



State of New Jersey
DEPARTMENT OF EDUCATION

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JOSEPH S. ZARRA
Executive County Superintendent

September 20, 2022

TO: Roger Leon,
Newark Superintendent of Schools

FROM: Joseph Zarra, Executive County Superintendent *JZ*

SUBJECT: Comprehensive Equity Plan for 2022-2025 Approval

We are pleased to inform you that your Comprehensive Equity Plan (CEP) for 2022-2025 has been approved. Please retain all documentation of the self-assessment in a centralized file.

N.J.A.C. 6A:7, *Managing for Equality and Equity in Education*, outlines 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 develop a three-year CEP that identifies and corrects 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 with N.J.A.C. 6A:7, *Managing for Equity*.

If you have any questions, please contact your county education specialist, Neal Webster at 973-621-2771

Cc: Robert Gregory
Cc: Keith Barton

NEWARK BOARD OF EDUCATION

District, Charter School and Renaissance School Project Comprehensive Equity Plan

Needs Assessment

School Years 2022-23 through 2024-25

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
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:	Yes	The Next Decade: 2020-2030 Strategic Plan https://www.nps.k12.nj.us/info/the-next-decade/ Equity Statement: We disrupt and rebuild every practice, policy, resource distribution, and system that may act as a barrier to opportunities for all. Recommendations for Infrastructure: • Analyze the trends and data across all departments. • Assess curriculum and instruction to support teaching and learning. • Create an Equity Committee composed of every part of the ecosystem (law enforcement, DPW, healthcare, education, housing, sanitation, parents, teachers, students, etc.) that collects data for the purposes of identifying inequities within their practices that affect student success in school. • Ensure government collaboration for policy making. • Make the issue of equity a top priority with all stakeholders throughout the district with a timeline for implementation (change policies and include equity in rubrics). • Research best practices nationwide to inform our practices. • Require school-specific equity conversations with parents and all stakeholders.	

		Strategy 1.6 - Create a district-wide equity framework to promote equity in all systems, policies, procedures, and practices; close existing gaps in opportunity, access, achievement, expectations, and resources; and eliminate race and class as predictors of student success. 2020-2021 Assign an Executive Staff member to guide equity work across the district and explore the possibility of a creating a full-time position to assume that responsibility in the future; undertake a comprehensive organizational equity analysis to identify racial, economic, language, gender or disability inequities; develop a district-wide Equity-Plan; create an Equity Team at each school to develop school-level equity plans; and develop a sustainable budget for the resources, materials, and professional learning/ development needed to support equity work in the district. 2021-2023 Implement a district-wide Equity-Plan addressing culture, training and professional development, and resource allocation across the district and in schools; provide equity-focused, continuous, and job embedded professional learning to all employees; assess disproportionality; provide Equity Teams and school staff with professional development and training as needed; continuously monitor and increase equity in the schools; and pilot Equity Walks in identified schools. 2023-2025 Continuously monitor Equity-Plan implementation and respond to persistent or emerging inequities at the district and school level; and implement Equity Walks in all schools.	
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	NBOE Policy No. 2224 Non-discrimination/Affirmative Action Adopted by the Board of Education: February 26, 2019 NBOE Policy No. 4111.1/4211.1 Non-discrimination/Affirmative Action Readopted by the Board of Education: June 23, 2020 NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019	

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	NBOE Policy No. 2224 Non-discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019 NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6121 Non-discrimination/Affirmative Action Readopted by the Board of Education: May 28, 2019	
c. Provide equitable treatment for pregnant and married students	Yes	NBOE Policy No. 5134 Married and Pregnant Pupils Readopted by the Board of Education: June 23, 2020 NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6173 Home Instruction Readopted by the Board of Education: May 28, 2019	

