

SEP 18 2019



SEP 3 '19

PHILIP D. MURPHY
Governor

SHEILA Y. OLIVER
Lt. Governor

State of New Jersey
DEPARTMENT OF EDUCATION

Hudson County Office
830 Bergen Avenue, Suite 7B
Jersey City, NJ 07306
Telephone (201) 369-5290
Facsimile (201) 369-5288

LAMONT O. REPOLLET, Ed.D.
Commissioner

MELISSA A. PEARCE
Interim Executive County Superintendent

MEMORANDUM

September 16, 2019

TO: Christopher Garlin, Lead Person
Dr. Lena Edwards Academic Charter School

FROM: Melissa A. Pearce, Interim Executive County Superintendent

SUBJECT: Comprehensive Equity Plan for 2019-2022 Approval

A handwritten signature in blue ink, appearing to be "M. Pearce", written over the "FROM:" line of the memorandum.

We are pleased to inform you that your Comprehensive Equity Plan (CEP) for 2019-2022 has been approved. Please retain all documentation of the self-assessment in a centralized file.

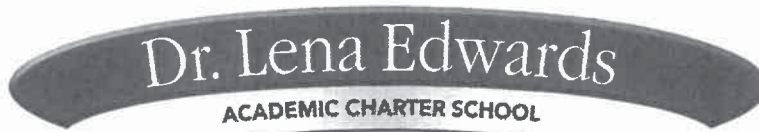
N.J.A.C. 6A:7, *Managing for Equality and Equity in Education*, outlines responsibilities for achieving and maintaining compliance with all state and federal laws governing equity in educational programs. The responsibility of each district/charter/renaissance project school is to develop a three-year CEP that identifies and corrects 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 with N.J.A.C. 6A:7, *Managing for Equity*.

If you have any questions, please contact your county education specialist at (201) 369-5290.

Best wishes to you throughout the school year.

c: Paula Bloom
James Brewer
Jeffrey Mohr
Pat West
Monica Tone

File: Dr. Lena Edwards Academic Charter School: 2019-2022 CEP Approval Memo (9-16- 2019)



509 BRAMHALL AVENUE, JERSEY CITY, NEW JERSEY 07304, 201-433-5300

August 30, 2019

VIA EMAIL & HAND DELIVERY

Ms. Melissa Pearce
Executive County Superintendent
Hudson County Office of Education
830 Bergen Avenue Suite 7B
Jersey City, New Jersey 07306-4507

Re: Comprehensive Equity Plan Package

Dear Ms. Pearce:

For review and approval, please find enclosed the Comprehensive Equity Plan Package as submitted by Dr. Lena Edwards Academic Charter School. A hard copy with original signatures will follow via hand delivery.

Sincerely,

A handwritten signature in black ink, appearing to read "Christopher Garlin", written over a horizontal line.

Christopher Garlin
CEO

**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: Hudson

Name of School District/Charter School/Renaissance School Project: Dr. Lena Edwards Academic CS

Address: 509 Bramhall Avenue, Jersey City, NJ 07304

Affirmative Action Office (AAO): Jeffrey Mohr Telephone #: 201-401-4300x152

AAO Email: jmohr@drlenaedwardscharterschool.org

Alternate Contact Person: James Brewer Telephone #: 201-433-5300x151

Title: Principal

Email: jbrewer@drlenaedwardscharterschool.org

1. The school district, charter school or renaissance school project has conducted a comprehensive needs assessment of its equality and equity needs at each school within the district, charter school or renaissance school project, if applicable. The attached Comprehensive Equity Plan is designed to meet the assessed equality and equity needs at each site, if applicable.
2. The local Board has authorized the submission of the Comprehensive Equity Plan and will support full implementation of the plan 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: Christopher Garlin, CEO

Signature: 

Date: 8-27-19



Resolution # 8/19/7A

Proposed by: Phyllis Fasone
Seconded by: Eugene Squeo

DR. LENA EDWARDS ACADEMIC CHARTER SCHOOL ("DLEACS")
Board of Trustees (the "Board")

APPOINTING ASSISTANT PRINCIPAL JEFFREY MOHR AS
DLEACS AFFIRMATIVE ACTION OFFICER

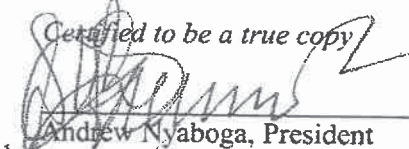
WHEREAS DLEACS is required to have an Affirmative Action Officer; and

WHEREAS Assistant Principal Jeffrey Mohr having performed this duty and remaining qualified to continue to fill this position; now

THEREFORE be resolved that the Board hereby appoints Assistant Principal Jeffrey Mohr as the DLEACS Affirmative Action Officer for the 2019 through 2022 SYs.

