

Flemington-Raritan Regional School District

Comprehensive Equity Plan

2025-2028



Appendix A
Affirmative Action Team Form

Affirmative Action Team

The following Affirmative Action Team (AAT) members participated in the development of the needs assessment and Comprehensive Equity Plan. The AAT **must** consist of a minimum of three personnel and be comprised of diverse stakeholders. Add rows to Table 1 as needed.

School District, Charter School or Renaissance School Project Name:

Table 1: Affirmative Action Team Members

[illegible]

Appendix B
District, Charter School and Renaissance School Project
Comprehensive Equity Plan Needs Assessment

District, Charter School or Renaissance School Project Comprehensive Equity Plan Needs Assessment

Needs Assessments

Needs assessments for:

- Board Responsibilities (Tables 2–4)
- Staff Development and Training (Table 5)
- School and Classroom Practices (Table 6–13)

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 in the Comprehensive Equity Plan Corrective Action forms.

Board Responsibilities

N.J.A.C. 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

Adopt or re-adopt and implement written educational equity policies that require the following: (N.J.A.C. 6A:7-1.4a)

Table 2: Equity in School and Classroom Practices, that shall, as a minimum, do the following (N.J.A.C. 6A:7-1.7)

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
Identify and address all forms of prejudice and discrimination in all district, charter or renaissance school project activities and programs, practices, curricula, instructional materials and assessments.	Yes	1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 8111 - REDISTRICTING May 2003 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 3211 - CODE OF ETHICS June 2024 7523 - SCHOOL DISTRICT PROVIDED TECHNOLOGY DEVICES TO PUPILS July 2013 1550 - EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES (M) June 2024	

		2360 - USE OF TECHNOLOGY June 2006 2431 - ATHLETIC COMPETITION (M) March 2021 5842 - EQUAL ACCESS OF STUDENT ORGANIZATIONS November 2024 7100 - LONG-RANGE FACILITIES PLANNING November 2017 7510 - USE OF SCHOOL FACILITIES (M) November 2024	
<p>Ensure equitable access to all schools, facilities, activities and programs, and benefits for all students regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a).</p>	Yes	Policies: 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 8111 - REDISTRICTING May 2003 1511 - BOARD OF EDUCATION WEBSITE ACCESSIBILITY (M) August 2022 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 3211 - CODE OF ETHICS June 2024 4215 - CODE OF ETHICS May 2002 8420 - EMERGENCY AND CRISIS SITUATIONS (M) November 2024 2415.30 - TITLE I - EDUCATIONAL STABILITY FOR CHILDREN IN FOSTER CARE (M) February 2017 7523 - SCHOOL DISTRICT PROVIDED TECHNOLOGY DEVICES TO PUPILS July 2013 7101 - EDUCATIONAL ADEQUACY OF CAPITAL PROJECTS February 2018 2360 - USE OF TECHNOLOGY July 2001 2431 - ATHLETIC COMPETITION (M) March 2021 5842 - EQUAL ACCESS OF STUDENT ORGANIZATIONS November 2024 7100 - LONG-RANGE FACILITIES PLANNING November 2017 7510 - USE OF SCHOOL FACILITIES (M) November 2024 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan	
<p>Provide equitable treatment for pregnant and married students</p>	Yes	Policies: 5752 - MARITAL STATUS AND PREGNANCY (M) April 2023 2416 - PROGRAMS FOR PREGNANT PUPILS (M) June 2005 2416.01 - POSTNATAL ACCOMMODATIONS FOR STUDENTS August 2022	

Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010, c122).	Yes	<p>Policies:</p> <p>5512 - HARASSMENT, INTIMIDATION, AND BULLYING (M) November 2022</p> <p>3362 - SEXUAL HARASSMENT (M) February 2000</p> <p>4352 - SEXUAL HARASSMENT (M) March 2004</p> <p>5541 - Anti-Hazing (M) April 2022</p> <p>8454 - MANAGEMENT OF PEDICULOSIS July 2024</p> <p>5751 - SEXUAL HARASSMENT OF STUDENTS (M) December 2022</p> <p>8461 - REPORTING VIOLENCE, VANDALISM, HARASSMENT, INTIMIDATION, BULLYING, ALCOHOL, AND OTHER DRUG OFFENSES (M) June 2019</p> <p>5600 - STUDENT DISCIPLINE/CODE OF CONDUCT (M) June 2019</p> <p>2262 - CIVILITY March 2002</p> <p>5756 - TRANSGENDER STUDENTS (M) May 2019</p> <p>3282 - USE OF SOCIAL NETWORKING SITES May 2014</p> <p>4282 - USE OF SOCIAL NETWORKING SITES May 2014</p> <p>0144 - BOARD MEMBER ORIENTATION AND TRAINING June 2023</p> <p>5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024</p> <p>1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024</p> <p>8310 - PUBLIC RECORDS October 2010</p> <p>5350 - Student Suicide Prevention November 2024</p> <p>2422 - COMPREHENSIVE HEALTH AND PHYSICAL EDUCATION (M) January 2022</p> <p>2415.06 - UNSAFE SCHOOL CHOICE OPTION (M) June 2019</p> <p>3211 - CODE OF ETHICS June 2024</p> <p>4215 - CODE OF ETHICS May 2002</p> <p>7523 - SCHOOL DISTRICT PROVIDED TECHNOLOGY DEVICES TO PUPILS July 2013</p> <p>FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024)</p> <p>FRSD 2023-2028 District Strategic Goals & Strategic Plan</p> <p>FRSD WebsitePublication of AAO information at all schools and on the District website</p>	
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		Publication of HIB information Superintendent Talk-A-Latte Annual HIB Training for staff, support staff, students, and parent volunteers Annual training for staff and support staff on the topics of Bullying: Recognition and Response, 2020, 2023, 2024 Cultural Competence and Racial Bias, 2019, 2021, 2022 Discrimination Awareness in the Workplace, 2023, 2024 Diversity, Equity and Inclusion (DEI) Practices: Staff-to-Student, 2020 McKinney-Vento (Homeless) Training, 2022 Student Mental Health: Awareness, Intervention and Referral, 2021, 2022, 2023 Bullying: Recognition and Response, 2025	
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Table 3: Affirmative Action Officer, Affirmative Action Team, Develop Comprehensive Equity Plan

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
The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district, charter or renaissance school project school's Section 504 Officer and/or the district, charter or renaissance school project's Title IX Coordinator. (N.J.A.C. 6A-7-1.5).	Yes	BOE Approval Date 5/2/2024 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016	
Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 3211 - CODE OF ETHICS June 2024 8420 - EMERGENCY AND CRISIS SITUATIONS (M) November 2024	

		1550 - EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES (M) June 2024 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan Professional Development Plan Professional Learning Calendar Vector/SafeSchools Trainings: Bullying: Recognition and Response, 2020, 2023, 2024 Cultural Competence and Racial Bias, 2019, 2021, 2022 Discrimination Awareness in the Workplace, 2023, 2024 Diversity, Equity and Inclusion (DEI) Practices: Staff-to-Student, 2020 McKinney-Vento (Homeless) Training, 2022 Student Mental Health: Awareness, Intervention and Referral, 2021, 2022, 2023	
Authorize the Affirmative Action Officer and 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 and renaissance school projects will report annual progress in the NJDOE, Office of Charter and Renaissance Schools Annual Report.	Yes	1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 3211 - CODE OF ETHICS June 2024 1550 - EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES (M) June 2024 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan BOE Approvals of CEP 9/12/2024 BOE Adoption of Statement of Assurance 10/10/2024 BOE Approval for AAT and Needs Assessment 3/17/2025 NJQSAC District Improvement Plan 7/25/2024	
Collect and analyze Annual Yearly Progress Target data for underperforming student groups disaggregated by gender,	Yes	1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024	

<p>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 student groups on Annual Yearly Progress Target reports for State assessments.</p>		<p>2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 1550 - EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES (M) June 2024 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan Comprehensive Superintendent’s Report presented yearly with disaggregated data Linkit Genesis data including grades, attendance, conduct, IEP designation, LEP designation, course of study BOE Meeting Agendas including school goals and showcases</p>	
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Table 4: Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions:

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
Inform the school community of the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equity in educational activities and programs.	Yes	<p>1511 - BOARD OF EDUCATION WEBSITE ACCESSIBILITY (M) August 2022 FRSD Website FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan</p>	
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,	Yes	<p>1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024</p>	

charter, or renaissance school projects equity responsibilities.			
Inform students, staff and the community of the name, office address, and phone number of the district, charter, or renaissance school project's AAO, and publicize the location and availability of the district, charter, or renaissance school project's CEP, policies, grievance procedures and annual reports.	Yes	1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 1511 - BOARD OF EDUCATION WEBSITE ACCESSIBILITY (M) August 2022 1550 - EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES (M) June 2024 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan	
Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on the protected categories listed at N.J.A.C. 6A:7-1.1(a).	Yes	1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 3211 - CODE OF ETHICS June 2024 1550 - EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES (M) June 2024 School Climate Teams	
Report on progress made in meeting the adequate yearly targets (as set by the NJDOE) for closing the achievement gap.	Yes	5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 NJDOE District/School Performance Reports NJSLA/WIDA ACCESS/CogAT/District Report Cards NWEA Measurement of Academic Progress (MAP)	

Authorize the AAO to conduct yearly equity training for all staff.	Yes	1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 1550 - EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES (M) June 2024 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan Vector/SafeSchools Trainings: Bullying: Recognition and Response, 2020, 2023, 2024 Cultural Competence and Racial Bias, 2019, 2021, 2022 Discrimination Awareness in the Workplace, 2023, 2024 Diversity, Equity and Inclusion (DEI) Practices: Staff-to-Student, 2020 McKinney-Vento (Homeless) Training, 2022 Student Mental Health: Awareness, Intervention and Referral, 2021, 2022, 2023	
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 county vocational school district website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.	Yes	(For County Vocational School Districts Only)	

Staff Development and Training

Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement and opportunity gaps and other inequities arising from prejudice on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a) **every school year**, as follows (Table 5).

