

**New Jersey State Department of Education
Division of Field Services**



**Comprehensive Equity Plan
for School Years 2025-26 through 2027-28**



CLOSTER PUBLIC SCHOOLS










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

Name	Title	Grade Level (if applicable)	Signature
Floro M. Villanueva Jr.	Affirmative Action Officer	School Business Administrator	
Keith McElroy	Assistant Principal – TMS	Grades 5 – 8 building	
Lori Cohen	Director of Special Services	PreK – 8	
Tara Eddy	Teacher	Grades K – 4 building	
Patricia Brett	Teacher	Grades K – 4 building	
Christopher Rota	Teacher	Grades 5 – 8 building	
Julia Palmeri	Teacher	Grades 5 – 8 building	
Shannon San George	Teacher	Grades 5 – 8 building	
Josephine Hunt	Teacher	Pre-K	

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	<p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 - EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1523 – COMPREHENSIVE EQUITY PLAN; Date Adopted: May 27, 2021, Date Revised: March 26, 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).	YES	<p>District Policy 5842 - EQUAL ACCESS OF STUDENT ORGANIZATIONS; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 7510 - USE OF SCHOOL FACILITIES; Date Adopted: May 27, 2021</p> <p>District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 - EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 5750 - EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1523 - COMPREHENSIVE EQUITY PLAN; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2520 - INSTRUCTIONAL SUPPLIES; Date Adopted: May 27, 2021, Date Revised: May 10, 2023</p> <p>District Policy 5841 - SECRET SOCIETIES; Date Adopted: March 26, 2024</p>	
Provide equitable treatment for pregnant and married students	YES	<p>District Policy 5752 - MARITAL STATUS AND PREGNANCY Date Adopted: May 27, 2021</p> <p>District Policy 2416 - PROGRAMS FOR PREGNANT STUDENTS; May 27, 2021</p>	

Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010, c122).	YES	<p>District Policy 5512 - HARASSMENT, INTIMIDATION, AND BULLYING; Date Adopted: May 27, 2021 Date Revised: September 8, 2022, March 22, 2023</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1523 – COMPREHENSIVE EQUITY PLAN; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 5541 – ANTI HAZING; Date Adopted: February 17, 2022</p> <p>District Policy 5751 – SEXUAL HARASSMENT OF STUDENTS; Date Adopted: December 9, 2021</p> <p>District Policy 8461 – REPORTING VIOLENCE, VANDALISM, HARASSMENT, INTIMIDATION, BULLYING, ALCOHOL, AND OTHER DRUG OFFENSES; Date Adopted: May 27, 2021</p>	
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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	<p>Appointment of AAO – January 2, 2025 Board of Education Organization Meeting</p> <p>District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1510 – AMERICANS WITH DISABILITIES ACT; Date Adopted: May 27, 2021</p>	

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
Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	YES	District Policy 2448 – SECTION 504 OF THE REHABILITATION ACT OF 1973; Date Adopted: May 27, 2021 District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 September 2024 PD, January 2025 PD, SafeSchools Vector Training, Counselors Presentation to Parents, Testing Presentation District Policy 1523 – COMPREHENSIVE EQUITY PLAN; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	
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	District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 1523 – COMPREHENSIVE EQUITY PLAN; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 Board of Education Meeting Minutes, March 5, 2025.	
Collect and analyze Annual Yearly Progress Target data for underperforming student groups disaggregated by gender, race, ethnicity, limited English proficiency, special education, migrant status, date of enrollment, student suspension, expulsion, child study team referrals; Pre-K-12 promotion/retention data; Pre-K-12 completion rates and re-examination and re-evaluation of	YES	District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 NJSLA Results of Spring 2024 Assessment Reported by Superintendent of Schools– October 8, 2024 BOE Meeting DLM Results of Spring 2024 Assessment Reported by Director of Special Services – October 8, 2024 BOE Meeting	

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
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.		District Policy 2423 – BILINGUAL EDUCATION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2610 – EDUCATIONAL PROGRAM EVALUATION; Date adopted: May 27, 2021 District Policy 2622 – STUDENT ASSESSMENT; Date Adopted: February 17, 2022	