d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Yes	NBOE Policy No. 4111.1/4211.1 Non-discrimination/Affirmative Action Readopted by the Board of Education: June 23, 2020 NBOE Policy No 5131.1 Harassment, Intimidation and Bullying (HIB) Readopted by the Board of Education: May 28, 2019 HIB training is provided to each assigned HIB Specialist whose responsibility it is to turn-key the prevention information at their school sites. Additional documentation: • Pamphlet explaining the Sexual Harassment Policy. • HIB training for parents 9/27/21, 12/4/21 • Social media and Cyberbullying • Training PowerPoint include: ○ HIB Incident Report Process ○ Incident Report Form • District HIB investigation packet, which includes standard state form-SSDS and District documents that support the state mandated timelines. • HIB Specialist listing, posted on NBOE website	
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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	NBOE Policy Nos. 4111.1/4211.1 Non-discrimination/Affirmative Action Adopted by the Board of Education: June 23, 2020	
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	NBOE Policy No. 2224 Non-discrimination/Affirmative Action Adopted by the Board of Education: February 26, 2019 The AAO is appointed annually.	
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	NBOE Policy Nos. 4131/4131.1 Instructional and Support Personnel Adopted by the Board of Education: March 26, 2019 NBOE Policy Nos. 4231/4231.1 Staff Development; In-service Education/Visitation/Conferences Adopted by the Board of Education: March 26, 2019	

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	NBOE Policy No. 2224 Non-discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019 Resolution adopted by the Board of Education March 26, 2019	
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	Yes	NBOE Policy No. 6147 Standards of Proficiency Readopted by the Board of Education: May 28, 2019 Student achievement data disaggregated by race, ethnicity, and gender is provided at Board of Education meetings and at Superintendent's conferences with principals. Quality of programs and stakeholder satisfaction continue to be closely scrutinized. The following data has been collected and analyzed: • Attendance • Assessment • Graduation • After School Programs • Student achievement data disaggregated by date of enrollment, student suspensions, expulsion, and child study team referral. Strategy 1.3 - Build and implement a district-wide data warehouse complete with multi-source information and unified business rules that support real-time data integration, quality control, and data	

subgroups on Annual Yearly Progress (Progress Targets) reports for state assessments.			mining and analytics to improve achievement, instructional practice, and organizational efficacy.	
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		Resolution adopted by the Board of Education	
1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	Yes		NBOE Policy No. 2224 Non-discrimination/Affirmative Action Adopted by the Board of Education: February 26, 2019 This information is made available to the public through conferences, training, professional development, and via the District's website, www.nps.k12.nj.us	
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		NBOE Policy No. 2224 Non-discrimination/Affirmative Action Adopted by the Board of Education: February 26, 2019 Job description – Affirmative Action Officer	

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	NBOE Policy No. 2224 Non-discrimination/Affirmative Action Adopted by the Board of Education: February 26, 2019 See Board of Education website, www.nps.k12.nj.us	
4. Investigate and resolve discrimination complaints, grievances and incidents between students and teachers or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.	Yes	NBOE Policy No. 2224 Non-discrimination/Affirmative Action Adopted by the Board of Education: February 26, 2019 NBOE Policy No. 5131.1 Harassment, Intimidation and Bullying Readopted by the Board of Education: May 28, 2019	
5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	Yes	NBOE Policy No. 6147 Standards of Proficiency Adopted by the Board of Education: May 28, 2019 Student achievement data, disaggregated by race, ethnicity, and gender, is provided at Board of Education meetings and Superintendent's conferences with principals.	

6. Authorize the AAO to conduct yearly equity training for all staff.	Yes	NBOE Policy No. 2224 Non-discrimination/Affirmative Action Adopted by the Board of Education: February 26, 2019	
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.	N/A	(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	NBOE Policy Nos. 4131/4131.1 Staff Development; In-service Readopted by the Board of Education: March 26, 2019 NBOE Policy Nos. 4231/4231.1 Education/Visitations/Conferences Readopted by the Board of Education: March 26, 2019 NBOE Policy No. 6121 Non-discrimination/Affirmative Action Readopted by the Board of Education: May 28, 2019 City-wide Title I Parent Conference: December 4, 2021 Parent Tips for Helping Students Overcome Learning Loss Autism Awareness Pathways to College Newark Enrolls: Enrollment and Admission into NBOE Schools In accordance with Priority 4.7 of The Next Decade: 2020-2030 Strategic Plan, the NBOE will implement a Parent University that includes a system-wide learning program to provide resources, learning opportunities, and linkages for ongoing parent and family involvement and community engagement that supports student learning.	
1. To all certificated (administrative and professional) staff.	Yes	NBOE Policy No. 6121 Non-discrimination/Affirmative Action Readopted by the Board of Education May 28, 2019	