Table 5: Staff Development and Training (N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5)

Staff Development and Training	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
All certificated (administrative and professional) staff.	Yes	Policies: 3240 - PROFESSIONAL DEVELOPMENT FOR TEACHERS AND SCHOOL LEADERS (M) December 2017 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 1550 - EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES (M) June 2024 3351 - HEALTHY WORKPLACE ENVIRONMENT June 2010 4351 - HEALTHY WORKPLACE ENVIRONMENT June 2010 5512 - HARASSMENT, INTIMIDATION, AND BULLYING (M) November 2022 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 5339 - SCREENING FOR DYSLEXIA (M) August 2016 3126 - DISTRICT MENTORING PROGRAM April 2018 2415.51 - ROBERT HUNTER TITLE I-SCHOOL PARENT AND FAMILY ENGAGEMENT (M) September 2022 2415.04 - TITLE I – DISTRICT-WIDE PARENTAL INVOLVEMENT (M) August 2022 2464 - GIFTED AND TALENTED PUPILS (M) December 2020	

		2423 - BILINGUAL EDUCATION (M) September 2024 3211 - CODE OF ETHICS June 2024 8420 - EMERGENCY AND CRISIS SITUATIONS (M) November 2024 5530 - SUBSTANCE ABUSE (M) November 2014 2360 - USE OF TECHNOLOGY June 2006 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan Professional Development Records Literacy Coach Linkit Training Bullying: Recognition and Response, 2/11/25 Vector/SafeSchools Trainings: Bullying: Recognition and Response, 2020, 2023, 2024 Cultural Competence and Racial Bias, 2019, 2021, 2022 Discrimination Awareness in the Workplace, 2023, 2024 Diversity, Equity and Inclusion (DEI) Practices: Staff-to-Student, 2020 McKinney-Vento (Homeless) Training, 2022 Student Mental Health: Awareness, Intervention and Referral, 2021, 2022, 2023	
All non-certificated (non-professional) staff	Yes	5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 1550 - EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES (M) June 2024 3211 - CODE OF ETHICS June 2024 8420 - EMERGENCY AND CRISIS SITUATIONS (M) November 2024 4215 - CODE OF ETHICS May 2002 4351 - HEALTHY WORKPLACE ENVIRONMENT June 2010 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan Vector/SafeSchools Trainings: Bullying: Recognition and Response, 2020, 2023, 2024	

		Cultural Competence and Racial Bias, 2019, 2021, 2022 Discrimination Awareness in the Workplace, 2023, 2024 Diversity, Equity and Inclusion (DEI) Practices: Staff-to-Student, 2020 McKinney-Vento (Homeless) Training, 2022 Student Mental Health: Awareness, Intervention and Referral, 2021, 2022, 2023	
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School and Classroom Practices

A. Equity in Curriculum

(Tables 6 and 7)

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

Ensure that the district, charter school or renaissance school project's curriculum and instruction are aligned to the New Jersey Student Learning Standards and address the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational activities and programs and by providing opportunities for students to interact positively with others regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a). Areas covered include, but are not limited to, the following (Tables 6 and 7)

Table 6: Equity in Curriculum

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
School climate and culture, safe and positive learning environment.	Yes	1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 5512 - HARASSMENT, INTIMIDATION, AND BULLYING (M) November 2022 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 3211 - CODE OF ETHICS June 2024 4215 - CODE OF ETHICS May 2002 8420 - EMERGENCY AND CRISIS SITUATIONS (M) November 2024 2415.30 - TITLE I - EDUCATIONAL STABILITY FOR CHILDREN IN FOSTER CARE (M) February 2017 5600 - STUDENT DISCIPLINE/CODE OF CONDUCT (M) June 2019 5500 - EXPECTATIONS FOR STUDENT CONDUCT (M) October 2024 5541 - Anti-Hazing (M) April 2022 5615 - SUSPECTED GANG ACTIVITY September 2015 5519 - DATING VIOLENCE AT SCHOOL (M) January 2012 5610 - SUSPENSION (M) August 2020 7523 - SCHOOL DISTRICT PROVIDED TECHNOLOGY DEVICES TO PUPILS July 2013 5116 - EDUCATION OF HOMELESS CHILDREN March 2022 2360 - USE OF TECHNOLOGY June 2006	