Roll Call Vote

TRUSTEES	Aye	Nay	Abstain	Absent
ANDREW NYABOGA	X			
JOSEPH DIFEO	X			
PHYLLIS FASONE	X			
JOHN SEAZHOLTZ				X
ELLEN ZADROGA				X
EUGENE SQUEO	X			
PATRICIA MADISON	X			
SONDRA EDWARDS BUESING RILEY				X

Certified to be a true copy

Andrew Nyaboga, President
Dated: August 27, 2019



Resolution # 8/19/7B

Proposed by: Phyllis Fasone
Seconded by: Eugene Squeo

DR. LENA EDWARDS ACADEMIC CHARTER SCHOOL ("DLEACS")
Board of Trustees (the "Board")

APPROVE DLEACS AFFIRMATIVE ACTION TEAM TO PARTICIPATE IN
DEVELOPMENT OF NEEDS ASSESSMENT AND
COMPREHENSIVE EQUITY PLAN ("CEP")

WHEREAS it would be beneficial to DLEACS to continue to have the School Affirmative Action Team be a part of developing the School's Needs Assessment and CEP; and

WHEREAS the Board recommends that the School's Affirmative Action Team continue to partake in said development; now

THEREFORE be resolved that the Board hereby approves that the DLEACS Affirmative Action Team participate in the Development of Needs Assessment and CEP for the 2019 through 2022 SYs.

Roll Call Vote

<i>TRUSTEES</i>	<i>Aye</i>	<i>Nay</i>	<i>Abstain</i>	<i>Absent</i>
ANDREW NYABOGA	X			
JOSEPH DIFEO	X			
PHYLLIS FASONE	X			
JOHN SEAZHOLTZ				X
ELLEN ZADROGA				X
EUGENE SQUEO	X			
PATRICIA MADISON	X			
SONDRA EDWARDS BUESING RILEY				X

Certified to be a true copy

Andrew Nyaboga

Dated: August 27, 2019



Resolution # 8/19/7C
Proposed by: Phyllis Fasone
Seconded by: Eugene Squeo

**DR. LENA EDWARDS ACADEMIC CHARTER SCHOOL (“DLEACS”)
 Board of Trustees (the “Board”)**

**AUTHORIZING SUBMISSION OF DLEACS COMPREHENSIVE EQUITY
 PLAN TO NJDOE-HUDSON COUNTY OFFICE FOR REVIEW & APPROVAL**

WHEREAS it is necessary & required that DLEACS have a Comprehensive Equity Plan in place; and

WHEREAS said plan must be reviewed and approved by the NJDOE-Hudson County Office; and

WHEREAS the Board has reviewed the attached Comprehensive Equity Plan marked as Exhibit A; and

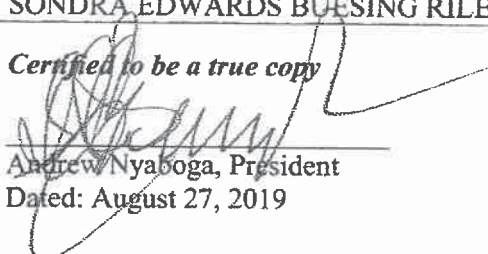
WHEREAS the Board has recommended the submission of the above referenced Plan; now

THEREFORE be resolved that the BOARD hereby authorizes that the attached Comprehensive Equity Plan marked as Exhibit A be submitted to the NJDOE-Hudson County Office for review & approval.

Roll Call Vote

<i>TRUSTEES</i>	<i>Aye</i>	<i>Nay</i>	<i>Abstain</i>	<i>Absent</i>
ANDREW NYABOGA	x			
JOSEPH DIFEO	x			
PHYLLIS FASONE	x			
JOHN SEAZHOLTZ				x
ELLEN ZADROGA				x
EUGENE SQUEO	x			
PATRICIA MADISON	x			
SONDRA EDWARDS BUESING RILEY				x





Certified to be a true copy


 Andrew Nyaboga, President
 Dated: August 27, 2019

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: Dr. Lena Edwards Academic Charter School

Name	Title	Grade Level (If Applicable)	Signature
Jeffrey Mohr	Affirmative Action Officer		
James Brewer	Principal		
Christopher Garlin	CEO		
Pat West	Development/Grants Coordinator		

*District, Charter School and Renaissance School Project 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.