2. To all non-certificated (non-professional) staff.	Yes	NBOE Policy No. 6121 Non-discrimination/Affirmative Action Readopted by Board of Education May 28, 2019		

Table 3: Needs Assessment, School and Classroom Practices

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
A. Equality and Equity in Curriculum N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard 1. Ensure that the district, charter school or renaissance school project's curriculum and instruction are aligned to the State's Core Curriculum Content Standards and addresses the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following: a. School climate and culture, safe and positive learning environment.	Yes	NBOE Policy No. 2224 Non-discrimination/Affirmative Action Adopted by the Board of Education: February 26, 2019 NBOE Policy No. 5131.1 Harassment, Intimidation and Bullying Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6141 Curriculum Design/Development Readopted by the Board of Education: May 28, 2019 Strategy 2.1 - Develop and implement a pre-K through grade 12 inclusive curricula and assessments that elevate historically marginalized voices, strengthen and sustain a focus on the instructional core, and provide opportunities to learn about perspectives beyond one's own scope. Implement Settlement Agreement between the DOJ and NBOE (Bilingual/ESL Programs) Per this agreement the NBOE will provide the following to ensure equitable access to Bilingual/ESL programs district-wide 1. Identification and Placement of EL Students 2. Provision of EL Services and Access to the Core Curriculum 3. Staffing and Professional Development 4. Access to Special Services 5. Parent Communications 6. Monitoring & Program Evaluation	
a. School climate and culture, safe and positive learning environment.	Yes	NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019	

		NBOE Policy No. 6121 Non-discrimination/Affirmative Action Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6140 Curriculum Adoption Readopted by the Board of Education: June 23, 2020 NBOE Policy No. 6141 Curriculum Design/Development Readopted by the Board of Education: May 28, 2019 Content area Pacing Guides and Year-long Instructional Plans on District website. NBOE Policy No. 5131.1 Harassment, Intimidation and Bullying Readopted by the Board of Education: May 28, 2019 HIB training is provided to each assigned HIB Specialist whose responsibility it is to turn-key the prevention information at their respective school sites. On file in the Office of Affirmative Action are • Training materials with PowerPoint presentation ○ Parents/Guardians HIB Workshop, on 9/27/21,12/4/21 ○ Training PowerPoint include: ○ HIB Incident Report Process ○ Incident Report Form	
b. Courses of study, including Physical Education	Yes	NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 Curriculum resources are available on the Board's website (https://sites.google.com/nps.k12.nj.us/curriculum-resources/home) NBOE Course Guide	

c. Library materials/Instructional materials and strategies	Yes	NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 Curriculum resources are available on the Board's website (https://sites.google.com/nps.k12.nj.us/curriculum-resources/home) NBOE Course Guide	
d. Technology/software and audio-visual materials	Yes	NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 Curriculum resources are available on the Board's website (https://sites.google.com/nps.k12.nj.us/curriculum-resources/home) NBOE Course Guide The District implements 1:1 computing, applied equally and equitably across the student population.	
e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures	Yes	NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 5131.1 Harassment, Intimidation and Bullying Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6164.2 Guidance Services Readopted by the Board of Education: May 28, 2019	
f. Extra-curricular programs and activities	Yes	NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6145 Extracurricular Activities Readopted by the Board of Education: May 28, 2019	

g. Tests and other assessments	Yes	NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6121 Non-discrimination/Affirmative Action Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6140 Curriculum Adoption Readopted by the Board of Education: June 23, 2020 NBOE Policy No. 6141 Curriculum Design/Development Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6147 Standards of Proficiency Readopted by the Board of Education: May 28, 2019 Curriculum resources are available on the Board's website (https://sites.google.com/nps.k12.nj.us/curriculum-resources/home) NBOE Course Guide		
h. Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Yes	NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 Curriculum resources are available on the Board's website (https://sites.google.com/nps.k12.nj.us/curriculum-resources/home) NBOE Course Guide		