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
		5530 - SUBSTANCE ABUSE (M) November 2014 2262 - CIVILITY March 2002 5756 - TRANSGENDER STUDENTS (M) May 2019 3362 - SEXUAL HARASSMENT (M) February 2000 4352 - SEXUAL HARASSMENT (M) March 2004 8454 - MANAGEMENT OF PEDICULOSIS July 2024 5751 - SEXUAL HARASSMENT OF STUDENTS (M) December 2022 8461 - REPORTING VIOLENCE, VANDALISM, HARASSMENT, INTIMIDATION, BULLYING, ALCOHOL, AND OTHER DRUG OFFENSES (M) June 2019 3282 - USE OF SOCIAL NETWORKING SITES May 2014 4282 - USE OF SOCIAL NETWORKING SITES May 2014 0144 - BOARD MEMBER ORIENTATION AND TRAINING June 2023 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 8310 - PUBLIC RECORDS October 2010 5350 - Student Suicide Prevention November 2024 2422 - COMPREHENSIVE HEALTH AND PHYSICAL EDUCATION (M) January 2022 2431 - ATHLETIC COMPETITION (M) March 2021 5842 - EQUAL ACCESS OF STUDENT ORGANIZATIONS November 2024 2415.06 - UNSAFE SCHOOL CHOICE OPTION (M) June 2019 8111 - REDISTRICTING May 2003 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan School Climate Teams Records and Trainings Bi-Lingual Secretaries Breakfast Program Counselor Curriculum for SEL Bi-Lingual Book Club for Parents and Students Family Resource Fair / Whole Child Fair Academic Parent-Teacher Teams LinkIt Database Activity Night PTO Events	

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
		Project Enrich (free after school tutoring) High Impact Tutoring Vamos Kindergarten Newcomers Club	
Courses of study, including Physical Education	Yes	2422 - COMPREHENSIVE HEALTH AND PHYSICAL EDUCATION (M) January 2022 Curriculum through Atlas Rubicon Multilingual Instructional Resources FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan	
Library materials/Instructional materials and strategies	Yes	2530 - RESOURCE MATERIALS September 2023 2210 - CURRICULUM DEVELOPMENT (M) October 1999 9130 - PUBLIC COMPLAINTS AND GRIEVANCES September 2023 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 Multilingual Resources including Bridges Math, Learning Ally, PebbleGo FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan	
Technology/software and audio-visual materials	Yes	1:1 Devices across grade levels 2415.04 - TITLE I – DISTRICT-WIDE PARENTAL INVOLVEMENT (M) August 2022 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M): May 2014 1511 - BOARD OF EDUCATION WEBSITE ACCESSIBILITY (M): September 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 Speech to text Online subscription services to assist learning FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan	
Guidance and counseling, including harassment, intimidation and	Yes	1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024	

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, sexual harassment, and grievance procedures.		2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 1550 - EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES (M) June 2024 5512 - HARASSMENT, INTIMIDATION, AND BULLYING (M) November 2022 2262 - CIVILITY March 2002 5756 - TRANSGENDER STUDENTS (M) May 2019 3362 - SEXUAL HARASSMENT (M) February 2000 4352 - SEXUAL HARASSMENT (M) March 2004 5541 - Anti-Hazing (M) April 2022 8454 - MANAGEMENT OF PEDICULOSIS July 2024 5751 - SEXUAL HARASSMENT OF STUDENTS (M) December 2022 8461 - REPORTING VIOLENCE, VANDALISM, HARASSMENT, INTIMIDATION, BULLYING, ALCOHOL, AND OTHER DRUG OFFENSES (M) June 2019 5600 - STUDENT DISCIPLINE/CODE OF CONDUCT (M) June 2019 2411 –GUIDANCE COUNSELING August 2016 Strategic Plan: Academics/Curriculum 2.6 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan School Climate Teams Records and Trainings Responsive Classroom Staff Training Cooperative Learning Staff Training Second Step Curriculum Week Of Respect Violence Awareness Week Great Kindness Challenge School HIB Report Card	
Extra-curricular activities and programs	Yes	2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024	

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
		5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 April 2014 5752 - MARITAL STATUS AND PREGNANCY (M) April 2023 5842 - EQUAL ACCESS OF STUDENT ORGANIZATIONS November 2024 2431 - ATHLETIC COMPETITION (M) March 2021 5842 - EQUAL ACCESS OF STUDENT ORGANIZATIONS November 2024 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan School Handbooks SEL programs All School Websites PTO Records of Enrichment Activity Enrollment	
Tests and other assessments	Yes	2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M): September 2024 2622 - STUDENT ASSESSMENT (M) : March 2022 5121 - MATH ACCELERATION July 2010 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan Atlas Rubicon records of common assessments SCiP Committee Records Test administration accommodations and PNP documentation LinkIt AccessTesting; Model Testing; WIDA; NJSLA; MAP Testing; CogAT	
Reduction and/or prevention of under representation of minority, female and male students in all classes, activities and programs.	Yes	2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 8111 - REDISTRICTING May 2003 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan SCiP Committee Records Test administration accommodations and PNP documentation	

