

**Franklin Lakes Public Schools 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**

<b>I. Board Responsibility</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.</b>	<b>List name of noncompliant school (s) in the district</b>
<p><b>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</b></p> <p><b>A. Adopt or re-adopt written equality and equity policies, requiring the following:</b></p>	Yes	Superintendent of schools oversees and assures implementation of all Board Policies.	
<p>1. Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following:</p> <p>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	2224 Nondiscrimination/Affirmative Action (adopted 9/27/16); 5145.4 Equal Educational Opportunity (adopted 5/8/18); 5145.7 Gender Identity and Expression (adopted 4/2019); 6121 Nondiscrimination/Affirmative Action (adopted 9/27/16)	
<p>b. Ensure equal access to all schools, facilities, programs, activities, and benefits for all students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</p>	Yes	5145.4 Equal Educational Opportunity (adopted 5/8/18); 6145 Extracurricular Activities (adopted 4/4/17); 6145.1/6145.2 Interscholastic/Intramural Competition (adopted 2/27/18)	
<p>c. Provide equitable treatment for pregnant and married students</p>	Yes	5134 Married and Pregnant Students (adopted 2/7/17)	
<p>d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010, c122).</p>	Yes	2224 Nondiscrimination/Affirmative Action (adopted 9/27/16); 4111.1/4211.1 Nondiscrimination/Affirmative Action (adopted 9/27/16); 5131.1 Harassment, Intimidation and Bullying (adopted 5/8/18); 6121 Nondiscrimination/Affirmative Action (adopted 9/27/16)	
<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>	Yes	2224 Nondiscrimination/Affirmative Action (adopted 9/27/16); 4111 Recruitment, Selection and Hiring (adopted 10/2018); 4111.1/4211.1 Nondiscrimination/Affirmative Action (adopted 9/27/16); 4211 Recruitment, Selection and Hiring (adopted 10/2018)	

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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	2224 Nondiscrimination/Affirmative Action (adopted 9/27/16)	
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	4131/4131.1 Staff Development (adopted 3/13/18); 4231/4231.1 Staff Development (adopted 3/13/18); 5145.4 Equal Educational Opportunity (adopted 5/8/18)	
<b>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.</b>	Yes	2224 Nondiscrimination/Affirmative Action (adopted 9/27/16)	
<b>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.</b>	Yes	6142.2 Bilingual/ESL (adopted 9/27/16); 6147 Standards of Proficiency (adopted 9/27/16); 6146.2 Promotion/Retention (adopted 2/13/16); 6164.4 Child Study Team (adopted 4/4/17); 6171.4 Special Education (adopted 5/8/18)	

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<b>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:</b>	Yes	2224 Nondiscrimination/Affirmative Action (adopted 9/27/16)	
Inform the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	Yes	2224 Nondiscrimination/Affirmative Action (adopted 9/27/16); 4111.1/4211.1 Nondiscrimination/Affirmative Action (adopted 9/27/16); 5131.1 Harassment, Intimidation and Bullying (adopted 5/8/18); 5145.4 Equal Educational Opportunity (adopted 5/8/18); 5145.7 Gender Identity and Expression (adopted 4/2019); 6121 Nondiscrimination/Affirmative Action (adopted 9/27/16); District web site includes training presentation on equity & equality in educational programs, HIB, and prohibition of bias and discrimination.	
Define the responsibilities of the AAO (Affirmative Action Officer/S04 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	2224 Nondiscrimination/Affirmative Action (adopted 9/27/16)	
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	2224 Nondiscrimination/Affirmative Action (adopted 9/27/16); 4111.1/4211.1 Nondiscrimination/Affirmative Action (adopted 9/27/16); 5131.1 Harassment, Intimidation and Bullying (adopted 5/8/18)	
Investigate and resolve discrimination complaints, grievances and incidents between students and teachers or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.	Yes	2224 Nondiscrimination/Affirmative Action (adopted 9/27/16); 4111.1/4211.1 Nondiscrimination/Affirmative Action (adopted 9/27/16); 5131.1 Harassment, Intimidation and Bullying (adopted 5/8/18); 5145.4 Equal Educational Opportunity (adopted 5/8/18); 6121 Nondiscrimination/Affirmative Action (adopted 9/27/16); All AAO related forms are available on district web site.	

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Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	Yes	1120 Board of Education Meetings (adopted 10/2018); 2240 Research, Evaluation and Planning (adopted 12/13/16); School Performance Report data shared as required per NJAC.	
Authorize the AAO to conduct yearly equity training for all staff.	Yes	2224 Nondiscrimination/Affirmative Action (adopted 9/27/16); Required annually for all staff.	
<b>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.</b>	N/A	(For County Vocational School Districts Only)	