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	District website: https://www.closterschools.org/Anti-bullying District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 5512 - HARASSMENT, INTIMIDATION, AND BULLYING; Date Adopted: May 27, 2021 Date Revised: September 8, 2022, March 22, 2023 District Policy 1523 – COMPREHENSIVE EQUITY PLAN; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	
Define the responsibilities of the AAO (Affirmative Action Officer/504 Officer, and/or Title IX Coordinator); require that the AAO be a		District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	

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
certificated staff person; and train the AAO to handle the district, charter, or renaissance school projects equity responsibilities.	YES	Affirmative Action Officer Job Description Approved on November 14, 2019 meeting.	
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	Information on AAO, Process, and HIB can be found on district website: https://www.closterschools.org/Anti-bullying and https://www.closterschools.org/Human-Resources District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 5512 - HARASSMENT, INTIMIDATION, AND BULLYING; Date Adopted: May 27, 2021, Date Revised: September 8, 2022, March 22, 2023 District Policy 2260 - EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 1510 – AMERICANS WITH DISABILITIES ACT; Date Adopted: May 27, 2021	
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	District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 5512 - HARASSMENT, INTIMIDATION, AND BULLYING; Date Adopted: May 27, 2021, Date Revised: September 8, 2022, March 22, 2023 District Policy 2260 - EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	

Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
		<p>District Policy 5751 – SEXUAL HARASSMENT OF STUDENTS; Date Adopted: December 9, 2021</p> <p>District Policy 1510 – AMERICANS WITH DISABILITIES ACT; Date Adopted: May 27, 2021</p> <p>District Policy 2418 – SECTION 504 OF THE REHABILITATION ACT OF 1973; Date Adopted: May 27, 2021</p> <p>Ongoing, with HIB incidents reported at a Board of Education closed session following statutory deadlines.</p>	
Report on progress made in meeting the adequate yearly targets (as set by the NDOE) for closing the achievement gap.	YES	<p>District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 - EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2610 – EDUCATIONAL PROGRAM EVALUATION; Date adopted: May 27, 2021</p> <p>District Policy 2415 – EVERY STUDENT SUCCEEDS ACT; Date adopted: May 27, 2021, Date Revised: November 17, 2022</p> <p>The Superintendent of Schools and/or Building Principals provide reports during Board of Education meetings.</p>	
Authorize the AAO to conduct yearly equity training for all staff.	YES	<p>District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>Annual September and January PD Dates; SafeSchools Online Training</p>	

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
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.		(For County Vocational School Districts Only) District Policy 5111 – ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS; Date Readopted: November 15, 2023	

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	<p>Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision</p> <p>District Policy 5512 - HARASSMENT, INTIMIDATION, AND BULLYING; Date Adopted: May 27, 2021 Date Revised: September 8, 2022, March 22, 2023</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1523 – COMPREHENSIVE EQUITY PLAN; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p>	

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
		District Policy 3240 – PROFESSIONAL DEVELOPMENT FOR TEACHERS AND SCHOOL LEADERS; Date Adopted: May 27, 2021	
All non-certificated (non-professional) staff	YES	<p>District Policy 5512 - HARASSMENT, INTIMIDATION, AND BULLYING; Date Adopted: May 27, 2021 Date Revised: September 8, 2022, March 22, 2023</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 4240 – EMPLOYEE TRAINING; Date Adopted: May 27, 2021</p>	

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	<p>District Policy 2260 - EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 3351 – HEALTHY WORKPLACE ENVIRONMENT; Date Adopted: May 27, 2021</p> <p>District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021</p> <p>District Policy 2220 – ADOPTION OF COURSES; Date Adopted: May 27, 2021</p> <p>District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p>	

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
		District Policy 5512 - HARASSMENT, INTIMIDATION, AND BULLYING; Date Adopted: May 27, 2021 Date Revised: September 8, 2022, March 22, 2023	
Courses of study, including Physical Education	YES	District Policy 2422 – HEALTH AND PHYSICAL EDUCATION; Date Adopted: September 23, 2021 District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021 District Policy 2220 – ADOPTION OF COURSES; Date Adopted: May 27, 2021 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 Annual Budget Appropriations	
Library materials/instructional materials and strategies	YES	District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021 District Policy 2220 – ADOPTION OF COURSES; Date Adopted: May 27, 2021 District Policy 2428.1 – STANDARD BASED INSTRUCTIONAL PRIORITIES; Date Adopted May 27, 2021 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 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
		<p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2520 – INSTRUCTIONAL SUPPLIES; Date Adopted: May 27, 2021, Date Revised: May 10, 2023</p> <p>Annual Budget Appropriations</p>	
Technology/software and audio-visual materials	YES	<p>District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021</p> <p>District Policy 2220 – ADOPTION OF COURSES; Date Adopted: May 27, 2021</p> <p>District Policy 2360 – USE OF TECHNOLOGY; Date Adopted: May 27, 2021</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>Annual Budget Appropriations</p>	
Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, and grievance procedures.	YES	<p>District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021</p> <p>District Policy 2220 – ADOPTION OF COURSES; Date Adopted: May 27, 2021</p>	