2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	Yes	NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6140 Curriculum Adoption Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6141 Curriculum Design/Development Readopted by the Board of Education: May 28, 2019 Curriculum resources are available on the Board's website https://sites.google.com/nps.k12.nj.us/curriculum-resources/social-studies/() NBOE Course Guide • English Language Arts Resources ◦ Grade Level Units of Study, Integrated Units • Social Studies Resources ◦ Social Studies Year Long Instructional Plans (Amistad Integrated Units of Study) • History Curriculum Guides	
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	NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 Curriculum resources are available on the Board's website (https://sites.google.com/nps.k12.nj.us/curriculum-resources/social-studies/) NBOE Course Guide • English Language Arts Resources ◦ Grade Level Units of Study, Integrated Units • Social Studies Resources ◦ Social Studies Year Long Instructional Plans (Amistad Integrated Units of Study) • History Curriculum Guides	
4. Include instruction on the Holocaust and other genocide curricula in the	Yes	NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019	

curriculum for elementary and secondary school students. (N.J.S.A. 18A:35-28)		Curriculum resources are available on the Board's website (https://sites.google.com/a/nps.k12.nj.us/curricula/) NBOE Course Guide - English Language Arts Resources - Grade Level Units of Study, Integrated Units - Social Studies Resources - Social Studies Year Long Instructional Plans (Amistad Integrated Units of Study) - History Curriculum Guides	
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 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:	Yes	NBOE Policy No. 2224 Non-discrimination/Affirmative Action Readopted by Superintendent: February 26, 2019 NBOE Policy No. 6145 Extracurricular Activities Readopted by the Board of Education: May 28, 2019 Newark Enrolls Guidebook https://newarkenrolls.org/ New Schools: Ironbound Academy ES - (Opening 9/22) Michelle Obama ES Newark School of Data Science & Information Technology Newark School of Fashion & Design Newark School of Global Studies	
1. Ensure equal and barrier-free access to all school and classroom facilities.	Yes	NBOE Policy No. 2224 Non-discrimination/Affirmative Action Readopted by Board of Education: February 26, 2019 NBOE Policy No. 5111	

		Admission Readopted by the Board of Education: January 22, 2019 NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 7110 Long-Range Facilities Planning Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 7115 Developing Educational Specifications Readopted by the Board of Education: May 28, 2019 Newark Enrolls Guidebook - https://newarkenrolls.org/	
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.	Yes	NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019 Newark Enrolls Guidebook - https://newarkenrolls.org/	
3. Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	NBOE Policy No. 6121 Non-discrimination/Affirmative Action Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 7110 Long Range Facilities Planning Readopted by the Board of Education: May 28, 2019	
4. Ensure that students are not separated or isolated by race, creed, color, national origin, ancestry, age, marital status, affectional or sexual	Yes	NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 Newark Enrolls Guidebook - https://newarkenrolls.org/	

orientation, gender, religion, disability, immigration status, housing status or socioeconomic status, resulting in disproportionate placement within schools, courses, classes, programs or extracurricular activities.				
a. Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.	Yes	NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6171.2 Gifted and Talented Readopted by the Board of Education: May 28, 2019 https://www.nps.k12.nj.us/gifted-talented/		
b. Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 5131 Conduct/Discipline Readopted by the Board of Education: May 28, 2019 Electronic Violence and Vandalism Reporting System Monthly Reports (Security) EVRS Reports PowerSchool classifications		
c. Ensure equal and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically-advanced	Yes	NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 The Instructional Technology Department ensures that at least one computer is available to every three (3) students throughout the District.		

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.			We have accelerated our 1:1 computer offering to accommodate remote learning and in person learning experiences.	
d. Ensure that all English language learners have equal and bias-free access to all school programs and activities.	Yes		NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 All instruction is made available to students in their native language. Newark Enrolls Guidebook - https://newarkenrolls.org/	
e. Ensure that all students with disabilities have equal and bias-free access to all school programs and activities	Yes		NBOE Policy No. 2224 Non-discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019 NBOE Policy No. 6145 Extracurricular Activities Readopted by the Board of Education: May 28, 2019	
f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Yes		NBOE Policy No. 5145.4 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 5111 Admission Readopted by the Board of Education: January 22, 2019 Newark Enrolls Guidebook - https://newarkenrolls.org/	