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>NIAC 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>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>2224 Nondiscrimination/Affirmative Action 5145.4 Equal Educational Opportunity 6121 Nondiscrimination/Affirmative Action</p> <p>10-8-2013 9-25-2018 6-13-2017</p>	

1. 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>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.</p>	Yes	5145.4 Equal Educational Opportunity 9-25-2018	
<p>c. Provide equitable treatment for pregnant and married students</p>	Yes	5134 Married and Pregnant Students 6-13-2017	
<p>d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).</p>	Yes	2224 Nondiscrimination/Affirmative Action 10-8-2013 4111.1/4211.1 Nondiscrimination/Affirmative Action 6-13-2017 5131.1 Harassment, Intimidation and Bullying 9-25-2018 5145.4 Equal Educational Opportunity 9-25-2018 6121 Nondiscrimination/Affirmative Action 6-13-2017	
<p>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.</p>	Yes	2224 Nondiscrimination/Affirmative Action 10-8-2013 4111.1/4211.1 Nondiscrimination/Affirmative Action 6-13-2017	

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>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.</p>	Yes	2224 Nondiscrimination/Affirmative Action 10-8-2013	
<p>4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.</p>	Yes	4131/4131.1 Staff Development 6-13-2017 4231/4231.1 Staff Development 6-13-2017 5145.4 Equal Educational Opportunity 9/25/2018	
<p>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 District Performance Review in the NJQSAC. Charter schools will report annual progress in the Charter School Annual Report.</p>	Yes	2224 Nondiscrimination/Affirmative Action 10-8-2013	
<p>C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups</p>	Yes	6142.2 Bilingual/ESL 6-13-2017 6147 Standards of Proficiency 6-13-2017 6146.2 Promotion/Retention 9-25-2018 6164.4 Child Study Team 6-13-2017 6171.3 Title 1 1-16-2018	

1. 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>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.</p>		6171.4 Special Education 9-25-2018	
<p>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:</p>	Yes	2224 Nondiscrimination/Affirmative Action 10-8-2013	
<p>1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and</p>	Yes	<p>2224 Nondiscrimination/Affirmative Action 10-8-2013 4111.1/4211.1 Nondiscrimination/Affirmative Action 9-25-2018 5131.1 Harassment, Intimidation and Bullying 8/28/2018 5145.4 Equal Educational Opportunity 9-25-2018 6121 Nondiscrimination/Affirmative Action 6-13-2017</p>	

1. 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
segregation; and ensuring equality in educational programs.		2224 Nondiscrimination/Affirmative Action 10-8-2013	
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 and renaissance school projects equity' responsibilities.	Yes	2224 Nondiscrimination/Affirmative Action 10-8-2013	
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.	No	2224 Nondiscrimination/Affirmative Action 10-8-2013 5131.1 Harassment, Intimidation and Bullying 9-25-2018 5145.4 Equal Educational Opportunity 9-25-2018	
4. Investigate and resolve discrimination complaints, grievances and incidents between students and teachers or among students, based on race, national	Yes	2224 Nondiscrimination/Affirmative Action 10-8-2013 4111.1/4211.1 Nondiscrimination/Affirmative 9-25-2018 5131.1 Harassment, Intimidation and Bullying 9-25-2018 6121 Nondiscrimination/Affirmative Action 6-13-2017	

1. 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
origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.			
5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	Yes	1120 Board of Education Meetings 6-13-2017 2240 Research, Evaluation and Planning 6-13-2017	
6. Authorize the AAO to conduct yearly equity training for all staff.	Yes	2224 Nondiscrimination/Affirmative Action 10-8-2013	
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.		(For County Vocational School Districts Only)	

Table 2: Needs Assessment, Staff Development and Classroom Practices

<p>II. Staff Development And Training</p> <ul style="list-style-type: none"> • N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5 	<p>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.</p>	<p>List name of noncompliant school(s) in the district</p>
<p>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:</p>	<p>Yes</p>	<p>1120 Board of Education Meetings 6-13-2017 2240 Research, Evaluation and Planning 6-13-2017 6171.3 Title 1 1-16-2018</p>	
<p>1. To all certificated (administrative and professional) staff.</p>	<p>Yes</p>	<p>4131/4131.1 Staff Development 6-13-2017 5145.4 Equal Educational Opportunity 6-13-2017</p>	
<p>2. To all non-certificated (non-professional) staff.</p>	<p>Yes</p>	<p>4231/4231.1 Staff Development 6-13-2017 5145.4 Equal Educational Opportunity 6-13-2017</p>	

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> <p>a. School climate and culture, safe and positive learning environment.</p>	<p>Yes</p>	<p>5145.4 Equal Educational Opportunity 9-25-2018 6142.2 Bilingual/ESL 10-8-2013</p>	
	<p>Yes</p>	<p>5131.1 Harassment, Intimidation and Bullying 8-28-2018 6121 Nondiscrimination/Affirmative Action 6-13-2017</p>	