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
		<p>District Policy 5710 – STUDENT GRIEVANCE; Date Adopted: May 27, 2021</p> <p>District Policy 2411 – GUIDANCE COUNSELING; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 5512 - HARASSMENT, INTIMIDATION, AND BULLYING; Date Adopted: May 27, 2021 Date Revised: September 8, 2022, March 22, 2023</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPURTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 5541 – ANTI HAZING; Date Adopted: February 17, 2022</p> <p>District Policy 5751 – SEXUAL HARASSMENT OF STUDENTS; Date Adopted: December 9, 2021</p>	
Extra-curricular activities and programs	YES	<p>District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021</p> <p>District Policy 2220 – ADOPTION OF COURSES; Date Adopted: May 27, 2021</p> <p>District Policy 2430 – CO-CIRRICULAR ACTIVITIES; Date Adopted May 27, 2021</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPURTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p>	

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
		District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 Annual Budget Appropriations	
Tests and other assessments	YES	District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021 District Policy 2220 – ADOPTION OF COURSES; Date Adopted: May 27, 2021 District Policy 2610 – EDUCATIONAL PROGRAM EVALUATION; Date Adopted: May 27, 2021 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2622 – STUDENT ASSESSMENT; Date Adopted: February 17, 2022 District Policy 2428.1 – STANDARDS BASED INSTRUCTIONAL PRIORITIES; Date Adopted: May 27, 2021	
Reduction and/or prevention of under representation of minority, female and male students in all classes, activities and programs.	YES	District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021 District Policy 2220 – ADOPTION OF COURSES; Date Adopted: May 27, 2021	

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
		District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	

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	District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 Board of Education Meeting Adopting Northern Valley Curriculum Consortium Curriculum Guide – July 23, 2024 (done annually)	
Ensure the Amistad Commission Curriculum is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	YES	District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 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
		<p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2422 – HEALTH AND PHYSICAL EDUCATION; Date Adopted: September 23, 2021</p> <p>Board of Education Meeting Adopting Northern Valley Curriculum Consortium Curriculum Guide – July 23, 2024 (done annually)</p>	
Ensure the Commission on Holocaust Education curriculum for elementary and secondary school students, as developmentally appropriate. (N.J.S.A. 18A:35-28)	YES	<p>District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>Board of Education Meeting Adopting Northern Valley Curriculum Consortium Curriculum Guide – July 23, 2024 (done annually)</p>	

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
<p>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).</p>	<p>YES</p>	<p>District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2200 – CURRICULUM CONTENT; Date Adopted: September 10, 2024</p> <p>Board of Education Meeting Adopting Northern Valley Curriculum Consortium Curriculum Guide – July 23, 2024 (done annually)</p>	

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	<p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPURTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 7100 – LONG RANGE FACILITIES PLANNING; Date Adopted: May 27, 2021</p> <p>District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p>	
Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter or renaissance school projects overall minority racial and ethnic representation.	YES	<p>District Policy 7100 – LONG RANGE FACILITIES PLANNING; Date Adopted: May 27, 2021</p> <p>District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPURTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p>	

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
<p>Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.</p>	<p>YES</p>	<p>District Policy 7100 – LONG RANGE FACILITIES PLANNING; Date Adopted: May 27, 2021</p> <p>District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPURTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 7102 – SITE SELECTION AND ACQUISITION; Date Adopted: May 27, 2021</p> <p>District Policy 7100 – LONG RANGE FACILITIES PLANNING; Date Adopted: May 27, 2021</p> <p>District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPURTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 8110 – ATTENDANCE AREAS; Date Adopted: May 27, 2021</p>	
<p>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.</p>	<p>YES</p>		

