



State of New Jersey

DEPARTMENT OF EDUCATION
MONMOUTH COUNTY OFFICE

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PHYSICAL LOCATION:
4000 KOZLOSKI ROAD
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TO: Robert McGarry, Ed.D., Superintendent of Schools
Holmdel Township Public Schools

FROM: Lester W. Richens, Ed.D., Interim Executive County Superintendent
Monmouth County

LWR

DATE: September 29, 2016

SUBJECT: Approval of Comprehensive Equity Plan for 2016-2019

We are pleased to inform you that your Comprehensive Equity Plan (CEP) for 2016-2019 has been approved. Please retain all documentation for your self assessment in a centralized file.

N.J.A.C. 6A:7, *Managing for Equality and Equity* in Education, outlines the responsibilities for achieving and maintaining compliance with all state and federal laws governing equity in educational programs. The responsibility of each district/charter/renaissance project school is to identify and correct all discriminatory and inequitable policies, programs, practices and conditions within or affecting its schools. The role of the New Jersey Department of Education is to ensure district/charter/renaissance project school compliance of N.J.A.C. 6A:7.

If you have any questions, please contact Deborah Bleisnick, county education specialist at (732) 431-7810. Best wishes to you throughout the school year.

c: Paula Bloom

APPENDIX C: COMPREHENSIVE EQUITY PLAN CORRECTIVE ACTIONS

I. BOARD RESPONSIBILITY

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19, to ensure that the Board of Education or Board of Trustees follows through with its responsibilities, 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.

Section/sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2016 2017 2018 Ongoing	Evidence of Completion
	Resolution appointing the AAO for the 2016/2017 school year	Superintendent	June 29, 2016	See attached certified copy of the resolution appointing the AAO for the 16/17 school year.
	Policy updates – Managing for Equality and Equity in Education, Standards and Assessment, Professional Standards, Special Education and Bilingual Education	Director of Human Resources & Compliance	2016/2017 school year	The following policies will be reviewed by the appropriate BOE committee for adoption during the 2016/2017 school year: CEP Policy 1140 Affirmative Action Program (Revised) CEP Policy 1523 Comprehensive Equity Plan (Revised) CEP Policy 1530 Equal Employment Opportunities (Revised) CEP Policy 1550 Affirmative Action Program for Employment-Contract Practices (Revised) CEP Policy 2200 Curriculum Content (Revised) CEP Policy 2260 Affirmative Action Program for School & Classroom

					Practices (Revised)
					CEP Policy 2411 Guidance Counseling (Revised)
					CEP Policy 2423 Bilingual and ESL Education (Revised)
					CEP Policy 2610 Educational Program Evaluation (Revised)
					CEP Policy 2622 Student Assessment (Revised)
					CEP Policy 5750 Equal Educational Opportunity (Revised)
					CEP Policy 5755 Equity in Educational Programs & Services (Revised)
					CEP Reg 1530 Equal Employment Opportunity Complaint Procedure (Revised)
					CEP Reg 2200 Curriculum Content (Revised)
					CEP Reg 2411 Guidance Counseling (Revised)
					CEP Reg 2423 Bilingual and ESL Education (Revised)

II. STAFF DEVELOPMENT AND TRAINING

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 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.

Section/sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2016 2017 2018 Ongoing	Evidence of Completion
None				

III. SCHOOL AND CLASSROOM PRACTICES: *EQUALITY AND EQUITY IN STUDENT ACCESS*

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 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.

[illegible]

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

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 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.

[illegible]

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

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 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.

[illegible]

IV. EMPLOYMENT/CONTRACT PRACTICES

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 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.

[illegible]

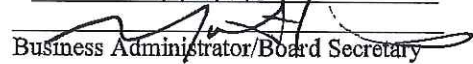
**AGENDA
REGULAR BUSINESS MEETING
W. R. SATZ SCHOOL
JUNE 29, 2016 7:30 PM**

58. Appointment of Affirmative Action Officer

Resolved: That the Board appoint Eric Swensen, as the Affirmative Action Officer for the 2016/2017 school year.

MOTION: Ms. Flynn SECOND: Mr. Sockol VOTE: 7-0
Absent: Mrs. D'Ambrosi and Mrs. Vander Woude

I do hereby certify that the foregoing is a
true and exact copy of a resolution adopted
by the Holmdel Board of Education
on 6/29/16


Business Administrator/Board Secretary