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
		LinkIt AccessTesting; Model Testing; WIDA; NJSLA; MAP Testing; CogAT Genesis data for schedules, enrollment, and class lists Club Rosters J. P. Case Sports Rosters and Registration Documentation J. P. Case Website for Sports Information and Registration Activity night attendance lists PTO Records of Enrichment Activity Enrollment	

Table 7: Equity in Curriculum

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
Include a multicultural curriculum in the instructional content and practices across the curriculum.	Yes	2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 2530 – Selection of School Library Materials August 2017 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan Atlas Rubicon Records of Curriculum including, K-8 Social Studies Curriculum Guide, K-8 Language Arts Curriculum Guide, World Language Curriculum Guide, K-8 Related Arts Curriculum Guides, K-8 Music and Art Multicultural Items Newcomers Curriculum	
Ensure the Amistad Commission Curriculum is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	Yes	2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 2530 – Selection of School Library Materials August 2017 Social Studies Curriculum Guides Atlas Rubicon Records of Curriculum including, K-8 Social Studies Curriculum Guide, K-8 Language Arts Curriculum Guide, World Language Curriculum Guide, K-8 Related Arts Curriculum Guides, K-8 Music and Art Multicultural Items	

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
Ensure the Commission on Holocaust Education curriculum for elementary and secondary school students, as developmentally appropriate. (N.J.S.A. 18A:35-28)	Yes	2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan Atlas Rubicon Records of Curriculum including, K-8 Social Studies Curriculum Guide, K-8 Language Arts Curriculum Guide, World Language Curriculum Guide, K-8 Related Arts Curriculum Guides, K-8 Music and Art Multicultural Items Character Education Program	
Include instruction on all curricular requirements pursuant to N.J.A.C. 6A:8, including curriculum developed concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) or curriculum developed by any commissions constituted for the development of curriculum concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).	Yes	LinkIt 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan NJQSAC Review/Improvement Plan District Curricula/Atlas/Curricular Teams	

B. Equity in Student Access
(Tables 8–10)

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 equitable and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a) as follows (Table 8):

Table 8: Equity in Student Access

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
Ensure equal and barrier-free access to all school and classroom facilities.	Yes	2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 2417 - STUDENT INTERVENTION AND REFERRAL SERVICES (M) October 2022 1510 - AMERICANS WITH DISABILITIES ACT (M) February 2017 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 7100 - LONG-RANGE FACILITIES PLANNING November 2017 7510 - USE OF SCHOOL FACILITIES (M) November 2024 9100 - PUBLIC RELATIONS May 2003 2431 - ATHLETIC COMPETITION (M) March 2021 5842 - EQUAL ACCESS OF STUDENT ORGANIZATIONS November 2024 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan Building Checklist & Evaluation of School Buildings Maintenance Records	
Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter or	Yes	5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024	

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
renaissance school project's overall minority racial and ethnic representation.		8111 - REDISTRICTING May 2003 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan Enrollment Records	
Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 1510 - AMERICANS WITH DISABILITIES ACT (M) February 2017 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 7100 - LONG-RANGE FACILITIES PLANNING November 2017 7510 - USE OF SCHOOL FACILITIES (M) November 2024 8111 - REDISTRICTING May 2003 5842 - EQUAL ACCESS OF STUDENT ORGANIZATIONS November 2024 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan Building Checklist & Evaluation of School Buildings Public School Enrollment Records	
Ensure that students are not separated or isolated on the basis of protected categories listed at N.J.A.C. 6A:7-1.1(a) resulting in disproportionate placement within schools, courses, classes, activities and programs or extracurricular activities, except as provided under N.J.A.C. 6A:7-1.7(b), which permits a district, at its discretion, to conduct portions of classes that deal exclusively with human sexuality in separate developmentally appropriate sessions based on gender identity, provided the course content for each such separately conducted sessions is the same.	Yes	5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 1510 - AMERICANS WITH DISABILITIES ACT (M) February 2017 8111 - REDISTRICTING May 2003 5512 - HARASSMENT, INTIMIDATION, AND BULLYING (M) November 2022 3362 - SEXUAL HARASSMENT (M) February 2000 4352 - SEXUAL HARASSMENT (M) March 2004 5541 - Anti-Hazing (M) April 2022 8454 - MANAGEMENT OF PEDICULOSIS July 2024 5751 - SEXUAL HARASSMENT OF STUDENTS (M) December 2022	

