



**Hunterdon Central Regional High School**  
**Comprehensive Equity Plan**  
**2019-2022**





## **APPENDIX A:**

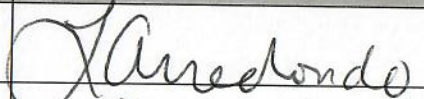
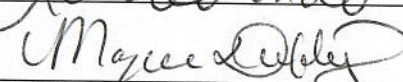
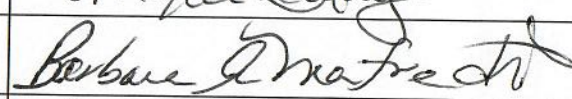
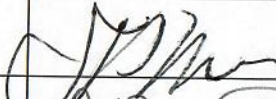
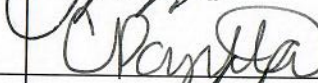

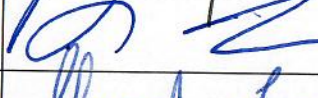

### **List of Affirmative Action Team Members**



## 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: Hunterdon Central Regional High School**

Name	Title	Grade Level (If Applicable)	Signature
Laura Arredondo	World Language Supervisor		
Marjorie Duffy	Counselor		
Barbara Manfredi	Affirmative Action Officer		
Jeffrey Moore, Ed.D.	Superintendent		
Christine Panzitta	Teacher		
Scott Rebholz	Special Education Supervisor		
Donald Thornton	Operations Manager		
Shunda Williams	Human Resources Manager		





## **APPENDIX B:**

### **CEP Needs Assessment**



## APPENDIX B: COMPREHENSIVE EQUITY PLAN NEEDS ASSESSMENT

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

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
NJAC 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX; U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard			
<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>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</p> <p>Policy 1523 – Comprehensive Equity Plan</p> <p>Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</p> <p>Policy &amp; Regulation 5750 – Equal Educational Opportunity</p> <p>Policy 5755 – Equity in Educational Programs and Services</p> <p>Policy 5756 – Transgender Students</p>	
<p>b)</p> <p>Ensure equal access to all schools, facilities, programs, activities, and benefits for all students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</p>	YES	<p>Policy 1140 – Affirmative Action Program</p> <p>Policy 1523 – Comprehensive Equity Plan</p> <p>Policy &amp; Regulation 2260 – Affirmative Action Program</p> <p>Policy &amp; Regulation 5750 – Equal Educational Opportunity</p> <p>Policy 5755 – Equity in Educational Programs and Services</p> <p>Policy 5756- Transgender Students</p>	



c) Provide equitable treatment for pregnant and married students.	YES	Policy 2416 – Programs for Pregnant Students Policy 5752 – Marital Status and Pregnancy	
d) Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	YES	Policy 1523 – Comprehensive Equity Plan Policy 5512 – Harassment, Intimidation, and Bullying Policy & Regulation 5751 – Sexual Harassment Policy 5756 – Transgender Students Summaries of policy and regulation tied to specific procedures in the HCRHS Coaches Handbook	
2) Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	YES	Policy 1523 – Comprehensive Equity Plan Policy & Regulation 1530 – Equal Employment Opportunity Policy 1550 – Equal Employment/Anti-Discrimination Practices CJ Pride membership and activities	
3) Appoint an Affirmative Action Officer (AAO) who can also serve as or coordinate with the Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.	YES	Policy 1140 – Affirmative Action Program BOE minutes	
4) Provide staff development to ensure that all equity requirements comply with N.J.A.C. 6A:7-1.6.	YES	Policy 1140 – Affirmative Action Program Safe Schools Compliance and Safety Training documentation and certificates	
B. Authorize the Affirmative Action 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	YES	Policy 1140 – Affirmative Action Program Statement of Assurances BOE Motions	



implementation and progress.			
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	<p>Policy 1140 – Affirmative Action Program</p> <p>Policy &amp; Regulation 2423 – Bilingual and ELL Education</p> <p>Policy 2610 – Educational Program Evaluation</p> <p>Policy 2622 – Student Assessment</p> <p>Academic Data</p> <p>PLC and Department meeting minutes</p> <p>Committee Meeting Minutes</p> <p>HCRHS Website</p>	
D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking the following actions:	YES	<p>Policy 1140 – Affirmative Action Program</p> <p>Policy 1523 – Comprehensive Equity Plan</p>	
1) Inform the school community about the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	YES	<p>Policy 1140 – Affirmative Action Program</p> <p>HCRHS Website</p> <p>HCRHS Student/Parent Handbook linked online</p> <p>HCRHS Staff Handbook linked online</p>	
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 equity responsibilities.	YES	Policy 1140 – Affirmative Action Program	
3) Provide students, staff and the community	YES	Policy 1140 – Affirmative Action Program	



