

Comprehensive Equity Plan 3 Year Statement of Assurance to be Submitted with the Three-Year CEP

School District, Charter School or Renaissance School Project Information School Year 2019-2020:

Name of County: Hunterdon

Name of School District/Charter School/Renaissance School Project: North Hunterdon-Voorhees RHSD

Address: 1445 State Route 31, Annandale, NJ 08801

Affirmative Action Office (AAO): Dr. Richard Bergacs Telephone #: 908-735-2846 x5103

AAO Email: rbergacs@nhvweb.net

Alternate Contact Person: Michael Squarcia Telephone #: 908-735-2846 x5182

Title: Director of School Counseling Services

Email: msquarcia@nhvweb.net

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

Certification:

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

Name and Title: Jeffrey Bender, Superintendent of Schools

Signature: 

Date: 5/21/19

**EXTRACT OF MINUTES
NORTH HUNTERDON-VOORHEES REGIONAL HIGH SCHOOL DISTRICT
BOARD OF EDUCATION - HUNTERDON COUNTY, NJ
BOARD MEETING**

Meeting Location - District Administration Office, 1445 Route 31, Annandale, NJ 08801
Tuesday, May 21, 2019 at 7:00 p.m.

At 7:00 p.m., School Board President, R. Kirchberger called the meeting to order and led the opening activities.

1. Call to Order and Open Public Meeting Act Statement

- 1.1. The North Hunterdon-Voorhees Regional High School District Board of Education meeting on Tuesday, May 21, 2019, is now called to order.
- 1.2. In accordance with the requirements of the Open Public Meeting Act, N.J.S.A. 10:4-6 et seq., adequate notice of the meeting has been provided by posting of notice at North Hunterdon High School and Voorhees High School, delivery by facsimile to the Hunterdon County Democrat, Star-Ledger, municipal clerks of Bethlehem Township, Califon Borough, Town of Clinton, Clinton Township, Franklin Township, Glen Gardner Borough, Hampton Borough, High Bridge Borough, Lebanon Borough, Lebanon Township, Tewksbury Township and Union Township as well as other interested parties.
- 1.3. Fire exits are located in the direction indicated. If alerted to fire, please move in a calm and orderly fashion to the nearest smoke-free exit.
- 1.4. At this time, please silence all cell phones.

2. Roll Call

Cheryl Allen-Munley - present	Califon Borough / Tewksbury Township
Shelley Crisologo - present	Town of Clinton / Franklin Township / Glen Gardner Borough
Lisa Diederich - present	Union Township
Francis Goger - present	Bethlehem Township / Hampton Borough
Tara Marie Hintz - present	High Bridge Borough / Lebanon Township
Robert Kirchberger - present	Clinton Township / Lebanon Borough
Rachel McLaughlin - present	Clinton Township / Lebanon Borough
John Melick - present	Califon Borough / Tewksbury Township
Heather Richards - present	Clinton Township / Lebanon Borough
Thomas Roll - present	High Bridge Borough / Lebanon Township
Roger Straight - absent	Clinton Township / Lebanon Borough
Jessica Viotto - present	Town of Clinton / Franklin Township / Glen Gardner Borough

Motion by J. Melick, second by R. McLaughlin to approve agenda items 13.1 - 15.8, excluding item 14.2. This action included agenda item 13.3: Appointment of Dr. Richard Bergacs as the Affirmative Action Officer for the 2019-2020 school year. The **motion carried** unanimously.

I, Susan Press, School Business Administrator / Board Secretary of the North Hunterdon-Voorhees Regional High School District, do hereby certify the foregoing to be a true and correct extract of the minutes from the meeting held on May 21, 2019 in the District Administration Office.



Susan Press, School Business Administrator / Board Secretary

(Board Seal)

EXTRACT OF MINUTES
NORTH HUNTERDON-VOORHEES REGIONAL HIGH SCHOOL DISTRICT
BOARD OF EDUCATION - HUNTERDON COUNTY, NJ
Meeting Location - District Administration Office, 1445 Route 31, Annandale, NJ 08801
Tuesday, March 19, 2019 at 7:00 p.m.

At 7:00 p.m., Board President, R. Kirchberger called the meeting to order and led the opening activities.

1. **Call to Order and Open Public Meeting Act Statement**
2. **Roll Call**

Cheryl Allen-Munley - present	Califon Borough / Tewksbury Township
Shelley Crisologo - present	Town of Clinton / Franklin Township / Glen Gardner Borough
Lisa Diederich - present	Union Township
Francis Goger - present	Bethlehem Township / Hampton Borough
Tara Marie Hintz - present	High Bridge Borough / Lebanon Township
Robert Kirchberger - present	Clinton Township / Lebanon Borough
Rachel McLaughlin - present	Clinton Township / Lebanon Borough
John Melick - present	Califon Borough / Tewksbury Township
Heather Richards - present	Clinton Township / Lebanon Borough
Thomas Roll - present	High Bridge Borough / Lebanon Township
Roger Straight - absent	Clinton Township / Lebanon Borough
Jessica Viotto - absent	Town of Clinton / Franklin Township / Glen Gardner Borough

Also present: J. Bender, Superintendent of Schools, R. Bergacs, Assistant Superintendent, S. Press, Business Administrator / Board Secretary, Z. Baharev, Director of Special Services, A. Broan, Director of Curriculum, Articulation and Student Achievement, M. Squarcia, Director of School Counseling Services, L. LaMonte, District Comptroller, G. Vargas-Dellacasa, Technology Coordinator, M. Smagala, Communications Coordinator, G. Cottrell, Principal, North Hunterdon High School, R. Peterson, Principal, Voorhees High School, F. Cousland, Board Attorney, Riker Danzig, Scherer, Hyland, Perretti and approximately six members of the public.