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
b. Courses of study, including Physical Education	Yes	6142.4 Physical Education and health 6-13-2017	
c. Library materials/instructional materials and strategies	Yes	6160 Instructional materials and resources 10-8-2013 5145.4 Equal Educational Opportunity 9-25-2018 6121 Nondiscrimination/Affirmative Action 6-13-2017	
d. Technology/software and audio-visual materials	Yes	5145.4 Equal Educational Opportunity 9-25-2018 6142.10 Internet Safety and technology 6-13-2017	
e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures	Yes	6164.2 Guidance Counseling 10-8-2013	
f. Extra-curricular programs and activities	Yes	6145 Extracurricular Activities 6-13-2017	
g. Tests and other assessments	Yes	6147 Standards of Proficiency 6-13-2017	
h. Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Yes	5145.4 Equal Educational Opportunity 9-25-2018	
2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	Yes	6010 Goals and Objectives of Instruction 6-13-2017	
3. Ensure that instruction on African-American History, including the Amistad, and the history of other	Yes	CCCS – no specific policy, law does not require board policy 6141 Curriculum Design and Adoption 6-13-2017	

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>cultures is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)</p>		<p>CCCS – no specific policy, law does not require board policy 6141 Curriculum Design and Adoption 6-13-2017</p>	
<p>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)</p>	Yes		
<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>5145.4 Equal Educational Opportunity 9-25-2018</p>	
<p>1. Ensure equal and barrier-free access to all school and classroom facilities.</p>	Yes	<p>5145.4 Equal Educational Opportunity 9-25-2018 6121 Nondiscrimination/Affirmative Action 6-13-2017</p>	

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
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	5145.4 Equal Educational Opportunity 9-25-2018	
3. Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	7110 LRPP 10-8-2013	
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	5145.4 Equal Educational Opportunity 9-25-2018 6121 Nondiscrimination/Affirmative Action 6-13-2017	
a. Ensure that minority and female students are not under-represented in gifted and talented or	Yes	6171.2 Gifted and Talented 6/13/2017	

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
accelerated/advanced courses, including math and science.			
b. Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	5131 Conduct and Discipline 9-25-2018 5113 Suspension/Expulsion 6-13-2017	
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	3510 Operation and Maintenance of Plant 8-8-2017 5145.4 Equal Educational Opportunity 9-25-2018 6142.10 Internet Safety and Security 6-13-2017	
d. Ensure that all English language learners have equal and bias-free access to all school programs and activities.	Yes	6142.2 Bilingual/ESL 6-13-2017	
e. Ensure that all students with disabilities have equal and bias-free	Yes	5145.4 Equal Educational Opportunity 9-25-2018 6171.4 Special Education 6-13-2017	

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
access to all school programs and activities			
f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Yes	5111 Admission 6-13-2017	
5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Yes	6147 Standards of Proficiency 6-13-2017 6171.1 Remedial Instruction 6-13-2017	
6. Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	6171.4 Special Education 9-25-2018	
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	5141 Health 6-13-2017 5141.21 Administration of Medication 6-13-2017 6171.1 Remedial Instruction 6-13-2017 6173 Home Instruction 10-8-2013	
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		

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>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>	Yes	6164.2 Guidance Counseling 6-13-2017	
<p>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.</p>	Yes	6164.2 Guidance Counseling 6-13-2017	
<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>	Yes	6164.2 Guidance Counseling 6-13-2017 6142.12 Career and Technical Education 6-13-2017	
<p>3. Guidance counselors are using bias-free materials.</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 	Yes	5145.4 Equal Educational Opportunity 9-25-2018 6164.2 Guidance Counseling 6-13-2017 5145.4 Equal Educational Opportunity 9-25-2018 6142.4 Physical Education and Health 10-8-2013	

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>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. 			
<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>	Yes	<p>5145.4 Equal Educational Opportunity 9-25-2018 6145.1/6145.2 Intramural and Interscholastic Competition 9-25-2018</p>	
<ol style="list-style-type: none"> Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students. 	Yes	<p>5145.4 Equal Educational Opportunity 9-25-2018 6145.1/6145.2 Intramural and Interscholastic Competition 9-25-2018</p>	
<ol style="list-style-type: none"> Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams. 	Yes	<p>5145.4 Equal Educational Opportunity 9-25-2018 6145.1/6145.2 Intramural and Interscholastic Competition 9-25-2018</p>	
<ol style="list-style-type: none"> Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc. 	Yes	<p>5145.4 Equal Educational Opportunity 9-25-2018 6145.1/6145.2 Intramural and Interscholastic Competition 9-25-2018</p>	
<ol style="list-style-type: none"> Provides comparable facilities for male and female teams. 	Yes	<p>5145.4 Equal Educational Opportunity 9-25-2018 6145.1/6145.2 Intramural and Interscholastic Competition 9-25-2018</p>	