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
		8461 - REPORTING VIOLENCE, VANDALISM, HARASSMENT, INTIMIDATION, BULLYING, ALCOHOL, AND OTHER DRUG OFFENSES (M) June 2019 5600 - STUDENT DISCIPLINE/CODE OF CONDUCT (M) June 2019 2262 - CIVILITY March 2002 5756 - TRANSGENDER STUDENTS (M) May 2019 3282 - USE OF SOCIAL NETWORKING SITES May 2014 4282 - USE OF SOCIAL NETWORKING SITES May 2014 0144 - BOARD MEMBER ORIENTATION AND TRAINING June 2023 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 8310 - PUBLIC RECORDS October 2010 5350 - Student Suicide Prevention November 2024 2422 - COMPREHENSIVE HEALTH AND PHYSICAL EDUCATION (M) January 2022 2415.06 - UNSAFE SCHOOL CHOICE OPTION (M) June 2019 3211 - CODE OF ETHICS June 2024 4215 - CODE OF ETHICS May 2002 7523 - SCHOOL DISTRICT PROVIDED TECHNOLOGY DEVICES TO PUPILS July 2013 5842 - EQUAL ACCESS OF STUDENT ORGANIZATIONS November 2024 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan Enrollment Records Middle School Offerings of Clubs and Activities Special Education Data Report MTSS RTI services	

Ensure that students are not separated or isolated on the basis of protected categories listed at N.J.A.C. 6A:7-1.1(a) resulting in disproportionate placement within schools, courses, classes, activities and programs or extracurricular activities (Tables 9 and 10)

Table 9: Equity in Student Access

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
Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.	Yes	5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 1510 - AMERICANS WITH DISABILITIES ACT (M) February 2017 8111 - REDISTRICTING May 2003 2423 - BILINGUAL EDUCATION (M) September 2024 SCiP Committee Records Test administration accommodations and PNP documentation LinkIt AccessTesting; Model Testing; WIDA; NJSLA; MAP Testing; CogAT Genesis data for schedules, enrollment, and class lists Access to Algebra Summer Program Club Rosters J. P. Case Sports Rosters and Registration Documentation J. P. Case Website for Sports Information and Registration Activity night attendance lists PTO Records of Enrichment Activity Enrollment	
Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 5600 - STUDENT DISCIPLINE/CODE OF CONDUCT (M) June 2019 5500 - EXPECTATIONS FOR STUDENT CONDUCT (M) October 2024 5610 - SUSPENSION (M) August 2020 2262 - CIVILITY March 2002	

		5512 - HARASSMENT, INTIMIDATION, AND BULLYING (M) November 2022 8461 - REPORTING VIOLENCE, VANDALISM, HARASSMENT, INTIMIDATION, BULLYING, ALCOHOL, AND OTHER DRUG OFFENSES (M) June 2019 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan School Violence and Vandalism Report School Climate Teams Agendas and Trainings Code of Conduct Revision Summer 2024	
Ensure equitable and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically advanced instructional assistance, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a).	Yes	7523 - SCHOOL DISTRICT PROVIDED TECHNOLOGY DEVICES TO PUPILS July 2013 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 2423 - BILINGUAL EDUCATION (M) September 2024 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan Bi-Lingual Secretaries Breakfast Program Counselor Curriculum for SEL Bi-Lingual Book Club for Parents and Students Family Resource Fair / Whole Child Fair Academic Parent-Teacher Teams Project Enrich (free after school tutoring) High Impact Tutoring Vamos Kindergarten Newcomers Club K-8 Computer Programs and Curriculum Guide Technology 1:1 device services J. P. Case Sports Rosters and Registration Documentation J. P. Case Website for Sports Information and Registration Activity night attendance lists PTO Records of Enrichment Activity Enrollment	

<p>Ensure that all multilingual learners have equal and bias-free access to all school activities and programs.</p>	<p>Yes</p>	<p>2423 - BILINGUAL EDUCATION (M) September 2024 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 8111 - REDISTRICTING May 2003 5842 - EQUAL ACCESS OF STUDENT ORGANIZATIONS November 2024 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024) FRSD 2023-2028 District Strategic Goals & Strategic Plan SCiP Committee Records LinkIt AccessTesting; Model Testing; WIDA; NJSLA; MAP Testing; CogAT Genesis data for schedules, enrollment, and class lists Multilingual Resources including Bridges Math, Learning Ally, PebbleGo District ESL Program Title I ESL Summer Camp Title I ESL Learning Lab Bi-Lingual Secretaries Breakfast Program Counselor Curriculum for SEL Bi-Lingual Book Club for Parents and Students Family Resource Fair / Whole Child Fair Academic Parent-Teacher Teams Activity Night PTO Events Project Enrich (free after school tutoring) High Impact Tutoring Vamos Kindergarten Newcomers Club J. P. Case Sports Rosters and Registration Documentation J. P. Case Website for Sports Information and Registration Activity night attendance lists PTO Records of Enrichment Activity Enrollment Atlas Rubicon Records of Curriculum including, K-8 Social Studies Curriculum Guide, K-8 Language Arts Curriculum Guide, World Language Curriculum Guide, K-8 Related Arts Curriculum Guides, K-8 Music and Art Multicultural Items</p>	
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		Newcomers Curriculum	
Ensure that all students with disabilities have equal and bias-free access to all school activities and programs.	Yes	5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 2460 – SPECIAL EDUCATION May 2017 1510 – AMERICAN DISABILITIES ACT February 2017 2417 - STUDENT INTERVENTION AND REFERRAL SERVICES (M) October 2022 5842 - EQUAL ACCESS OF STUDENT ORGANIZATIONS November 2024 IEP/504 Annual Reviews and Records PNP form documentation I&RS Project Success NWEA Map testing J. P. Case Sports Rosters and Registration Documentation J. P. Case Website for Sports Information and Registration Activity night attendance lists PTO Records of Enrichment Activity Enrollment	
Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Yes	5111 - ELIGIBILITY OF RESIDENT/NONRESIDENT PUPILS (M) May 2024	