with contact information for the AAO and publicize the location and availability of the CEP, policy(ies), grievance procedures and annual reports.		<p>Policy &amp; Regulation 1510 – Americans with Disabilities Act</p> <p>Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</p> <p>HCRHS Website</p>	
4) Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.	YES	<p>Policy 1140 – Affirmative Action Program</p> <p>Policy &amp; Regulation 1510 – Americans with Disabilities Act</p> <p>Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</p> <p>Policy &amp; Regulation 5750 – Equal Educational Opportunity</p> <p>HIB files with ABC, Principal, Superintendent</p> <p>Affirmative Action files with AAO and HR</p>	
5) Report on progress made in meeting the adequate yearly targets established for closing the achievement gap as set by the Department of Education.	YES	<p>Policy 1140 – Affirmative Action Program</p> <p>Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</p>	
6) Authorize the AAO to conduct yearly equity training for all staff.	YES	<p>Policy 1140 – Affirmative Action Program</p> <p>Safe Schools Compliance and Safety Training documentation and certificates</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 website.	N/A	(For County Vocational School Districts Only)	



N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.			
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<b>II. <u>STAFF DEVELOPMENT AND TRAINING</u></b> 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.	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 to:	YES	Policy 1140 – Affirmative Action Program  BOE Meeting Minutes  Curricular Department Meeting Minutes  Professional Learning Community Meeting Minutes  Shelter English Instruction Teacher Training  ELL Administrative Training	



1)	YES	Policy 1140 – Affirmative Action Program  Policy & Regulation 3240 – Professional Development for Teachers and School Leaders  Safe Schools Compliance and Safety Training documentation and certificates	
2)	YES	Policy 1140 – Affirmative Action Program  Policy 4240 – Employee Training  Safe Schools Compliance and Safety Training documentation and certificates	



<b>III. SCHOOL AND CLASSROOM PRACTICES</b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>List name of noncompliant school(s) in the district</b>
<p><b>A. Equality and Equity in Curriculum</b>            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> <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 that they 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 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 &amp; Regulation 2200 – Curriculum Content</p> <p>Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</p> <p>Policy 5755 – Equity in Educational Programs and Services</p> <p>ASPRIRE Program- development and implementation</p> <p>Academic Success Program</p> <p>Bilingual Program</p> <p>ABA Program- development and implementation</p>	
<p>a) School climate and culture, safe and positive learning environment</p>	YES	<p>Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</p> <p>Policy 5512 – Harassment, Intimidation, and Bullying</p> <p>Policy/Regs 5750 – Equal Educational Opportunity</p> <p>Nurtured Heart Program-training and implementation</p>	



		Strategic planning artifacts reflecting school culture, including the November 2018 administration of the NJ School Climate Survey	
b)	YES	Wellness Committee Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices  Policy 2422 – Health and Physical Education  Policy & Regulation 5750 – Equal Educational Opportunity  Wellness Committee  HCRHS Program of Studies  HCRHS Website	
c)	YES	Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices  Policy & Regulation 5750 – Equal Educational Opportunity  HCRHS IMC website  IMC Daily Schedule (classes/instruction)	
d)	YES	Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices  Policy & Regulation 5750 – Equal Educational Opportunity  HC Staff Toolkit  1:1 Technology Program  Targeted Hot Spot Access Program	



e)  Guidance and counseling, including harassment, intimidation and bullying, sexual harassment and grievance procedures	YES	Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices  Policy & Regulation 2411 – Guidance Counseling  Policy 5512 – Harassment, Intimidation, and Bullying  Policy/Regulation 5750 – Equal Educational Opportunity  HC Counseling Services Department Curriculum  HC College/Career Counselor Schedules  Class Meeting Agendas  HC Student Handbook/Website	
f)  Extra-curricular programs and activities	YES	Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices  Policy & Regulation 5750 – Equal Educational Opportunity  Policy 2430 Co-Curricular Activities  HCRHS Website- Student Activities	
g)  Tests and other assessments	YES	Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices  Policy & Regulation 5750 – Equal Educational Opportunity  Accommodation and modification plans in School Counseling, Student Services	
h) Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	YES	Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices  Policy & Regulation 5750 – Equal Educational Opportunity	



		<p>Policy 5755 – Equity in Educational Programs and Services</p> <p>STEM Community Consortium</p> <p>Dual Enrollment Courses/CTE program</p> <p>Women In Stem field trip</p> <p>Participation as county representative school in Black History Month event at the New Jersey State Museum in Trenton, New Jersey on February 21</p>	
<p>2)</p> <p>Incorporate multicultural aspects throughout the instructional content and practices across the curriculum.</p>	YES	<p>Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</p> <p>Policy &amp; Regulation 5750 – Equal Educational Opportunity</p> <p>HCRHS Program of Studies</p> <p>GAPP Program</p> <p>Polish Exchange Program</p> <p>Curriculum documents</p>	
<p>3)</p> <p>Ensure that instruction in African-American History, including the Amistad, and the history of other cultures is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)</p>	YES	<p>Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</p> <p>Policy &amp; Regulation 5750 – Equal Educational Opportunity</p> <p>HCRHS Program of Studies</p> <p>Curriculum Documents</p>	
<p>4) Include instruction on the Holocaust and other genocide curricula at all grade levels. (N.J.S.A. 18A:35-28)</p>	YES	<p>Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</p> <p>Policy &amp; Regulation 5750 – Equal Educational Opportunity</p> <p>HCRHS Program of Studies</p>	



		Curriculum Documents on Google Drive	
<b>B. Equality and Equity in Student Access</b> N.J.A.C. 6A:7-1.7; Titles VI & VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5 IDEA of 1997; Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1989); U.S. Supreme Court, 1982; Plyler v. Doe; U.S. Supreme Court, 1974, Castañeda v. Pickard  Provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, English proficiency, housing status or socioeconomic status, as follows:	YES	Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices  Policy & Regulation 5750 – Equal Educational Opportunity  Policy 5755 – Equity in Educational Programs and Services  HCRHS Registration documents  HCRHS Registrar files	
1) Ensure equal and barrier-free access to all school and classroom facilities.	YES	Policy 5755 – Equity in Educational Programs and Services	
2) Attain minority representation of students within each school, including racial and ethnic balance, that approximates the district, charter and renaissance school project's overall minority racial and ethnic representation.	YES	Policy 5755 – Equity in Educational Programs and Services	
3) Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	YES	Policy 5755 – Equity in Educational Programs and Services	
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	YES	Policy 5755 – Equity in Educational Programs and Services  Class Rosters  Red Devil Ambassador Program	



placement within schools, courses, classes, programs or extracurricular activities.		Addition of ELL Counselor & SAC  Connect Club, PALS program, Unified Sports, and other initiatives aimed at inclusion of special education students	
a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses.	YES	Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices  Policy 5755 – Equity in Educational Programs and Services  Class rosters of G&T courses  ELL Outreach initiatives	
b) Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	YES	Policy 5755 – Equity in Educational Programs and Services  Student Safety Data System entries (SSDS)	
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.	YES	Policy 5755 – Equity in Educational Programs and Services  1:1 Chromebook Initiative  Targeted Mobile Hotspot Access Program	
d) Ensure that all English language learners have equal and bias-free access to all school programs and activities.	YES	Policy 5755 – Equity in Educational Programs and Services  Gifted and Talented Art participation data	



		HCRHS Program of Studies World Language Department Community/Parent Outreach Programs	
e)  Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.	YES	Policy 5755 – Equity in Educational Programs and Services  Special Education Parent Advisory Group  Community/Parent Outreach Programs  HCRHS Student Activities- website	
f)  Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	YES	Policy & Regulation 5111 – Eligibility of Resident/Nonresident Students  HCRHS Registrar records  Communication logs, including Language Line access records	
5) Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	YES	Policy & Regulation 2423 – Bilingual and ESL Education  ACCESS for ELLS 2.0 assessment records and data	
6) Utilize bias-free measures for determining the special needs of students with disabilities.	YES	Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices Policy 2460 – Special Education • Regulation 2460.1 – Special Education - Location, Identification, and Referral • Regulation 2460.8 – Special Education - Free and Appropriate Public Education • Regulation 2460.9 – Special Education - Transition From Early Intervention Programs to Preschool Programs • Regulation 2460.15 – Special Education – In-Service Training Needs for Professional and Paraprofessional Staff	



		<ul style="list-style-type: none"> <li>• Regulation 2460.16 – Special Education - Instructional Material to Blind or Print-Disabled Students</li> </ul>	
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	Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices  SAC, School-Based records  Language Line Access records  Nursing Services records  HCRHS Website	
8)	YES	Policy 2416 – Programs for Pregnant Students	
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.		Policy 5752 – Marital Status and Pregnancy  Policy 5755 – Equity in Educational Programs and Services  Nursing Services records  Counseling Services records  Home Instruction Data	
<b>C. Equality and Equity in Guidance Programs and Services</b> 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 district, charter and renaissance school project's guidance program provides the following:			
1) Access to adequate and appropriate counseling services for all students, including females, minority students, English language learners, non-college bound students, and students with disabilities.	YES	Policy & Regulation 2411 – Guidance Counseling  Policy 5755 – Equity in Educational Programs and Services  Counseling Services website	
2) A full range of possible occupational,	YES	Policy & Regulation 2260 – Affirmative Action	



professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.		<p>Program for School and Classroom Practices</p> <p>Policy &amp; Regulation 2411 – Guidance Counseling</p> <p>Policy 5755 – Equity in Educational Programs and Services</p> <p>ELL Vocational Exploration participation</p> <p>ELL Visiting Scholar PAR Program</p> <p>Naviance</p> <p>Counseling Services Department Curriculum</p> <p>Records and data from the office of our full-time College and Career Counselor</p> <p>Records and data from Workplace Readiness Program</p>	
3) Bias-free materials for use by counselors.	YES	<p>Policy &amp; Regulation 2411 – Guidance Counseling</p> <p>Policy 5755 – Equity in Educational Programs and Services</p>	
<p><b>D. Equality and Equity in Physical Education</b></p> <p>N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972</p> <p>Ensure that the physical education program and instructional activities are equitable.</p>	YES	<p>Policy 2422 – Health and Physical Education</p> <p>Policy 5755 – Equity in Educational Programs and Services</p> <p>HCRHS Registrar records and intake procedures</p> <p>HCRHS Curriculum Guide</p> <p>Class Rosters</p> <p>Policy 2416 Programs for Pregnant Students</p>	
<b>E. Equality and Equity in Athletic Programs</b>		Unified Sports Program	



<p>Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972</p> <p>Ensure that the athletic program accomplishes the following:</p>		<p>Connect Club</p> <p>PALS program</p>	
<p>1)</p> <p>Relatively equal numbers of varsity and sub-varsity teams for male and female students.</p>	<p>YES</p>	<p>Policy 5755 – Equity in Educational Programs and Services</p> <p>HCRHS Website- Athletics</p> <p>HCRHS Coaches’ Handbook</p>	
<p>2)</p> <p>Equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.</p>	<p>YES</p>	<p>Policy 5755 – Equity in Educational Programs and Services</p> <p>Facilities Use forms</p> <p>R School scheduling data</p>	
<p>3)</p> <p>Equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.</p>	<p>YES</p>	<p>Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</p> <p>Budget documents</p> <p>HCEA Bargaining Agreement</p>	
<p>4)</p> <p>Comparable facilities for male and female teams.</p>	<p>YES</p>	<p>Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</p> <p>R School scheduling data</p>	



<b>IV. EMPLOYMENT/CONTRACT PRACTICES</b> 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 <b>MUST include Board policy title, number and date of adoption.</b>	List name of noncompliant school(s) in the district
A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows:  1) 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	Policy & Regulation 1510 – Americans with Disabilities Act  Policy & Regulation 1530 – Equal Employment Opportunities  Policy & Regulation 1550 – Equal Employment/Anti-Discrimination Practices  HCRHS Website  Applitrak  Hiring Process Forms	
2)  Target recruiting practices for under-represented populations in every category of employment.	YES	Policy & Regulation 1530 – Equal Employment Opportunities  HCRHS Job Fair  NJ School Jobs  Indeed  Handshake  Department of Labor  CJ Pride membership and participation documents	
3) Compliance of employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil	YES	Policy & Regulation 1510 – Americans with Disabilities Act  Policy & Regulation 1530 – Equal Employment	



Rights.		<p>Opportunities</p> <p>Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</p> <p>Applitrack</p>	
4) Monitor promotions and transfers to ensure non-discrimination.	YES	<p>Policy &amp; Regulation 1530 – Equal Employment Opportunities</p> <p>Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</p> <p>Personnel Files/Seniority documents</p> <p>All Collective Bargaining Agreements</p>	
5) Provide equal pay for equal work regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	YES	<p>Policy &amp; Regulation 1530 – Equal Employment Opportunities</p> <p>Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</p> <p>Personnel and Payroll records</p> <p>All Collective Bargaining Agreements</p>	
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	<p>Policy &amp; Regulation 1530 – Equal Employment Opportunities</p> <p>Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</p> <p>Purchasing Policies and Procedures</p> <p>All Collective Bargaining Agreements</p>	
C. Provide Equality in Employment and Contract Practices for all persons,	YES	<p>Policy &amp; Regulation 1530 – Equal Employment Opportunities</p>	



regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.		Policy & Regulation 1550 – Equal Employment/Anti-Discrimination Practices	
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## **APPENDIX C:**

### **CEP Action Plans**



### *I. Board Responsibility*

**Objective:**

*Table 5: Corrective Actions, Board Responsibilities*

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## II. Staff Development and Training

School District, Charter School or Renaissance School Project Name: **HUNTERDON CENTRAL REGIONAL HIGH SCHOOL**

### 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 2019-20 through 2021-22 to provide in-service training for school personnel on a continuing basis to identify and resolve problems arising from prejudice 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.