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	<p>District Policy 2464 – GIFTED AND TALENTED STUDENTS; Date Adopted: May 27, 2021</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPURTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p>	
Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	YES	<p>District Policy 5600 – STUDENT DISCIPLINE/ CODE OF CONDUCT; Date Adopted: May 27, 2021</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPURTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p>	
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	<p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPURTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p>	

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
		District Policy 2421 – CAREER AND TECHNICAL EDUCATION; Date Adopted: September 23, 2021	
Ensure that all multilingual learners have equal and bias-free access to all school activities and programs.	YES	District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2423 – BILINGUAL EDUCATION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	
Ensure that all students with disabilities have equal and bias-free access to all school activities and programs.	YES	District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 1510 – AMERICANS WITH DISABILITIES ACT; Date Adopted: May 27, 2021 District Policy 2460 – SPECIAL EDUCATION; Date Adopted: May 27, 2021	
Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	YES	District Policy 5111 – ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS; Date Readopted: November 15, 2023 District Policy 8140 – STUDENT ENROLLMENTS; Date Adopted: May 27, 2021, Date Revised: March 22, 2023	

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	District Policy 2423 – BILINGUAL EDUCATION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	
Utilize bias-free measures for determining the special needs of students with disabilities.	YES	District Policy 2460 – SPECIAL EDUCATION; Date Adopted: May 27, 2021 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy	
Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including multilingual learners.	YES	District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2423 – BILINGUAL EDUCATION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	
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	District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2416 - PROGRAMS FOR PREGNANT STUDENTS; May 27, 2021 District Policy 2416.01 – POSTNATAL ACCOMMODATIONS FOR STUDENTS; Date Adopted September 8, 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
		<p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPURTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 5752 - MARITAL STATUS AND PREGNANCY Date Adopted: May 27, 2021</p>	

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	District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2411 – GUIDANCE COUNSELING; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	
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	District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2411 – GUIDANCE COUNSELING; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2421 – CAREER AND TECHNICAL EDUCATION; Date Adopted: September 23, 2021 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 Middle School TREP'S Program	

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
Guidance counselors are using bias-free materials.	YES	District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2411 – GUIDANCE COUNSELING; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	

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	District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	

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
		District Policy 2422 – HEALTH AND PHYSICAL EDUCATION; Date Adopted: September 23, 2021	

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	District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2431 – ATHLETIC COMPETITION; Date Adopted: May 27, 2021 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 Closter Education Association Contract – Schedule F Positions, appointments done annually.	

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 equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	YES	<p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2431 – ATHLETIC COMPETITION; Date Adopted: May 27, 2021</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>Athletic Teams – Season Schedule</p>	
Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	YES	<p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2431 – ATHLETIC COMPETITION; Date Adopted: May 27, 2021</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>Closter Education Association Contract – Schedule F Positions</p> <p>Budget Appropriations</p>	
Provides comparable facilities for male and female teams.	YES	<p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p>	

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
		<p>District Policy 2431 – ATHLETIC COMPETITION; Date Adopted: May 27, 2021</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>The district uses the same facilities and fields for all sports.</p>	

Appendix C

Comprehensive Equity Plan Corrective Actions

Improvement Strategies, SMART* Goals, and Targets

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

III. School and Classroom Practices Equity in Curriculum

School District, Charter School or Renaissance School Project Name: CLOSTER PUBLIC SCHOOLS

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 for developing and/or revising curriculum to eliminate discrimination, add multicultural content, and promote understanding and mutual respect among all students. Add rows as needed

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

[illegible]

Equity in Guidance Program Services

School District, Charter School or Renaissance School Project Name: CLOSTER PUBLIC SCHOOLS

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]

Appendix D

Yearly Statements of Assurance

2025-2026

2026-2027

2027-2028

Comprehensive Equity Plan Statement of Assurance

(to be Submitted with the Three-Year CEP)

School District, Charter School or Renaissance School Project Information School Year 2025-2026

Name of County: BERGEN COUNTY

Name of School District/Charter School/Renaissance School Project: CLOSTER PUBLIC SCHOOLS

Address: 340 HOMANS AVENUE, CLOSTER, NEW JERSEY 07624

Affirmative Action Office (AAO): FLORO M. VILLANUEVA JR.