Table 10: Equity in Student Access

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
Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of multilingual learners.	Yes	2423 - BILINGUAL EDUCATION (M) September 2024 WIDA ACCESS Testing; Model Testing; ESIR Screening Assessment NJSLA; MAP Testing; CogAT	
Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 2460 – SPECIAL EDUCATION May 2017 1510 – AMERICAN DISABILITIES ACT February 2017 2417 - STUDENT INTERVENTION AND REFERRAL SERVICES (M) October 2022 CST Evaluation Process 504 Determination Process District I&RS Procedures and Process	
Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including multilingual learners.	Yes	5310 - HEALTH SERVICES (M) September 2023 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 2415.30 - TITLE I - EDUCATIONAL STABILITY FOR CHILDREN IN FOSTER CARE (M) February 2017 7523 - SCHOOL DISTRICT PROVIDED TECHNOLOGY DEVICES TO PUPILS July 2013 7101 - EDUCATIONAL ADEQUACY OF CAPITAL PROJECTS February 2018 2460 – SPECIAL EDUCATION May 2017 1510 – AMERICAN DISABILITIES ACT February 2017 2417 - STUDENT INTERVENTION AND REFERRAL SERVICES (M) October 2022 FRSD Comprehensive Diversity, Equity, & Opportunity Three Year Action Plan (2021-2024)	

		FRSD 2023-2028 District Strategic Goals & Strategic Plan Breakfast Program Counselor Curriculum for SEL Bi-Lingual Book Club for Parents and Students Family Resource Fair / Whole Child Fair Academic Parent-Teacher Teams Project Enrich (free after school tutoring) High Impact Tutoring Vamos Kindergarten Newcomers Club; Title I ESL Summer Camp CiP Committee Records LinkIt AccessTesting; Model Testing; WIDA; NJSLA; MAP Testing; CogAT Genesis data for schedules, enrollment, and class lists Multilingual Resources including Bridges Math, Learning Ally, PebbleGo District ESL Program Title I ESL Summer Camp Title I ESL Learning Lab Bi-Lingual Secretaries J. P. Case Sports Rosters and Registration Documentation J. P. Case Website for Sports Information and Registration Activity night attendance lists PTO Records of Enrichment Activity Enrollment Atlas Rubicon Records of Curriculum including, K-8 Social Studies Curriculum Guide, K-8 Language Arts Curriculum Guide, World Language Curriculum Guide, K-8 Related Arts Curriculum Guides, K-8 Music and Art Multicultural Items Newcomers Curriculum	
Ensure that all pregnant students are permitted to remain in the regular school activities and programs. Ensure that equivalent instruction is provided to the students, if not permitted to attend school by a doctor.	Yes	5310 - HEALTH SERVICES (M) September 2023 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 5752 - MARITAL STATUS AND PREGNANCY (M) April 2023 2416 - PROGRAMS FOR PREGNANT PUPILS (M) June 2005 2416.01 - POSTNATAL ACCOMMODATIONS FOR STUDENTS August 2022	

C. Equity in Guidance Programs and Services

N.J.A.C. 6A:7-1.7(c) Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998

Ensure that the school district, charter or renaissance school project's guidance program provides the following (Table 11):

Table 11: Guidance Programs and Services

Guidance Programs and Services	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
Access to adequate and appropriate counseling services for all students, inclusive of any protected categories listed at N.J.A.C. 6A:7-1.1(a)	Yes	2411 - GUIDANCE COUNSELING (M) September 2024 Atlas Rubicon: School Counseling Curriculum SEL Curriculum and Programming	
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 non-traditional careers.	Yes	2421 - CAREER AND TECHNICAL EDUCATION April 2024 2411 - GUIDANCE COUNSELING (M) September 2024 Atlas Rubicon: School Counseling Curriculum High School Matriculation Records SEL Curriculum and Programming	
Guidance counselors are using bias-free materials.	Yes	2411 - GUIDANCE COUNSELING (M) September 2024 Atlas Rubicon: School Counseling Curriculum SEL Curriculum and Programming	