5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Yes	The NBOE utilizes Access for ESL from the WIDA Consortium, an English language proficiency assessment administered to K through 12 th grade students who have been identified as English Language Learners (ELLs). https://wida.wisc.edu/	
6. Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	NBOE Policy No. 6171.4 Special Education Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019	
7. Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including English language learners.	Yes	NBOE Policy No. 5141 Health Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019 Social-emotional learning programs at the school level.	
8. Ensure that all pregnant students are permitted to remain in the regular school program and activities. Ensure that equivalent instruction is provided to the students, if not permitted to attend school by a doctor.	Yes	NBOE Policy No. 5134 Married and Pregnant Students Readopted by the Board of Education: June 23, 2020 NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019	
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		NBOE Policy No. 6164.2 Guidance Services Readopted by the Board of Education: May 28, 2019	

Ensure that the district, charter and renaissance school project's guidance program provides the following:				
1. Access to adequate and appropriate counseling services for all students, including females, minority students, English language learners, non-college bound students, and students with disabilities.	Yes		NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6121 Nondiscrimination/Affirmative Action Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6164.2 Guidance Services Readopted by the Board of Education: May 28, 2019	
2. The presentation of a full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.	Yes		NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6140 Curriculum Adoption Readopted by the Board of Education: June 23, 2020 NBOE Policy No. 6121 Nondiscrimination/Affirmative Action Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6164.2 Guidance Services Readopted by the Board of Education: May 28, 2019	
3. Guidance counselors are using bias-free materials.			NBOE Policy No. 6164.2 Guidance Services Readopted by the Board of Education: May 28, 2019	
Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972	Yes		NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019	

Ensure that the district, charter and renaissance school project's physical education program is co-educational, as follows: 1. All instructional activities are equitable and are co-educational.		Guidance counselors use a wide range of non-biased counseling materials; videos, books, posters, etc. NBOE Policy No. 6142.4 Physical Education and Health Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6145 Extracurricular Activities Readopted by the Board of Education: May 28, 2019	
D. Equality and Equity in Athletic Programs • Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972 Ensure that the district, charter and renaissance school project's Athletic Program accomplishes the following:	Yes	NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6145 Extracurricular Activities Readopted by the Board of Education: May 28, 2019 Newark Board of Education Coaches Handbook Participation Report	
1. Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.	Yes	NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019 NJSIAA Participation Numbers Report	

2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	Yes	NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6142.4 Physical Education and Health Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6121 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 2224 Non-Discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019	
3. Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	Yes	NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6142.4 Physical Education and Health Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6121 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 2224 Non-Discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019	
4. Provides comparable facilities for male and female teams.	Yes	NBOE Policy No. 5145.4 Equal Educational Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 6142.4 Physical Education and Health Readopted by the Board of Education: May 28, 2019	

		NBOE Policy No. 6121 Equal Education Opportunity Readopted by the Board of Education: May 28, 2019 NBOE Policy No. 2224 Non-Discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019 Super Essex Conference game schedule.	
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Table 4: Needs Assessment, Employment/Contract Practices

IV. Employment/Contract Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows: Utilize equitable hiring practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district, charter and renaissance school project's certificated and non-certificated staff and within every category of employment, including administration.	Yes	NBOE Policy No. 2224 Non-Discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019 NBOE Policy No. 4111.1/4211.1 Non-discrimination/Affirmative Action Readopted by the Board of Education: June 23, 2020 The District advertises for open positions clearly stating that the Newark Board of Education is an equal opportunity/affirmative action employer. Our hiring practices, such as clear objective selection criteria for teachers on an established rubric aligned to District priorities ensure that the District actively engages in such employment practices.	
Target recruiting practices for under-represented populations in every category of employment.	Yes	NBOE Policy No. 2224 Non-Discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019 NBOE Policy No. 4211 Recruitment, Selection and Hiring Readopted by the Board of Education: March 26, 2019 The District partners with local and national universities to recruit recent graduates and alumni, including targeting specific efforts to ensure diversity in hiring. The District publishes ads in Spanish in local newspapers to attract more bilingual teachers to the District.	

			The District conducts job fairs and posts job openings in multiple languages. Employment/hiring data is collected and reviewed to determine the need, if any, for additional targeted recruiting practices for under-represented populations within all employment categories.	
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		NBOE Policy No. 2224 Non-Discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019 NBOE Policy Nos. 4111 and 4211 Recruitment, Selection and Hiring Readopted by the Board of Education: March 26, 2019 NBOE Policy Nos. 4111.1/4211.1 Nondiscrimination/Affirmative Action Readopted by the Board of Education: June 23, 2020 Job applications and job postings District website at: http://www.nps.k12.nj.us/departments/talent/job-opportunities/	
4. Monitor promotions and transfers to ensure non-discrimination.	Yes		NBOE Policy No. 2224 Non-Discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019 NBOE Policy Nos. 4111 and 4211 Recruitment, Selection and Hiring Readopted by the Board of Education: March 26, 2019 NBOE Policy Nos. 4111.1/4211.1 Nondiscrimination/Affirmative Action Readopted by the Board of Education: June 23, 2020	

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	NBOE Policy No. 2224 Non-Discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019 NBOE Policy Nos. 4111 and 4211 Recruitment, Selection and Hiring Readopted by the Board of Education: March 26, 2019 NBOE Policy Nos. 4111.1/4211.1 Nondiscrimination/Affirmative Action Readopted by the Board of Education: June 23, 2020	
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	NBOE Policy No. 2224 Non-Discrimination/Affirmative Action Readopted by the Board of Education: February 26, 2019 NBOE Policy No. 3320 Purchasing Procedures Readopted by the Board of Education: March 26, 2019 NBOE Policy No. 3327 Relations with Vendors Readopted by the Board of Education: March 26, 2019 The District posts the Nondiscrimination Policy and Section 504 Notice of the District's website at www.nps.k12.nj.us. All procurement contracts include mandatory equal employment opportunity language in accordance with N.J.S.A. 10:5-31 et seq. and N.J.A.C. 17:27 et seq.	

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	NBOE Policy Nos. 4111 and 4211 Recruitment, Selection and Hiring Readopted by the Board of Education: March 26, 2019 NBOE Policy Nos. 4111.1/4211.1 Nondiscrimination/Affirmative Action Readopted by the Board of Education: June 23, 2020 Comprehensive Disparity Study Recommendations accepted by the Board of Education December 18, 2018. As noted in the Disparity Study, the Board of Education will consider "modeling its program on the elements of the Disadvantaged Business Enterprise ("DBE") Program for federally-assisted transportation contracts." "The first priorities [will] be to obtain a data collection system and set up a function to administer the new M/WBE program. [Once established], a timetable for other recommendations can be developed based on available resources and District administrative and political needs."	
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Comprehensive Equity Plan Corrective Actions
School Years 2022-23 through 2024-25

I. Board Responsibility

School District, Charter School or Renaissance School Project Name: NEWARK BOARD OF EDUCATION

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 2022-23 through 2024-25, 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**

Upon recommendation of the Affirmative Action Team, the Board of Education finds that it is in compliance with all applicable legal requirements pertaining to equity, equal opportunity, and non-discrimination. Therefore, no corrective action is required. Nevertheless, the Board of Education believes ongoing data collection, analysis, and monitoring are warranted. Also, the Board of Education reaffirms its acceptance of the recommendations in the Diversity Study accepted in December 2018.

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline	Evidence of Completion
I 4.C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups.	Continue to collect and analyze the following data: • Student achievement data disaggregated by race, ethnicity, and gender • Student achievement data disaggregated by date of enrollment, student suspensions, expulsion, and child study team referral • Promotion/retention data and completion rates • Evaluation, classification, and placement of students in special education programs	Affirmative Action Officer Department of Data and Research	Ongoing Ongoing	Data analysis reports Interim assessments and State Assessments
	Continue to monitor quality of educational programs and stakeholder satisfaction	Department of Teaching and Learning		

Table 11: Corrective Actions, Employment/Contract Practices

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2023 2024 2025 Ongoing	Evidence of Completion
IV.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.	As noted in the Disparity Study, consider modeling the District's procurement program on the elements of the Disadvantaged Business Enterprise Program for federally-assisted transportation contracts. As also noted in the Disparity Study, obtain a data collection system and set up a function to administer the program for contracting with minority and women owned enterprises.	Affirmative Action Officer School Business Administrator/ Purchasing Department	Ongoing	M/WBE contract data collection reports