Telephone #: 201-256-3386

AAO Email: VILLANUEVAF@NVNET.ORG

Alternate Contact Person: VINCENT MCHALE

Telephone #: 201-768-3001

Title: SUPERINTENDENT OF SCHOOLS

Email: MCHALEV@NVNET.ORG

1. The school district, charter school or renaissance school project has conducted a comprehensive needs assessment of its equality and equity needs at each school within the district, charter school or renaissance school project, if applicable. The attached Comprehensive Equity Plan is designed to meet the assessed equality and equity needs at each site, if applicable.
2. The local Board has authorized the submission of the Comprehensive Equity Plan and will support full implementation of the plan within 60 days of certification of completion by the Executive County Superintendent.
3. The school district, charter school or renaissance school project will achieve and maintain compliance with all applicable laws, codes and regulations governing equity in education including, but not limited to: N.J.S.A.18A:36-20; N.J.S.A.10:5; N.J.A.C. 6A:7; Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; The Americans with Disabilities Act of 1990; Individuals with Disabilities Education Act (I.D.E.A.) of 1997.

Certification

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

Name and Title: *Vincent McHale, Superintendent*

Signature: *Vincent McHale*

Date: *3/31/2025*

Comprehensive Equity Plan Statement of Assurance, Year 2

School District, Charter School or Renaissance School Project Information School Year 2026-2027

Name of County: BERGEN COUNTY

Name of School District/Charter School/Renaissance School Project: CLOSTER PUBLIC SCHOOLS

Address: 340 HOMANS AVENUE, CLOSTER, NEW JERSEY 07624

Affirmative Action Office (AAO): FLORO M. VILLANUEVA JR.

Telephone #: 201-256-3386

AAO Email: VILLANUEVAF@NVNET.ORG

Alternate Contact Person: VINCENT MCHALE

Telephone #: 201-768-3001

Title: SUPERINTENDENT OF SCHOOLS

Email: MCHALEV@NVNET.ORG

1. The school district, charter school or renaissance school project has reviewed its implementation strategies for school year 2025-2026 and provides assurance that the implementation timeline has been met at each school within the district, charter school or renaissance school project, if applicable. The areas of noncompliance as indicated in the CEP have met specific indicators of achievement at each site, if applicable, during this previous school year.
2. The school district, charter school or renaissance school project will continue to fully implement its Board-approved Comprehensive Equity Plan.
3. The district, charter school or renaissance school project will achieve and maintain compliance with all applicable laws, codes, and regulations governing equity in education including, but not limited to: N.J.S.A.18A:36-20; N.J.S.A.10:5; N.J.A.C. 6A:7; Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; The Americans with Disabilities Act of 1990; Individuals with Disabilities Education Act (I.D.E.A.) of 1997.

Certification

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

Name and Title:

Signature:

Date:

Comprehensive Equity Plan Statement of Assurance, Year Three

School District, Charter School or Renaissance School Project Information School Year 2027-2028

Name of County: BERGEN COUNTY

Name of School District/Charter School/Renaissance School Project: CLOSTER PUBLIC SCHOOLS

Address: 340 HOMANS AVENUE, CLOSTER, NEW JERSEY 07624

Affirmative Action Office (AAO): FLORO M. VILLANUEVA JR.

Telephone #: 201-256-3386

AAO Email: VILLANUEVAF@NVNET.ORG

Alternate Contact Person: VINCENT MCHALE

Telephone #: 201-768-3001

Title: SUPERINTENDENT OF SCHOOLS

Email: MCHALEV@NVNET.ORG

1. The school district, charter school or renaissance school project has reviewed its implementation strategies for school year 2026-2027 and provides assurance that the implementation timeline has been met at each school within the district, charter school or renaissance school project, if applicable. The areas of noncompliance as indicated in the CEP have met specific indicators of achievement at each site, if applicable, during this previous school year.
2. The school district, charter school or renaissance school project will continue to fully implement its Board-approved Comprehensive Equity Plan.
3. The district, charter school or renaissance school project will achieve and maintain compliance with all applicable laws, codes, and regulations governing equity in education including, but not limited to: N.J.S.A.18A:36-20; N.J.S.A.10:5; N.J.A.C. 6A:7; Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; The Americans with Disabilities Act of 1990; Individuals with Disabilities Education Act (I.D.E.A.) of 1997.

Certification

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

Name and Title:

Signature:

Date: