

COMPREHENSIVE EQUITY PLAN

for Academic Years 2007-2008 through 2009-2010

District/Charter School Information: (please type or print)

<u>Gloucester Township Public Schools</u>	<u>1780</u>	<u>Camden</u>	<u>07</u>
Legal Name of District/Charter School	Code	County	Code

Address: 17 Erial Road Telephone #: (856) 227-1400

City: Blackwood NJ Zip: 08012 FAX #: (856) 227-1428

Affirmative Action Officer: Dion M. Davis Telephone #: (856) 227-1400 Ext. 2100

AAO Email ddavis@gloucester.k12.nj.us

Contact Person: Mr. Dion M. Davis Telephone #: (856) 227-1400 Ext. 2100

STATEMENT OF ASSURANCES

1. The district/charter school will achieve and maintain compliance with all applicable laws, codes, regulations, and guidelines 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; Guidelines for the Desegregation of Public Schools in New Jersey (1989); 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.
2. The district/charter school has conducted a comprehensive needs assessment of its equality and equity needs at each school within the district, if applicable. The attached Comprehensive Equity Plan is designed to meet the assessed equality and equity needs at each site, if applicable.
3. The local Board has authorized the submission of the Comprehensive Equity Plan, and will support full implementation of the plan on July 1, 2007 upon approval by the New Jersey State Department of Education.
4. The district/charter school will also correct any form of discrimination or non-compliance identified by the New Jersey State Department of Education.

CERTIFICATION:

By signing below, the Chief School Administrator certifies that all statements above are true and correct:

Name Mr. Thomas D. Seddon
(Print or type name and title)

Title Superintendent

Signature:  Date: 3/27/07

COMPREHENSIVE EQUITY PLAN

A. ACCOUNTABILITY:

1. Each district will review their approved comprehensive equity plan on an annual basis and submit a statement of assurance of its implementation to their respective county office of education and the Office of Specialized Populations no later than June 30 of each year. Statements of Assurance forms for each academic year are attached as Appendix D. Districts will also complete the *District Performance Review* in the New Jersey Quality Single Accountability Continuum (NJ QSAC). For charter schools, annual progress will be reported in the Charter School Annual Report.
2. A sampling of district/charter schools may be reviewed on an annual basis for compliance of the approved Comprehensive Equity Plan.

B. SANCTIONS

1. As noted in 6A:7-1.9(f), “If the district board of education or charter school does not implement the comprehensive equity plan within 180 days of the approval date of the plan, or fails to report its progress annually, sanctions deemed to be appropriate by the Commissioner of Education or his/her designee shall be imposed, and may include action to suspend, terminate or refuse to award continued federal or state financial assistance, pursuant to N.J.S.A. 18A:55-2.”

DISTRICT/CHARTER SCHOOL NEEDS ASSESSMENT CHECKLIST
TO ACHIEVE EQUALITY AND EQUITY IN EDUCATIONAL PROGRAMS

Directions: Indicate compliance by checkmark. When a district is 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 or Non-compliant	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.	N.J.A.C. 6A:7-1.7; <u>Booker v. Plainfield</u> , 461 NJ, 1965; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX Adopt or re-adopt written equality and equity policies, requiring the following:			
1)	Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following: (a) Identify and address all forms of prejudice and discrimination in all district/charter school programs, practices, curricula, instructional materials and assessments.	Compliant	Board Policy IA IGA JF KLB	
(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.	Compliant	Board Policy FE JI	
(c)	Provide equitable treatment for pregnant and married students.	Compliant	Board Policy JFE	
(d)	Prohibit or eliminate sexual harassment, and harassment.	Compliant	Board Policy AC JFCF	
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.	Compliant	Board Policy AC GCC GBA GDC	
3)	The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district/charter school's Section 504 Officer and/or the district/charter school's Title IX Coordinator.	Compliant	Board Meeting 1-22-07 Resolution 0107-13	
4)	Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Compliant	The Gloucester Township B.O.E. provides staff members with professional development training to help identify and resolve problems arising from prejudice through building based meetings and district in-service activities throughout the year. See Summer Institute offerings and district In-Service schedule.	
	BOARD RESPONSIBILITY.....Continued	Compliant or Non-compliant	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
B.	Authorize the Affirmative Action Officer team to develop a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress, and complete the District Performance Review in the NJ QSAC. Charter schools will report annual progress in the Charter School Annual Report.	Compliant	Board Meeting 1-22-07 Resolution 0107-13	
C.	Collect and analyze AYP data for underperforming subgroups disaggregated by gender, race, ethnicity, limited English proficiency, special education, migrant, 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 AYP reports for state assessments.	Compliant	See letter from State Department of Education (dated January 14, 2005) confirming that Gloucester Township Public Schools has implemented the improvement plan activities needed to bring about the changes required in response to the comprehensive monitoring conducted during the 2000-2001 school year. The district continues to address issues regarding the over representation of minority students in its population of students who are determined eligible for special education services. This is an attempt to bring about a more appropriate representational balance of students in special education programs and general education programs.	
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:	Compliant	Board of Education meeting 3-26-07	
1)	Publicize throughout the community the local Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	Compliant	The Gloucester Township B.O.E. has established policies prohibiting bias, harassment discrimination, segregation, thus ensuring equality in educational programs which are available to the public, including the township clerk, for distribution and examination.	
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 school's equity' responsibilities.	Compliant	The Gloucester Township B.O.E. has appointed a certified staff person as an Affirmative Action Officer at the B.O.E. meeting scheduled on 1-22-07. The responsibilities of the AAO are defined in the Policies and Procedure Manual.	
3)	Inform students, staff and the community of the name, office address, and phone number of the district/charter school's AAO, 'and publicize the location and availability of the district/charter school's CEP, 'policy(ies), grievance procedures and annual reports.	Compliant	The Gloucester Township B.O.E. publishes the name, address, and phone number of the AAO in the district school calendar, on the district web page and in school handbooks, which are used by students and staff.	

	BOARD RESPONSIBILITY.....Continued	Compliant or Non-compliant	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
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, socio-economic status or disability.	Compliant	Ongoing responsibility of AAO as defined in the Policies and Procedure Manual.	
5)	Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap	Compliant	State results, AYP and objectives are reviewed at schools with staff and parent groups. District comparative results are shared and discussed at Principals' curriculum meetings. Improvement strategies are then implemented at individual schools.	
6)	Authorize the AAO to conduct yearly equity training for all staff.	Compliant	All Administrators and Supervisors were instructed to present equity training for the entire staff of Gloucester Township Public Schools in the beginning of each school year. Administrators and Supervisors were presented a power point presentation model of key topics to meet this expectation.	
II.	<u>STAFF DEVELOPMENT AND TRAINING</u> N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	Compliant or Non-compliant	Documentation or Evidence to Substantiate Compliance	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 or socioeconomic status every school year , as follows:	Ongoing	See page 25	
1)	To all certificated (administrative and professional) staff.	Ongoing	See page 25	
2)	To all non-certificated (non-professional) staff.	Ongoing	See page 25	

III.	<u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant or Non-compliant	Documentation or Evidence to Substantiate Compliance	List name of noncompliant school(s) in the district
A.	Equality and Equity in Curriculum N.J.A.C. 6A:7-1.7 (b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972			
	1)			
	(a)	Compliant	District guidelines; school-wide conduct codes; assemblies promoting positive self-esteem and mutual respect; and after-school activities provided by district and municipality grants.	
	(b)	Compliant	Gender separation for Human Sexuality classes exists in Grades 6 & 7.	
	(c)	Compliant	District objectives are aligned w/ NJCCCS and all textbooks, library books and curriculum guidelines are board approved. Board Policy IIA	
	(d)	Compliant	Compass software used to support Math and Language Arts curriculum; Accelerated Reader program used to support Language Arts curriculum; Tablet PCs used for integrated Social Studies curriculum; Curriculum guides aligned with NJCCCS for instruction; After-school labs provided for at-risk students; and classroom computers used for differentiated instruction.	
	(e)	Compliant	Monthly Guidance Tracking Log Monthly Suspension Log Board Policy JFCF & Procedure Guidelines	
III.	<u>SCHOOL AND CLASSROOM PRACTICES</u>continued	Compliant or Non-compliant	Documentation or Evidence to Substantiate Compliance	List name of noncompliant school(s) in the district

(f)	Extra-curricular programs and activities	Compliant	All offerings are based upon students' interest. Programs that are consistent from year to year are advertised in student handbooks, with selection based upon interest, or, when applicable, meeting specific program qualifications.	
(g)	Testing and other assessments	Compliant	All students are administered standardized tests accordingly with NJ mandates (NJASK, GEPA, TCS and ACCESS for ELL).	
(h)	Reducing or preventing the under representation of minority, female and male students in all classes and programs	Compliant	Classroom/course placement practices are heterogeneous and bias-free, with the exception of Advanced level math classes and the Gifted and Talented program, which have specific program qualifications for eligibility.	
2)	Include Multicultural Education content and practices across the curriculum.	Compliant	Per the NJCCCS, Multicultural education is integrated throughout the curriculum, including African American History, Holocaust Studies, as well as the history of other cultures and underrepresented groups. Holocaust demonstration sites (selected by the State) exist at Chews Elementary School and CW Lewis Middle School.	
3)	Ensure that instruction on African-American History, including the Amistad, and the history of other cultures is taught as part of the history of the United States. (NJSA 18A:35-1)	Compliant		
4)	Include instruction on the Holocaust and other genocides in the curriculum for elementary and secondary school students. (N.J.S.A. 18A:35-28)	Compliant		

III.	<u>SCHOOL AND CLASSROOM PRACTICES</u>continued	Compliant or Non-compliant	Documentation or Evidence to Substantiate Compliance	List name of noncompliant school(s) in the district
B.	<p>Equality and Equity in Student Access N.J.A.C. 6A:7-1.7 & (g); 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; <u>Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education</u> (1989), U.S. Supreme Court, 1982; <u>Plyer v. Doe</u></p> <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 or socioeconomic status, as follows:</p>			
1)	Ensure equal and barrier-free access to all school and classroom facilities.	Compliant	QAAR Facility Checklist 7.6	
2)	Attain minority representation, including racial and ethnic balance, within each school that approximates the district/charter school's overall minority racial and ethnic representation.	Compliant	Fall Enrollment Report	
3)	Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Compliant	District demographic map No new facilities planned	
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 or socioeconomic status, resulting in inappropriate placement within schools, courses, classes, programs or extracurricular activities.	Compliant	Academic and extracurricular placements are bias-free, with the exception of Advanced level math classes and the Gifted and Talented program, which have specific program qualifications for eligibility.	
(a)	Ensure that minority and female students are not disproportionately represented in gifted and talented or accelerated/advanced courses, including math and science.	Compliant	Academic placements are bias-free, with the exception of Advanced level courses, which have specific program qualifications for eligibility.	
(b)	Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Compliant	Consequences issued to students are based upon the district's Code of Conduct, as outlined in the student handbook and district policies manual.	
(c)	Ensure equal and bias-free access for all students to computers, computer classes, vocational ed classes, and technologically-advanced instructional assistance, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional/sexual orientation, gender, religion, disability or socioeconomic status.	Compliant	Academic and after-school computer labs are available to all students.	

III.	<u>SCHOOL AND CLASSROOM PRACTICES</u>continued	Compliant or Non-compliant	Documentation or Evidence to Substantiate Compliance	List name of noncompliant school(s) in the district
(d)	Ensure that all limited English-proficient students have equal and bias-free access to all school programs and activities.	Compliant	2005- 2008 Bilingual/ESL Three Year Program Plan; Updated ESL Curriculum Guide, aligned with WIDA standards; ASSA Report; Fall Report.	
(e)	Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.	Compliant	District Practices Board Policies	
(f)	Ensure that all schools' registration procedures are in compliance with State and Federal regulations.	Compliant	Birth certificate required for Pre-K thru Grade One. Additionally, the following items are required: Immunization record, transfer card, proof of residency, custody papers (if applicable), report cards/standardized test scores, notarized affidavit (if living w/ someone else); latest IEP (if Special Ed. Student); Home Language Survey.	
5)	Utilize a State approved language proficiency measure on an annual basis for determining the special needs of language-minority students.	Compliant	Maculaitis II (State approved) ACCESS for ELL WAPT	
6)	Utilize bias-free measures for determining the special needs of students with disabilities.	Compliant	Child Study Team Evaluations Annual Review of IEPs	
7)	Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including limited English-proficient students.	Compliant	2005- 2008 Bilingual/ESL Three Year Program Plan; Healthcare, tutoring and mentoring are logged. Board Policy IA	
8)	Ensure that all pregnant students are permitted to remain in the regular school program and activities. If not permitted to attend school by her doctor, ensure that equivalent instruction is provided the student.	Compliant	Board Policy JFE	
C.	Equality and Equity in Guidance Programs and Services N.J.A.C. 6A:7-1,7)(c)Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998 Ensure that the district/charter school's guidance program provides the following:			
1)	Access to adequate and appropriate counseling services for all students, including females, minority students, limited English proficient students, non-college bound students, and students with disabilities.	Compliant	Counseling Services Tracking Log	
III.	<u>SCHOOL AND CLASSROOM PRACTICES</u>continued	Compliant or Non-compliant	Documentation or Evidence to Substantiate Compliance	List name of noncompliant school(s) in

				the district
2)	The presentation of a full range of possible career, professional, and/or vocational choices for all students, including careers in the science and technology industries and nontraditional careers.	Compliant	Exposure to various careers are included throughout the curriculum. Advisory period and Career Fairs on the middle school level.	
3)	Guidance Counselors are not using biased materials.	Compliant	All materials are approved by the American Guidance Association or Psychological Corporation for bias free standards.	
D.	Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972 Ensure that the district/charter school's physical education program is co-educational, as follows:	Compliant	All Physical Education Programs are co-educational. Human Sexuality in grades 6 and 7 is gender separated.	
1)	All instructional activities are equitable and are co-educational.			
E.	Equality and Equity in Athletic Programs Athletic Guidelines 1986; N.J.A.C. 6A:7(d) and Title IX, Education Amendments of 1972 Ensure that the district/charter school's Athletic Program accomplishes the following:	Compliant	Interscholastic Sports Interest Survey conducted 2/1/07	
1)	An interest survey has been completed in the last three years to ensure equitable opportunities for female and male students to participate in athletics.			
2)	Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.	Compliant	Boys/Girls Soccer, Baseball, Boys/Girls Softball, Boys/Girls Basketball, Field Hockey, Track (co-ed), Wrestling, Cheerleading and Intramurals (co-ed).	
3)	Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	Compliant	Team rosters developed by Athletic Coordinators	
4)	Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	Compliant	Athletic positions and salaries per GTEA contract. Equipment purchased via building budget allocations.	