Table 6: Corrective Actions, Staff Development and Training

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion
<b>NONE</b>				



*III. School and Classroom Practices:  
Equality and Equity in Curriculum*

**School District, Charter School or Renaissance School Project Name: HUNTERDON CENTRAL REGIONAL HIGH SCHOOL**

**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 2019-20 through 2021-22 for developing and/or revising curriculum to eliminate discrimination, add multicultural content, and promote understanding and mutual respect among all students.

*Table 7: Corrective Actions, School and Classroom Practices: Equality and Equity in Curriculum*

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline	Evidence of Completion
			2019 2020 2021 Ongoing	
Section III/A(e): though compliant, HIB data reveals the need for additional instruction	Explore best practices from around the state that utilizes the school website to better instruct students and parents about HIB. Upon completion of the review, the HCRHS Website will be changed to improve communication and clarify HIB regulations, procedures, and protocols.	School Safety/School Climate Team	2019-2020	HCRHS Website



*III. School and Classroom Practices:  
Equality and Equity in Student Access*

**School District, Charter School or Renaissance School Project Name: HUNTERDON CENTRAL REGIONAL HIGH SCHOOL**

**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 2019-20 through 2021-22 to provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, national origin, sexual orientation, gender, religion, English proficiency, socio-economic status, immigration status, housing status or disability

*Table 8: Corrective Actions, School and Classroom Practices: Equality and Equity in Student Access*

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion
Section III/B: though compliant, this is in response to anticipated further changes in demographics	Review and revise ELL intake and documentation procedures with consideration toward older students in regard to their enrollment and participation.	Counseling Services Department,  World Language Department	2019-2022	Standardized testing data  Individual Monitoring documents  Family Outreach programs Staff development data



III. School and Classroom Practices:  
Equality and Equity in Guidance Program Services

School District, Charter School or Renaissance School Project Name: HUNTERDON CENTRAL REGIONAL HIGH SCHOOL

**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 2019-20 through 2021-22 to provide equitable treatment, adequate and appropriate counseling services for ALL students, including females, minority students, English language learners, non-college bound students, migrant students, students experiencing homelessness and students with disabilities, and to ensure exposure and counseling services focused on careers in the science and technology industries, non-traditional career options and post-secondary opportunities for minority and female students

Table 9: Corrective Actions, School and Classroom Practices: Equality and Equity in Guidance Program Services

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline	Evidence of Completion
			2019 2020 2021 Ongoing	
NONE				



*III. School and Classroom Practices:  
Equity in Physical Education and Athletic Programs*

**School District, Charter School or Renaissance School Project Name: HUNTERDON CENTRAL REGIONAL HIGH SCHOOL**

**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 2019-20 through 2021-22 to ensure that there is gender equity in all physical education and athletic programs, and to ensure equitable opportunities for all students to participate in athletics regardless of race, national origin, gender, sexual orientation, religion, English proficiency, housing status, socio-economic status or disability.

*Table 10: Corrective Actions, School and Classroom Practices: Equity in Physical Education and Athletic Programs*

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion
Section III/E: though compliant, we look to further expand upon a highly successful 18-19 first season.	Expansion of the Unified Sports program to include soccer and a yet-to-be-determined spring sport.	Student Services, Athletics Department	2019-2022	Athletic Schedules  Facilities Use Schedule



#### IV. Employment/Contract Practices

**School District, Charter School or Renaissance School Project Name:**

**Objective:**

For each noncompliant area of the district, charter school or renaissance school project's Needs Assessment describe the corrective actions to be implemented for School Years 2019-20 through 2021-22 to ensure equitable practices in employment at all levels of responsibility, and to avoid engaging in business with firms that discriminate on the basis of race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status, or disability.

*Table 11: Corrective Actions, Employment/Contract Practices*

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion
NONE				





## **APPENDIX D:**

**CEP Statement of Assurance**

**Board Resolution- AAO**

**Board Resolution- Needs Assessment**

**Board Resolution- CEO**