D. Equity in Physical Education

N.J.A.C. 6A:7-1.7 (d) and Title IX, Education Amendment of 1972

Ensure that the district, charter or renaissance school project's physical education program is co-educational, as follows (Table 12):

Table 12: Physical Education

Physical Education	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
All instructional activities are equitable and are co-educational.	Yes	2422 - COMPREHENSIVE HEALTH AND PHYSICAL EDUCATION (M) January 2022 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 Atlas Rubicon: Physical Education Curriculum	

E. 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 or renaissance school project's Athletic Program accomplishes the following (Table 13):

Table 13: Athletic Programs

Athletic Programs	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
Ensures relatively equitable numbers of varsity and sub-varsity teams for male and female students.	Yes	2431 - ATHLETIC COMPETITION (M) March 2021 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 J. P. Case Sports Rosters and Registration Documentation J. P. Case Website for Sports Information and Registration	

Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	Yes	2431 - ATHLETIC COMPETITION (M) March 2021 5842 - EQUAL ACCESS OF STUDENT ORGANIZATIONS November 2024 7100 - LONG-RANGE FACILITIES PLANNING November 2017 7510 - USE OF SCHOOL FACILITIES (M) November 2024 J.P. Case Sports Schedule Facility Use Records J. P. Case Website for Sports Information and Registration	
Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	Yes	2431 - ATHLETIC COMPETITION (M) March 2021 5750 - EQUAL EDUCATIONAL OPPORTUNITY (M) September 2024 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION (M) June 2024 1523 - COMPREHENSIVE EQUITY PLAN (M) September 2024 2260 - AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES (M) August 2016 3125 - EMPLOYMENT OF TEACHING STAFF MEMBERS (M) August 2016 J. P. Case Website for Sports Information and Registration J.P. Case Budget Information Salary Guides and Contract Records	
Provides comparable facilities for male and female teams.	Yes	2431 - ATHLETIC COMPETITION (M) March 2021 5842 - EQUAL ACCESS OF STUDENT ORGANIZATIONS November 2024 7100 - LONG-RANGE FACILITIES PLANNING November 2017 7510 - USE OF SCHOOL FACILITIES (M) November 2024 J.P. Case Sports Schedule Facility Use Records J. P. Case Website for Sports Information and Registration	

Appendix C

Comprehensive Equity Plan Corrective Actions

Improvement Strategies, SMART* Goals, and Targets

*Specific, Measurable, Achievable, Reasonable, Time-Bound (S.M.A.R.T)

Comprehensive Equity Plan Corrective Actions

I. Board Responsibility

School District, Charter School or Renaissance School Project Name:

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 2025-2026 through 2027-2028, to ensure that the Board of Education or Board of Trustees follows through with its responsibilities, including adoption or re-adoption of written educational 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. Add rows as needed.

Table 14: Correction Action, Board Responsibilities

[illegible]

II. Staff Development and Training

School District, Charter School or Renaissance School Project Name:

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 2025-2026 through 2027-2028 to provide in-service training for school personnel on a continuing basis to identify and resolve problems arising from prejudice on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a).

Table 15: Corrective Actions, Staff Development and Training

[illegible]

Equity in Curriculum

Objective

Table 16: Corrective Actions, School and Classroom Practices: Equity in Curriculum

[illegible]

Equity in Student Access

School District, Charter School or Renaissance School Project Name:

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 2025-2026 through 2027-2028 to provide equal and bias-free access for all students to all school facilities, courses, activities, programs and services, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a). Add rows as needed.

Table 17: Corrective Actions, School and Classroom Practices: Equity in Student Access

Section/sub-section from needs assessment	Improvement Strategies, SMART Goals, and Targets	Staff Responsible	Implementation Timeline	Evidence of Completion

Equity in Guidance Program Services

School District, Charter School or Renaissance School Project Name:

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 2025-2026 through 2027-2028 to provide equitable treatment, adequate and appropriate counseling services for all students that shall not restrict or limit the options presented on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a), and to ensure exposure and counseling services focused on careers in the science and technology industries, non-traditional career options and post-secondary opportunities that shall not restrict or limit the options presented to all students on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a). Additionally, guidance counselors are using bias-free materials. Add rows as needed.

Table 18: Corrective Actions, School and Classroom Practices: Equity in Guidance Program Services

[illegible]

Equity in Physical Education and Athletic Programs

School District, Charter School or Renaissance School Project Name:

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 2025-2026 through 2027-2028 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 the protected categories listed at N.J.A.C. 6A:7-1.1(a). Add rows as needed.

Table 19: Corrective Actions, School and Classroom Practices: Equity in Physical Education and Athletic Programs

[illegible]