5. **Flag Salute**

Motion by F. Goger, second by T. Roll to approve agenda item 13.3 - Pursuant to Board Policy 1140, establish an Affirmative Action Team to conduct a needs assessment and develop a new three-year comprehensive equity plan. The **motion carried** unanimously.

I, Susan Press, School Business Administrator / Board Secretary of the North Hunterdon-Voorhees Regional High School District, do hereby certify the foregoing to be a true and correct extract of the minutes from the meeting held on March 19, 2019 in the District Administration Office.



Susan Press, School Business Administrator / Board Secretary

(Board Seal)

**EXTRACT OF MINUTES
NORTH HUNTERDON-VOORHEES REGIONAL HIGH SCHOOL DISTRICT
BOARD OF EDUCATION - HUNTERDON COUNTY, NJ
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- 1.2. In accordance with the requirements of the Open Public Meeting Act, N.J.S.A. 10:4-6 et seq., adequate notice of the meeting has been provided by posting of notice at North Hunterdon High School and Voorhees High School, delivery by facsimile to the Hunterdon County Democrat, Star-Ledger, municipal clerks of Bethlehem Township, Califon Borough, Town of Clinton, Clinton Township, Franklin Township, Glen Gardner Borough, Hampton Borough, High Bridge Borough, Lebanon Borough, Lebanon Township, Tewksbury Township and Union Township as well as other interested parties.
- 1.3. Fire exits are located in the direction indicated. If alerted to fire, please move in a calm and orderly fashion to the nearest smoke-free exit.
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2. Roll Call

Cheryl Allen-Munley - present	Califon Borough / Tewksbury Township
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Heather Richards - present	Clinton Township / Lebanon Borough
Thomas Roll - present	High Bridge Borough / Lebanon Township
Roger Straight - absent	Clinton Township / Lebanon Borough
Jessica Viotto - present	Town of Clinton / Franklin Township / Glen Gardner Borough

Motion by J. Melick, second by R. McLaughlin to approve agenda items 13.1 - 15.8, excluding item 14.2. This action included agenda item 13.4: Authorization for submission of the proposed 2019-2022 Comprehensive Equity Plan. The **motion carried** unanimously.

I, Susan Press, School Business Administrator / Board Secretary of the North Hunterdon-Voorhees Regional High School District, do hereby certify the foregoing to be a true and correct extract of the minutes from the meeting held on May 21, 2019 in the District Administration Office.



Susan Press, School Business Administrator / Board Secretary


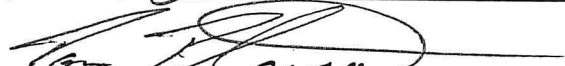


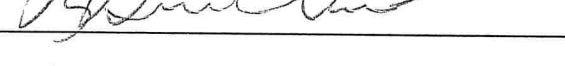







(Board Seal)

Affirmative Action Team

The following Affirmative Action Team (AAT) members that 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.

School District, Charter School And Renaissance School Project Name: North Hunterdon-Voorhees Regional High School District

Meeting Date: 4/10/2019

Name	Title	Grade Level (If Applicable)	Signature
Richard Bergacs	Affirmative Action Officer	9-12	
Ronald Peterson	VHS Principal	9-12	
Greg Cottrell	NHHS Principal	9-12	
Robert Pellechio	NHHS Asst. Principal	9-12	
John Simpson	VHS Asst. Principal	9-12	
Maren Smagala	Communications Coordinator	9-12	
Zulejka Baharev	Director of Special Services	9-12	
Mike Squarcia	Director of Counseling Services	9-12	
Cara Link	Human Resources Assistant	9-12	
Brian Baumann	VHS Asst. Principal	9-12	
Dina Marron	NHHS - Teacher	9-12	
Jennifer Komoroski	VHS Psychologist	9-12	

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

Directions: Indicate compliance by yes or no. If non-compliant, list the name of the school(s) not in compliance; specific areas identified as non-compliant **must** be addressed on the Comprehensive Equity Plan forms.

Table 1: Needs Assessment, Board Responsibility

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
<p>NJAC 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX; U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</p> <p>A. Adopt or re-adopt written equality and equity policies, requiring the following:</p>			
<p>1. Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following:</p> <p style="padding-left: 40px;">a. Identify and address all forms of prejudice and discrimination in all district, charter and renaissance school project programs, practices, curricula, instructional materials and assessments.</p>	Yes	<p>Policy 1140-Affirmative Action Program, adopted September 20, 2016</p> <p>Policy 5750-Equal Educational Opportunity, adopted September 20, 2016</p> <p>Policy 5755-Equality in Educational Programs and Services, adopted September 20, 2016</p> <p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016</p>	

b. Ensure equal access to all schools, facilities, programs, activities, and benefits for all students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	Yes	Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016 Policy 5755-Equality in Educational Programs and Services, adopted September 20, 2016 Policy 5842-Equal Access of Student Organizations, adopted May 8, 2018 Policy 5756-Transgender Students, adopted September 21, 2015	
c. Provide equitable treatment for pregnant and married students	Yes	Policy 5752-Marital Status and Pregnancy, adopted May 8, 2018 Policy 5755-Equality in Educational Programs and Services, adopted May 8, 2018	
d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Yes	Policies 5512-Harassment, Intimidation and Bullying, adopted October 16, 2018 Policy 3362-Sexual Harassment, adopted May 1, 2001 Regulation 3362-Sexual Harassment, adopted February 20, 2018 Policy 4352-Sexual Harassment, adopted December 15, 2009 Regulation 4352-Sexual Harassment, adopted March 13, 2018 Policy 3281-Inappropriate Staff Conduct, adopted May 8, 2018 Regulation 3281-Inappropriate Staff Conduct, adopted February 20, 2018 Policy and Regulation 5751-Sexual Harassment, adopted May 1, 2001	
2. Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status,	Yes	Policy & Regulation 1510-Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination, adopted February 21, 2017	

affectional or sexual orientation, gender, religion, disability or socioeconomic status.		Policy 1530-Equal Employment Opportunity, adopted September 20, 2016 Regulation 1530-Equal Employment Opportunity, adopted December 13, 2016 Policy 1550-Equal Employment/Anti-Discrimination Practices, adopted August 14, 2018 Regulation 1550-Affirmative Action Program for Employment and Contract Practices, adopted June 19, 2018	
3. The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district, charter and renaissance school project school's Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.	Yes	Policy 1140-Affirmative Action Program, adopted September 20, 2016 Policy & Regulation 1510-Rights of Persons with Handicaps or Disabilities/Policy on Non-Discrimination, adopted February 21, 2017 Affirmative Action Officer approved by Board of Education each June for upcoming school year.	
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	Policy 1140-Affirmative Action Program, adopted September 20, 2016 Policy 2260-Affirmative Action for School and Classroom Practices, adopted September 20, 2016 Policy & Regulation 3240-Professional Development for Teachers and School Leaders, adopted August 15, 2017 District holds mandatory staff training during two in-service days prior to opening of school and one on Columbus Day every school year. District also includes four half day in-services throughout the school year.	
B. Authorize the Affirmative Action Officer team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress, and complete the	Yes	Policy 1140-Affirmative Action Program, adopted September 20, 2016 Policy 1523-Comprehensive Equity Plan, adopted September 20, 2016	

District Performance Review in the NJQSAC. Charter schools will report annual progress in the Charter School Annual Report.		Current three-year Comprehensive Equity Plan and Statement of Assurance adopted by Board of Education on June 23, 2015; Board approved Affirmative Action Team to develop new CEP on March 19, 2019	
C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups disaggregated by gender, race, ethnicity, limited English proficiency, special education, migrant status, date of enrollment, student suspension, expulsion, child study team referrals; Pre-K-12 promotion/retention data; Pre-K-12 completion rates and re-examination and re-evaluation of classification and placement of students in special education programs if there is over representation within certain groups; staffing practices; quality of program data; and stakeholder satisfaction data. Identify any school-level underperforming subgroups on Annual Yearly Progress (Progress Targets) reports for state assessments.	Yes	Policy 1140-Affirmative Action Program, adopted September 20, 2016 Policy 1523-Comprehensive Equity Plan, adopted September 20, 2016 Policy 2415.01-Academic Standards, Academic Assessments and Accountability, adopted February 8, 2011	
D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions:	Yes	Policy 1140-Affirmative Action Program, adopted September 20, 2016 Policy 1523-Comprehensive Equity Plan, adopted September 20, 2016	
1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	Yes	Policy 1140-Affirmative Action Program, adopted September 20, 2016 Policy 1523-Comprehensive Equity Plan, adopted September 20, 2016	
2. Define the responsibilities of the AAO (Affirmative Action Officer/504 Officer, and/or Title IX Coordinator); require that the AAO be a certificated staff person; and, train the AAO to handle the district, charter	Yes	Policy 1140-Affirmative Action Program, adopted September 20, 2016 Policy 1523-Comprehensive Equity Plan, adopted September 20, 2016	

and renaissance school projects equity' responsibilities.			
3. Inform students, staff and the community of the name, office address, and phone number of the district, charter and renaissance school project's AAO, and publicize the location and availability of the district, charter and renaissance school project's CEP, policy(ies), grievance procedures and annual reports.	Yes	Policy 1140-Affirmative Action Program, adopted September 20, 2016 Policy 1523-Comprehensive Equity Plan, adopted September 20, 2016	
4. Investigate and resolve discrimination complaints, grievances and incidents between students and teachers or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.	Yes	Policy 1140-Affirmative Action Program, adopted September 20, 2016 Policy 1523-Comprehensive Equity Plan, adopted September 20, 2016	
5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	Yes	Policy 1140-Affirmative Action Program, adopted September 20, 2016 Policy 1523-Comprehensive Equity Plan, adopted September 20, 2016	
6. Authorize the AAO to conduct yearly equity training for all staff.	Yes	Policy 1140-Affirmative Action Program, adopted September 20, 2016 Policy 1523-Comprehensive Equity Plan, adopted September 20, 2016	

<p>E. A county vocational school district shall admit resident students based on board-approved policies and procedures that ensure equity and access for enrollment that shall be posted on the school district, charter and renaissance school project's district's website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.</p>		<p>(For County Vocational School Districts Only)</p>	
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Table 2: Needs Assessment, Staff Development and Classroom Practices

II. Staff Development And Training • N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
A. Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status every school year , as follows:	Yes	Policy 1523-Comprehensive Equity Plan, adopted September 20, 2016 Policy 2260-Affirmative Action for School and Classroom Practices, adopted September 20, 2016 Policy & Regulation 3240-Professional Development for Teachers and School Leaders, adopted August 15, 2017 Examples: District's Community Health and Wellness Education Series, driver safety program, Principal's Parent Advisory Committee, HIB training for parent volunteers, Evolution Partners 360 parent training modules, regular evening guidance parent programs. Parents are kept informed through notification system and social media throughout the year of any policy changes, particularly in back to school information.	
1. To all certificated (administrative and professional) staff.	Yes	Attend HIB Training, School Law & Suicide prevention. Legal One trainings through NJPSA. Complete State-mandated programs through Safe Schools, examples include: Gang Awareness, Substance Abuse, Hazing, Bloodborne Pathogens. Certificated staff have multiple opportunities to take courses in technology, instructional practice, continuing education & health/wellness.	
2. To all non-certificated (non-professional) staff.	Yes	All custodians, cafeteria workers, secretaries, bus drivers, support staff and substitutes attend yearly HIB training, suicide training & state mandated programs. Non-certificated staff have opportunities through the District & Safe Schools to take classes related to their specific job roles.	

Table 3: Needs Assessment, School and Classroom Practices

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>A. Equality and Equity in Curriculum</p> <ul style="list-style-type: none"> • N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard <p>1. Ensure that the district, charter school or renaissance school project's curriculum and instruction are aligned to the State's Core Curriculum Content Standards and addresses the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p>	Yes	<p>Policy 1140-Affirmative Action Program, adopted September 20, 2016 Policy 1523-Comprehensive Equity Plan, adopted September 20, 2016 Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016 Policy 5750-Equal Educational Opportunity, adopted September 20, 2016</p> <p>All programs are available to all students. Curricula is aligned to New Jersey Student Learning Standards and can be accessed through Assistant Principals.</p>	
<p>a. School climate and culture, safe and positive learning environment.</p>	Yes	<p>Policy 5750-Equal Educational Opportunity, adopted September 20, 2016 Policy 5512-Harassment, Intimidation and Bullying, adopted October 16, 2018</p>	

		<p>Policy 5756-Transgender Students, adopted September 21, 2015</p> <p>Rachel's Challenge Program, Week of Respect and Violence and Vandalism Awareness Week, Girl Up Club, Gay-Straight Student Alliance, School Climate Survey, SHIP Program, Peer mentor program, RTI Services, Teen Pep, Pro-Active Collaborative Teens, Student Quality of Life Committee, SMART Club, Mind of the Athlete program, Students for Change club.</p>	
b. Courses of study, including Physical Education	Yes	<p>Policy 5750-Equal Educational Opportunity, adopted September 20, 2016</p> <p>All courses are open to all students including physical education and health classes which accommodate students with differing abilities. During Week of Respect and throughout the school year, teachers incorporate lessons on diversity into the curriculum.</p>	
c. Library materials/Instructional materials and strategies	Yes	<p>Policy 5750-Equal Educational Opportunity, adopted September 20, 2016</p> <p>All materials are available to all students, including media materials, learning strategies and alternate assessments. The library's collection of books, e-books, audio books and databases are developed to address curriculum needs and to reflect the reading, information, and cultural interests of the school's population. Library materials are available in a variety of formats to meet readers' needs and abilities, including print, audio, large type, and digital. In addition, a special collection of low-level, high-interest books serve the needs of emerging readers and non-native speakers. Ongoing displays promote the diversity of the collection, with such themes as Black History, African-American authors, women's history, Hispanic heritage, Asian-Americans, Indian culture, Native American heritage, Holocaust remembrance,</p>	

		multicultural fiction, autism awareness, Better Speech & Hearing Month, Day of Silence, and LGBT History Month.	
d. Technology/software and audio-visual materials	Yes	<p>Policy 5750-Equal Educational Opportunity, adopted September 20, 2016</p> <p>All teachers and students are issued a personal mobile computing device. Wireless internet access is available throughout both schools. Adaptive technology software applications are utilized for students with special needs.</p>	
e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures	Yes	<p>Policy 5750-Equal Educational Opportunity, adopted September 20, 2016</p> <p>Policy 5512-Harassment, Intimidation, Bullying, adopted October 16, 2018</p> <p>Policy 2411-Guidance Counseling, adopted September 20, 2016</p> <p>Peer Leadership Program, Peer Mediation Program, Response to Intervention (RTI) Services Team, Teen Pep Program, Student Assistance Coordinators' support groups, School Based Counselors, Community Health and Wellness Education Series, HIB curriculum, SADD Club, Rachel's Challenge Program, Voorhees SHIP Program.</p>	
f. Extra-curricular programs and activities	Yes	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016</p> <p>Policy 5750-Equal Educational Opportunity, adopted September 20, 2016</p> <p>Policy 5842-Equal Access of Student Organizations, adopted May 8, 2018</p> <p>School Community Outreach Program for special education population, Unified Sports, Friendship Day, Day of Silence, announcements for Black History Month, guest speakers for Black History Month, Culture Clubs, Cultural celebrations through the World Language</p>	

		Department, year-round intramural sports, clubs/activities in theater, music, community service, world language, business, family and consumer science, random drug testing program, Pro-Active Collaborative Teens, Relay for Life, Hoops for Heart, Spike for a Cure, Special Olympics	
g. Tests and other assessments	Yes	<p>Policy 5750-Equal Educational Opportunity, adopted September 20, 2016</p> <p>Accommodations are made as needed to provide extended test times, alternative assessments and testing locations. This applies to all testing including state-mandated standardized tests as well as classroom assessments. All departments maintain resource rooms.</p>	
h. Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Yes	<p>Policy 5750-Equal Educational Opportunity, adopted September 20, 2016</p> <p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016</p> <p>Classes and programs adequately reflect the student population. All students have equal access to all programs.</p>	
2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	Yes	<p>Policy 5750-Equal Educational Opportunity, adopted September 20, 2016</p> <p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016</p> <p>Text selection and specific areas of study reflect multicultural content, when possible within the confines of the curriculum. Diversity lessons incorporated into curriculum throughout the year as well as highlighted during Week of Respect.</p>	
3. Ensure that instruction on African-American History, including the Amistad, and the history of other cultures is taught as part of the history	Yes	<p>Policy 5750-Equal Educational Opportunity, adopted September 20, 2016</p> <p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016</p>	

of the United States. (N.J.S.A. 18A:35-1)		All courses appropriately address the varying experiences of a variety of people. The history and events of the Amistad are taught throughout the entire social studies curriculum, including electives.	
4. Include instruction on the Holocaust and other genocide curricula in the curriculum for elementary and secondary school students. (N.J.S.A. 18A:35-28)	Yes	<p>Policy 5750-Equal Educational Opportunity, adopted September 20, 2016</p> <p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016</p> <p>The tragedies of the Jewish Holocaust are studied in Modern American History. Genocide is studied in the World History Course.</p>	
<p>B. Equality and Equity in Student Access</p> <ul style="list-style-type: none"> 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 <p>Provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, English proficiency, housing status or socioeconomic status, as follows:</p>	Yes	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016</p> <p>Policy 5755-Equality in Educational Programs and Services, adopted September 20, 2016</p>	

1. Ensure equal and barrier-free access to all school and classroom facilities.	Yes	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016 Policy 5755-Equality in Educational Programs and Services, adopted September 20, 2016 Policy 5756-Transgender Students, adopted November 18, 2014, adopted September 21, 2015</p> <p>All students have access to any and all school programs, facilities, etc. Facilities are continually upgraded to ensure safety and accessibility for all individuals. Bleachers are ADA compliant and new elevator was installed at North Hunterdon High School.</p>	
2. Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter and renaissance school project's overall minority racial and ethnic representation.	Yes	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016 Policy 5755-Equality in Educational Programs and Services, adopted September 20, 2016</p> <p>Any student living within the NHV high school district is permitted to register and participate in any academic, intramural, athletic, and scholastic activity.</p>	
3. Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016 Policy 5755-Equality in Educational Programs and Services, adopted September 20, 2016</p> <p>No new building projects at this time.</p>	
4. Ensure that students are not separated or isolated by race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, housing status or socioeconomic status, resulting in disproportionate placement within schools, courses, classes, programs or extracurricular activities.	Yes	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016 Policy 5755-Equality in Educational Programs and Services, adopted September 20, 2016</p> <p>All students are enrolled in course levels based on their academic achievement and ability level.</p>	

<p>a. Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.</p>	<p>Yes</p>	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016 Policy 5755-Equality in Educational Programs and Services, adopted September 20, 2016</p> <p>All students are encouraged to take the most challenging curriculum based on ability level and prior academic performance. Women in Engineering program is offered through partnership with ExxonMobil. Guidance Offices advertise opportunities and programs, inside and outside of school, to all students. Students, based on ability level, can apply to Seton Hall Project Acceleration and RVCC courses.</p>	
<p>b. Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.</p>	<p>Yes</p>	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016 Policy 5755-Equality in Educational Programs and Services, adopted September 20, 2016</p> <p>All students are disciplined according to the NHV BOE discipline code of conduct. If required, case managers (IEP) and guidance counselors (504) are consulted prior to discipline, to ensure a fair assessment and disciplinary action. HIB demographic data reviewed at school safety team meetings.</p>	
<p>c. Ensure equal and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically-advanced instructional assistance, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional/sexual orientation, gender, religion, disability, English proficiency, immigration status, housing status or socioeconomic status.</p>	<p>Yes</p>	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016 Policy 5755-Equality in Educational Programs and Services, adopted September 20, 2016</p> <p>All students are provided with a 1:1 mobile computing device for appropriate school use, as well as given a username and password that allows them access to school network. College and career programs and opportunities are offered and advertised to all students. Students have access to Hunterdon County Polytech courses. STEM</p>	

		course offerings have been expanded, which includes the Project Lead the Way program.	
d. Ensure that all English language learners have equal and bias-free access to all school programs and activities.	Yes	Policy 5755-Equality in Educational Programs and Services, adopted September 20, 2016 All ELL students have access to all school programs and activities and are provided appropriate support.	
e. Ensure that all students with disabilities have equal and bias-free access to all school programs and activities	Yes	Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016 Policy 5755-Equality in Educational Programs and Services, adopted September 20, 2016 All registered students are encouraged to participate in extracurricular activities and programs. District launched Unified Sports in 2017.	
f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Yes	Policy 5111-Eligibility of Resident/NonResident Pupils, adopted May 10, 2016	
5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Yes	Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016 Policy 2423-Bilingual and ESL Education, adopted September 20, 2016 The WIDA exam is administered on an annual basis.	
6. Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016 Policy 2460-Special Education, adopted August 15, 2017 Policy 2460.1-Special Education: Location, Identification, & Referral, adopted May 9, 2017 All students receiving special education services are reviewed annually. Bias free measures include, but are not limited to, Wechsler Intelligence Scale for Children	

		and Adults, Woodcock Johnson Educational Testing, Wechsler Individual Achievement Tests.	
7. Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including English language learners.	Yes	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016</p> <p>Regulation 2423-Bilingual and ESL Education, adopted September 20, 2016</p> <p>Programs available include school-based youth services, peer mentoring, peer leadership, group and individual counseling, Mind of the Athlete Program, Peer Tutoring.</p>	
8. Ensure that all pregnant students are permitted to remain in the regular school program and activities. Ensure that equivalent instruction is provided the students, if not permitted to attend school by a doctor.	Yes	<p>Policy 5752-Marital Status and Pregnancy, adopted May 8, 2018</p> <p>Policy 5755-Equality in Educational Programs and Services, adopted September 20, 2016</p> <p>Pregnant students are permitted to remain in regular program and activities. If student is unable to attend school, home instruction is provided.</p>	
<p>C. Equality and Equity in Guidance Programs and Services</p> <ul style="list-style-type: none"> • N.J.A.C. 6A:7-1,7(c)Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998 <p>Ensure that the district, charter and renaissance school project's guidance program provides the following:</p>			
1. Access to adequate and appropriate counseling services for all students, including females, minority students, English language learners, non-college	Yes	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016</p> <p>Policy 2411-Guidance Counseling, adopted September 20, 2016</p>	

<p>bound students, and students with disabilities.</p>		<p>Policy 5750-Equal Educational Opportunity, adopted September 20, 2016 Policy 5755 Equality in Educational Programs and Services, adopted September 20, 2016</p> <p>Counseling services are equally available to all students and prohibit biased counseling and the use of materials that discriminate among students on the basis of their race, color, creed, religion, gender, ancestry, national origin, or social or economic status.</p>	
<p>2. The presentation of a full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.</p>	<p>Yes</p>	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016 Policy 2411 Guidance Counseling adopted September 20, 2016 Policy 5755-Equality in Educational Programs and Services, adopted September 20, 2016</p> <p>The Board of Education requires that a planned program of guidance and counseling be an integral part of the educational program of the schools to assist students in making and implementing informed educational and occupational choices including academic, career and personal/social development. A program of guidance and counseling, including developmental career guidance and exploration, shall be offered to all students in grades nine through twelve and shall involve the coordinated efforts of all teaching staff members under the leadership of certified guidance and counseling personnel. The counseling department hosts military days to broaden students' understanding of the benefits of the armed services. The counseling department hosts evening programs related to preparation for college and careers. Students can attend Hunterdon County Polytech or apply to attend four-year vocational academies through Hunterdon County Vocational School District.</p>	

3. Guidance counselors are using bias-free materials.	Yes	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016 Policy 2411-Guidance Counseling, adopted September 20, 2016</p> <p>All counseling services shall be free of bias on the basis of race, color, creed, religion, gender, affectational or sexual orientation, ancestry, national origin, or social or economic status. Any materials received in the guidance office are reviewed before being made available to students.</p>	
<ul style="list-style-type: none"> Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972 <p>Ensure that the district, charter and renaissance school project's physical education program is co-educational, as follows:</p> <ol style="list-style-type: none"> All instructional activities are equitable and are co-educational. 	Yes	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016 Policy 5750-Equal Educational Opportunity, adopted September 20, 2016 Policy 5755-Equality in Educational Programs and Services, adopted September 20, 2016 Policy 2422 Health and Physical Education, adopted May 10, 2016</p> <p>All students have to take four years of physical education, and an adaptive physical education course is available for students with disabilities.</p>	
<p>D. Equality and Equity in Athletic Programs</p> <ul style="list-style-type: none"> Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972 <p>Ensure that the district, charter and renaissance school project's Athletic Program accomplishes the following:</p>			
1. Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.	Yes	<p>Policy 5755 Equality in Educational Programs and Services, adopted September 20, 2016 Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016</p>	

		<p>An equal number of teams are made available to males and females.</p> <p>The last Affirmative Action Athletic survey was completed in 2015 for the three-year period of 2015-2018. The next Affirmative Action Athletic survey will be completed in the Fall of 2019 for the 2019-2022 period.</p>	
2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	Yes	<p>Policy 5755 Equality in Educational Programs and Services, adopted September 20, 2016</p> <p>Regulation 7510 Rules and Regulation Governing the Use of School Facilities, adopted April 24, 2012</p> <p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 2016</p> <p>Scheduling based on league schedules as well as practice times are balanced by availability of facilities.</p> <p>Collaboration of coaches enhances the facility scheduling.</p>	
3. Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	Yes	<p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016</p> <p>Salaries are determined through negotiations and NHVEA contract. Coaching stipends are the same for boys and girls teams. Maintenance and purchasing of equipment is equitably distributed based on need, not gender of team.</p>	
4. Provides comparable facilities for male and female teams.	Yes	<p>Policy 2430 Co-Curricular Activities, adopted February 20, 2018</p> <p>Policy 2260-Affirmative Action Program for School and Classroom Practices, adopted September 20, 2016</p> <p>Policy 7100-Facilities Planning, adopted November 14, 2017</p> <p>Fields are equitably maintained and accessible to both male and female teams.</p>	

Table 4: Needs Assessment, Employment/Contract Practices

IV. Employment/Contract Practices <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows:</p> <ol style="list-style-type: none"> Utilize equitable hiring practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district, charter and renaissance school project's certificated and non-certificated staff and within every category of employment, including administration. 	Yes	<p>Policy 1550-Equal Employment/Anti-Discrimination Practices, adopted August 14, 2018 Policy 1530-Equal Employment Opportunity, adopted September 20, 2016 Policy 2260-Affirmative Action for School and Classroom Practices, adopted September 20, 2016</p> <p>All jobs are advertised through a multitude of sources. Hiring is done using committee structure. The most qualified applicant is offered position.</p>	
<ol style="list-style-type: none"> Target recruiting practices for under-represented populations in every category of employment. 	Yes	<p>Policy 1530-Equal Employment Opportunity, adopted September 20, 2016 Policy 1550-Equal Employment/Anti-Discrimination Practices, adopted August 14, 2018</p> <p>Open job positions are advertised in National Minority Update newsletter, The Star-Ledger, among other publications, and posted on social media.</p>	
<ol style="list-style-type: none"> Ensure that the district, charter and renaissance school project's employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights. 	Yes	<p>Policy 1530-Equal Employment Opportunity, adopted September 20, 2016 Policy 1550-Equal Employment/Anti-Discrimination Practices, adopted August 14, 2018</p>	

		All applications are submitted through AppliTrack. All job postings indicate district is an affirmative action/equal opportunity employer.	
4. Monitor promotions and transfers to ensure non-discrimination.	Yes	Policy 1530-Equal Employment Opportunity, adopted September 20, 2016 Policy 1550-Equal Employment/Anti-Discrimination Practices, adopted August 14, 2018 All final candidates are selected through a committee, including promotions and transfers.	
5. Ensure equal pay for equal work among members of the district, charter and renaissance school project's staff, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	Yes	Policy 1530-Equal Employment Opportunity, adopted September 20, 2016 Policy 1550-Equal Employment/Anti-Discrimination Practices, adopted August 14, 2018 Determined through negotiations of all union contracts.	
B. Ensure that the district, charter and renaissance school project does not enter into, or maintain, contracts with persons, agencies, or organizations that discriminate in employment or in the provision of benefits or services, on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.	Yes	Policy 1530-Equal Employment Opportunity, adopted September 20, 2016 Policy 1550-Equal Employment/Anti-Discrimination Practices, adopted August 14, 2018 All bidding and state contract practices are followed for purchasing and services. District primarily uses state contracts, Ed-Data, Co-Ops and ESCs for purchasing.	
C. Provide Equality in Employment and Contract Practices for all persons,	Yes	Policy 1530-Equal Employment Opportunity, adopted September 20, 2016	

<p>regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.</p>		<p>Policy 1550-Equal Employment/Anti-Discrimination Practices, adopted August 14, 2018</p> <p>Employment contracts are negotiated between unions and Board of Education. Purchased services and contracts are primarily done through state contracts, Ed-Data, Co-ops and ESCs.</p>	
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North Hunterdon-Voorhees Regional High School District

Comprehensive Equity Plan

2019-2022

Summary Statement:

The 2019 Affirmative Action Team completed the Needs Assessment and has found the North Hunterdon-Voorhees Regional High School District and its schools to be in compliance in all areas.

Though the district has met the requirements, the following are areas upon which the district is looking to further improve:

- **Health and Wellness Programs** The district looks to offer health and wellness programs based on the needs of students, parents and faculty.
 - Starting in the 2019-2020 school year, the district will be implementing an innovative clinical program for students with emotional and behavioral difficulties. This comprehensive in-district therapeutic program will provide students with clinical individual and group therapy as well as monthly evening parent psychoeducation support groups.
 - The district will explore new ways to implement anti-vaping initiatives. This will include programs embedded within the curriculum as well as after school programs that raise awareness within the community about the vaping epidemic.
 - Voorhees held its second annual Mental Health Fair for students in late March. The fair has been well received by students and we look to increase the number of participating health and wellness type organizations.
 - A Mindfulness room is being created at Voorhees in the Guidance Office. Yoga will continue to be offered to students and staff to decrease stress and anxiety.
 - We look to increase the number of student clubs related to health and wellness, starting with the addition of a new Mindfulness Club at North Hunterdon.
 - One of the goals of the Student Success Committee is to develop guidelines for meaningful homework and to examine ways to reduce stress for students.
- **College and Career Readiness & Community Partnerships**: The district looks to expand its program offerings to students and parents related to college and career readiness. In addition, as part of our Strategic Plan, the district will be researching ways to partner with businesses and organizations in the community to offer authentic learning experiences for students.

- College Fairs are held annually at both high schools and the counseling departments will be working to increase the number of colleges that attend each year. North Hunterdon holds one large college fair in the evening and Voorhees holds two smaller college fairs. These college fairs currently host well over 100 colleges at both campuses and we look to expand that number.
 - Both high schools invite 11th and 12th grade students to participate in College Rep Visits during October and November. This program will continue and invites over 80 colleges to come to our campuses and meet with interested students in small groups.
 - The high schools will continue to offer evening programs for parents and students focused on college and career preparation/readiness and financial aid information.
 - The counseling departments will continue to work with the community to provide information to our students during Career Fairs in both high schools. These community partners have also offered North Hunterdon-Voorhees students shadowing and internship experiences in order to build students' understanding of the career they represent, which we hope will increase in the coming years.
 - District currently offers multiple dual enrollment courses (e.g. Seton Hall and RVCC) and we will research ways to expand offerings each year based on student needs.
 - We look forward to continuing our partnership with Hunterdon County Vocational School District to provide vocational academies embedded within each of our high school buildings.
- Provide an Inclusive Educational Environment for All Students
 - During the 2019-2022 school years, the District will provide professional development opportunities to all staff members in order to highlight important research topics relevant to educating students with emotional and behavioral issues in accordance with current best practices as well as practical strategies and techniques to manage students with emotional and behavioral difficulties in public school classroom more effectively.
 - Lion P.R.I.D.E. Academy - Currently, the district has a number of students who require out-of-district placement for emotional/behavioral and/or mental health issues. During the 2019-2020 school year, the district will establish a new program for students who require intensive programming. This programming will integrate clinical counseling, structure, support, and academics within a dynamic public school setting, in a small self-contained environment to help meet students' needs in the least restrictive environment. Students in the program would have various opportunities throughout the day to interact with non-disabled peers to the

most extent appropriate. This program will be expanded as needed during the 2020-2022 school years.

- During the 2018-2019 school year, the District worked with the Commission of the Blind, a Mobility Specialist, and the Director of Facilities to provide barrier-free access to student(s) with visual impairment to stairways and will continue to make accommodations to students' changing needs in order to provide access.
- The district will continue its commitment to the Unified Sports and Activities programs at both high schools. We will also work with our sending districts to promote a middle school program at each district.
- The district will continue to host all-inclusive events, such as Special Olympics, Relay for Life, and other club supported community activities.
- Voorhees' Students for Change Club will continue its partnership/exchange program with students from Camden, NJ. In the past, Voorhees students have visited Camden to work on community projects with their Camden counterparts. Camden students have also visited Voorhees.
- As part of its Response to Intervention (RTI) initiative, the district will continue to provide staff professional development on researched based intervention to provide interventions for struggling students.
- The district will continue to examine its in-class support program and improve upon those instructional strategies in order to expand on an all-inclusive education. The district looks to improve access to the general education curriculum for all students.