III.	<u>SCHOOL AND CLASSROOM PRACTICES</u>continued	Compliant or Non-compliant	Documentation or Evidence to Substantiate Compliance	List name of noncompliant school(s) in the district
5)	Provides comparable facilities for male and female teams.	Compliant	All facilities are equally accessible for male and female teams.	
IV.	<u>EMPLOYMENT/CONTRACT PRACTICES</u> 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 or Non-compliant	Documentation or Evidence to Substantiate Compliance	List name of noncompliant school(s) in the district
A.	Ensure that the district/charter school provides equal and bias-free access to all categories of employment, as follows:	Compliant	EEOC Report, Fall Survey Report, ASSA Report	
1)	Utilize equitable practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district/charter school's certificated and non-certificated staff and within every category of employment, including administration.			
2)	Target under-utilized groups in every category of employment.	Compliant	Attended 10 job fairs in NJ, DE and PA. Additionally, sponsored Minority Job Fair (2/27/07). Vacancies posted in various newspapers, lunch menus, Channel 19, NJHire website and district website	
3)	Ensure that the district/charter school's employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.	Compliant	EEOC Report	
4)	Monitor promotions and transfers to ensure non-discrimination.	Compliant	EEOC Report, Fall Survey Report, Certificated Staff Report	
5)	Ensure equal pay for equal work among members of the district/charter school's staff, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	Compliant	Negotiated contracts	

IV.	<u>EMPLOYMENT/CONTRACT PRACTICES... Cont.</u> 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 or Non-compliant	Documentation or Evidence to Substantiate Compliance	List name of noncompliant school(s) in the district
B.	Ensure that the district/charter school 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 or socioeconomic status.	Compliant	Business and Purchasing Department practices and records. Affirmative Action Officer's records for contractors and vendors.	
C.	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.	Compliant	Board Policies- Non-Discrimination, Affirmative Action and Sexual Harassment Procedures	

NJ State Division on Civil Rights website: <http://www.state.nj.us/lps/dcr/>

U.S. Dept. of Education Office for Civil Rights website: <http://www.ed.gov/about/offices/list/ocr/index.html?src=mr>

U.S. Commission on Civil Rights website: <http://www.usccr.gov/>

U.S. Dept. of Justice Civil Rights Division website: <http://www.usdoj.gov/crt/crt-home.html>

COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE

Academic Years 2007 – 2010

BOARD RESPONSIBILITIES

DISTRICT/CHARTER SCHOOL: Gloucester Township Public Schools 1780

OBJECTIVE: Describe the district/charter school’s plan to be implemented for Academic Years 2007-2010 to ensure that the Board of Education follows through with its responsibilities as defined on pages 12 and 13 of this document, including adoption or re-adoption of written equality and equity policies; the authorization of the AAO to develop a CEP; collection of disaggregated data; and adoption of the CEP and facilitate and support its implementation.

NON-COMPLIANT AREAS: Use more than one page as needed. **N/A**

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline				Indicator of Accomplishment
			07	08	09	Ongoing	
			Δ	Δ	Δ	Δ	

COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE

Academic Years 2007 – 2010

STAFF DEVELOPMENT PROGRAM

DISTRICT/CHARTER SCHOOL: Gloucester Township Public Schools 1780

OBJECTIVE: Describe the plan to be implemented for Academic Years 2007-2010 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 or socioeconomic status.

STAFF DEVELOPMENT IS ONGOING (see above): Use more than one page as needed.

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline				Indicator of Accomplishment
			07	08	09	Ongoing	
II	<ul style="list-style-type: none"> • <i>Framework for Poverty Initiative</i> (Ruby Payne) 	Principals	Δ	Δ	Δ	Δ	Date, roster and agenda for training.
	<ul style="list-style-type: none"> • Block Scheduling initiative at 3 middle schools (w/ Advisory period each day) 	All staff	√			√	Date, roster and agenda for advisory period meetings.
	<ul style="list-style-type: none"> • <i>Effective Communication w/ parents</i> workshop (A. Petruzzelli, Asst. Superintendent) 	All staff				√	Date, roster and agenda for training.
	<ul style="list-style-type: none"> • Differentiating Instruction Book Clubs/Article Reads 	All staff	√			√	Date, roster and agenda for training.
	<ul style="list-style-type: none"> • <i>Lessons from the Holocaust</i> workshop (Dr. Paul Winkler, State Dept. of Education) 	All staff				√	Date, roster and agenda for training.
	<ul style="list-style-type: none"> • Implemented community wide <i>Annual Celebration of Service Program</i>, involving students, teachers, administrators, parents and community leaders 	Dr. MLK Service Committee	√			√	Flyer and news article
	<ul style="list-style-type: none"> • <i>Addressing the needs of the ESL student in the content area</i> workshop 	All staff				√	Date, roster and agenda for training.
	<ul style="list-style-type: none"> • <i>Response to Intervention (RTIS)</i> training 	All staff				√	Date, roster and agenda from I&RS meetings; CST logs/referrals.
	<ul style="list-style-type: none"> • <i>Bully Busters</i>- Character Education Initiative 	All staff	√			√	Curriculum

COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE

Academic Years 2007 – 2010

SCHOOL AND CLASSROOM PRACTICES: EQUALITY AND EQUITY IN CURRICULUM

DISTRICT/CHARTER SCHOOL: Gloucester Township Public Schools 1780

OBJECTIVE: Describe the district/charter school’s plan to be implemented for Academic Years 2007-2010 for developing and/or revising curriculum to eliminate discrimination, add multicultural content, and promote understanding and mutual respect among all students.

NON-COMPLIANT AREAS: Use more than one page as needed. N/A

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline				Indicator of Accomplishment
			07	08	09	Ongoing	
			Δ	Δ	Δ	Δ	

Academic Years 2007 – 2010

SCHOOL AND CLASSROOM PRACTICES: EQUALITY AND EQUITY IN STUDENT ACCESS

DISTRICT/CHARTER SCHOOL: Gloucester Township Public Schools 1780

OBJECTIVE: Describe the district/charter school’s plan to be implemented for Academic Years 2007-2010 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 or disability

NON-COMPLIANT AREAS: Use more than one page as needed. **N/A**

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline				Indicator of Accomplishment
			07	08	09	Ongoing	
			Δ	Δ	Δ	Δ	

COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE

Academic Years 2007 – 2010

SCHOOL AND CLASSROOM PRACTICES: EQUALITY AND EQUITY IN GUIDANCE PROGRAM SERVICES

DISTRICT/CHARTER SCHOOL: Gloucester Township Public Schools 1780

OBJECTIVE: Describe the district/charter school’s plan to be implemented for Academic Years 2007-2010 to provide equitable treatment, adequate and appropriate counseling services for ALL students, including females, minority students, limited English-proficient students, non-college bound students, 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

NON-COMPLIANT AREAS: Use more than one page as needed. N/A

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline				Indicator of Accomplishment
			07	08	09	Ongoing	
			Δ	Δ	Δ	Δ	

COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE

Academic Years 2007 – 2010

SCHOOL AND CLASSROOM PRACTICES: EQUITY IN PHYSICAL EDUCATION & ATHLETIC PROGRAMS

DISTRICT/CHARTER SCHOOL: Gloucester Township Public Schools 1780

OBJECTIVE: Describe the district/charter school’s plan to be implemented for Academic Years 2007-2010 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, socio-economic status or disability.

NON-COMPLIANT AREAS: Use more than one page as needed. **N/A**

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline				Indicator of Accomplishment
			07	08	09	Ongoing	
			Δ	Δ	Δ	Δ	

COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE

Academic Years 2007 – 2010

EMPLOYMENT AND CONTRACT PRACTICES

DISTRICT/CHARTER SCHOOL: Gloucester Township Public Schools 1780

OBJECTIVE: Describe the district/charter school's plan to be implemented for Academic Years 2007-2010 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, socio-economic status, or disability.

NON-COMPLIANT AREAS: Use more than one page as needed. **N/A**

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline				Indicator of Accomplishment
			07	08	09	Ongoing	
			Δ	Δ	Δ	Δ	