Table 4: Needs Assessment, Employment/Contract Practices

<p>IV. Employment/Contract Practices</p> <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 	<p>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.</p>	<p>List name of noncompliant school(s) in the district</p>
<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. 	<p>Yes</p>	<p>2224 Nondiscrimination/Affirmative Action 4111.1/4211.1 Nondiscrimination/Affirmative Action 4111 Hiring, Recruitment and Selection 4211 Hiring, Recruitment and Selection</p> <p>10-8-2013 6-13-2017 9-25-2018 6-13-2017</p>	
<ol style="list-style-type: none"> Target recruiting practices for under-represented populations in every category of employment. 	<p>Yes</p>	<p>2224 Nondiscrimination/Affirmative Action 4111.1/4211.1 Nondiscrimination/Affirmative Action 4111 Hiring, Recruitment and Selection 4211 Hiring, Recruitment and Selection</p> <p>10-8-2013 6-13-2017 9-25-2018 6-13-2017</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. 	<p>Yes</p>	<p>2224 Nondiscrimination/Affirmative Action 4111.1/4211.1 Nondiscrimination/Affirmative Action 4111 Hiring, Recruitment and Selection 4211 Hiring, Recruitment and Selection</p> <p>10-8-2013 6-13-2017 9-25-2018 6-13-2017</p>	

<p>IV. Employment/Contract Practices</p> <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 	<p>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.</p>	<p>List name of noncompliant school(s) in the district</p>
<p>4. Monitor promotions and transfers to ensure non-discrimination.</p>	<p>Yes</p>	<p>2224 Nondiscrimination/Affirmative Action 4111.1/4211.1 Nondiscrimination/Affirmative Action 4113/4213 Assignment and Transfer 10-8-2013 6-13-2017 10-8-2013</p>	
<p>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.</p>	<p>Yes</p>	<p>2224 Nondiscrimination/Affirmative Action 4111.1/4211.1 Nondiscrimination/Affirmative Action 4111 Hiring, Recruitment and Selection 4211 Hiring, Recruitment and Selection 10-8-2013 6-13-2017 9-25-2018 9-25-2018</p>	
<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.</p>	<p>Yes</p>	<p>2224 Nondiscrimination/Affirmative Action 4111.1/4211.1 Nondiscrimination/Affirmative Action 4111 Hiring, Recruitment and Selection 4211 Hiring, Recruitment and Selection 10-8-2013 6-13-2017 9-25-2018 9-25-2018</p>	

<p>IV. Employment/Contract Practices</p> <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 	<p>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.</p>	<p>List name of noncompliant school(s) in the district</p>
<p>C. Provide 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, housing status or socioeconomic status.</p>	<p>Yes</p>	<p>2224 Nondiscrimination/Affirmative Action 10-8-2013 4111.1/4211.1 Nondiscrimination/Affirmative Action 6-13-2017 4111 Hiring, Recruitment and Selection 9-25-2018 4211 Hiring, Recruitment and Selection 9-25-2018</p>	

Comprehensive Equity Plan Corrective Actions

1. Board Responsibility

School District, Charter School or Renaissance School Project Name: Dr. Lena Edwards Academic Charter 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 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.

Table 5: Corrective Actions, Board Responsibilities

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion
D (3)	Notification via school communication app (Class Dojo) and Website	CEO/Principal	September 2019	Written Certification

School District, Charter School or Renaissance School Project Name: Dr. Lena Edwards Academic Charter 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
N/A				

Equality and Equity in Curriculum

School District, Charter School or Renaissance School Project Name: Dr. Lena Edwards Academic Charter 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 2019 2020 2021 Ongoing	Evidence of Completion
N/A				

Equality and Equity in Student Access

School District, Charter School or Renaissance School Project Name: Dr. Lena Edwards Academic Charter 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
N/A				

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

School District, Charter School or Renaissance School Project Name: Dr. Lena Edwards Academic Charter 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 2019 2020 2021 Ongoing	Evidence of Completion
N/A				

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

School District, Charter School or Renaissance School Project Name: Dr. Lena Edwards Academic Charter 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
N/A				

IV. Employment/Contract Practices

School District, Charter School or Renaissance School Project Name: Dr. Lena Edwards Academic Charter 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 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
N/A				