	
<ol style="list-style-type: none"> 3. Ensures that athletic programs receive equitable treatment that 	Yes	<p>Policy #2260—Affirmative Action Program for Schools and Classroom Practices—Sept. 2016</p>	

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
includes staff salaries, purchase and maintenance of equipment, etc.		Board approved co-curricular budget Five year uniform rotation schedule	
4. Provides comparable facilities for male and female teams.	Yes	Policy #2260—Affirmative Action Program for Schools and Classroom Practices—Sept. 2016 All genders have access to the same types of facilities.	

Table 4: Needs Assessment, Employment/Contract Practices

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 and/or revision.	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 #1510 – Rights of Persons With Handicaps and Disabilities—Mar. 2017 Policy #1530—Equal Employment Opportunities— Sept. 2016 Policy #1550 – Equal Employment / Anti- Discrimination Practices – July 2018 All hiring procedures are consistent throughout the district. A bias-free district hiring book with blind paper screening, uniform interview questions and candidate selection committees is in place.	

IV. Employment/Contract Practices <ul style="list-style-type: none"> 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 and/or revision.	List name of noncompliant school(s) in the district
2. Target recruiting practices for under-represented populations in every category of employment.	Yes	Policy #1530 – Equal Employment Opportunities—Sept. 2016 Attendance at Minority Job Fairs Job postings reference ETSD as an EOE Advertise positions on Indeed, NJSchooljobs.com, NJhire.com and district website	
3. Ensure that the district, charter and renaissance school project's employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.	Yes	Policy #1510 – Rights of Persons With Handicaps and Disabilities—Mar. 2017 Policy #1530 – Equal Employment Opportunities—Sept. 2016 Policy #1550 – Equal Employment / Anti-Discrimination Practices – July 2018 Applications have been kept updated to meet DOL, NJAC and OEEO codes	
4. Monitor promotions and transfers to ensure non-discrimination.	Yes	Policy #1530 – Equal Employment Opportunities—Sept. 2016 Policy #1550 – Equal Employment / Anti-Discrimination Practices – July 2018 All job opportunities are open to all interested candidates and advertised as such	

IV. Employment/Contract Practices <ul style="list-style-type: none"> 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 and/or revision.	List name of noncompliant school(s) in the 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 #1530 – Equal Employment Opportunities— Sept. 2016 Policy #1550 – Equal Employment / Anti-Discrimination Practices – July 2018 Collective Bargaining Agreement – Salary Guides in place until June 30, 2019- Approved by the ETEA.	
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 #1530 – Equal Employment Opportunities— Sept. 2016 Policy #1550 – Equal Employment / Anti-Discrimination Practices – July 2018 As per audit and letter of review from the State Division of Contract Compliance and Equal Public Employer Opportunity for public records. Also, use of Affirmative Action affidavits for all contracts.	
C. Provide Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital	Yes	Policy #1530—Equal Employment Opportunities— Sept. 2016 Policy #1550 – Equal Employment / Anti-Discrimination Practices – July 2018	

IV. Employment/Contract Practices <ul style="list-style-type: none"> 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 and/or revision.	List name of noncompliant school(s) in the district
status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.		All hiring procedures are consistent throughout the district. A bias-free district hiring book with blind paper screening, uniform interview questions and candidate selection committees is in place.	

Comprehensive Equity Plan Corrective Actions

I. Board Responsibility

School District, Charter School or Renaissance School Project Name: Evesham Township School District

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
	Compliant			

II. Staff Development and Training

School District, Charter School or Renaissance School Project Name: Evesham Township School District

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
	Compliant			

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

School District, Charter School or Renaissance School Project Name: Evesham Township School District

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		Evidence of Completion
			2019 2021	2020 Ongoing	
	Compliant				

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

School District, Charter School or Renaissance School Project Name: Evesham Township School District

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	Evidence of Completion
			2019 2020 2021 Ongoing	
	Compliant			

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

School District, Charter School or Renaissance School Project Name: Evesham Township School District

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
	Compliant			

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

School District, Charter School or Renaissance School Project Name: Evesham Township School District

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: Equity in Physical Education and Athletic Programs

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline	Evidence of Completion
			2019 2020 2021 Ongoing	
	Compliant			

IV. Employment/Contract Practices

School District, Charter School or Renaissance School Project Name: Evesham Township School District

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
	Compliant			