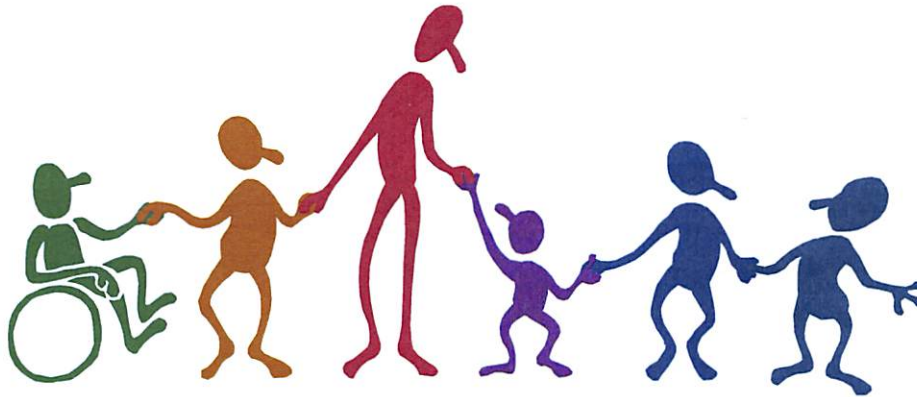


**GLOUCESTER CITY SCHOOL DISTRICT**

**NEW JERSEY STATE DEPARTMENT OF EDUCATION  
DIVISION OF FIELD SERVICES**

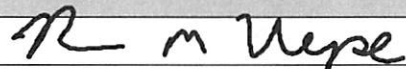
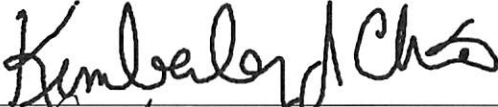

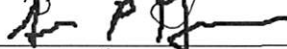

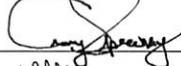

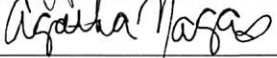

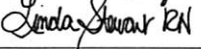
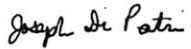


**COMPREHENSIVE EQUITY PLAN**  
For School Years  
2019-20 through 2021-22

## APPENDIX A: AFFIRMATIVE ACTION TEAM 2021-2022

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: Gloucester City School District

NAME	TITLE	GRADE LEVEL (if applicable)	SIGNATURE
Dr. Dennis Vespe, Ed.D.	Superintendent of Schools	PreK-12	
Kimberley J. Chiodi, Ed.D.	Assistant Superintendent Affirmative Action Officer & Director of Curriculum and Instruction	PreK-12	
Eliza Rawley	Director of Special Services	PreK-12	
Sean Gorman	Principal High School /Parent	9-12	
Sarah Finley	Assistant Principal, Gloucester City High School	9-12	
Craig Speechley	Principal, Cold Springs School	PreK-3	
Jennifer Holmstrom	Principal, Gloucester City Middle School	4-8	
Agatha Nagas	ESL Gloucester City Middle School	4-8	
Kim Stamm	Instructional Supervisor	PreK-12	
Linda Stewart	Nurse Gloucester City High School	9-12	
Joseph DiPatri	Assistant Principal and Guidance Counselor, Cold Springs School	PreK-3	

# Comprehensive Equity Plan Statement of Assurance 2021-2022

School District, Charter School or Renaissance School Project Information School Year 2021-2022:

Name of County: Camden County

Name of School District/Charter School/Renaissance School Project: Gloucester City School District

Address: 1300 Market Street, Gloucester City NJ 08030

Affirmative Action Office (AAO): Kimberley J. Chiodi, Ed.D. Telephone #: 856-456-7000 X1703

AAO Email: kchiodi@gcsd.k12.nj.us

Alternate Contact Person: Dennis Vespe, Ed.D. Telephone #: 856-456-7000 X2167

Title: Superintendent of Schools

Email: dvespe@gcsd.k12.nj.us

- 
1. The school district, charter school or renaissance school project has reviewed its implementation strategies for school year 2020-2021 and provides assurance that the implementation timeline has been met at each school within the district, charter school or renaissance school project, if applicable. The areas of noncompliance as indicated in the CEP have met specific indicators of achievement at each site, if applicable, during this previous school year.
  2. The school district, charter school or renaissance school project will continue to fully implement the NJDOE approved Comprehensive Equity Plan.
  3. The 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: Dennis Vespe, Ed.D. Superintendent of Schools

Signature: 

Date: 4/22/21

**744District, 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**

<b>I. Board Responsibility</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.</b>	<b>List name of noncompliant school(s) in the district</b>																																						
<p>NJAC 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX; U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</p> <p><b>A. Adopt or re-adopt written equality and equity policies, requiring the following:</b></p>	<p>Yes</p>	<p><b>Gloucester City School District Policies</b> <b>BOE Approved August 2013</b></p> <table border="0"> <tr> <td>Number</td> <td>Title</td> </tr> <tr> <td>1140</td> <td>Affirmative Action Program (M)</td> </tr> <tr> <td>1523</td> <td>Comprehensive Equity Plan (M)</td> </tr> <tr> <td>1550</td> <td>Affirmative Action Program for Employment and Contract Practices (M)</td> </tr> <tr> <td>2200</td> <td>Curriculum Content (M)</td> </tr> <tr> <td>2210</td> <td>Curriculum Development (M)</td> </tr> <tr> <td>2220</td> <td>Adoption of Courses (M)</td> </tr> <tr> <td>2230</td> <td>Curriculum Guides (M)</td> </tr> <tr> <td>2260</td> <td>Affirmative Action Program for School and Classroom Practices (M)</td> </tr> <tr> <td>2270</td> <td>Religion in the Schools</td> </tr> <tr> <td>5252</td> <td>Independent Study Programs</td> </tr> <tr> <td>2361</td> <td>Acceptable Use of Computer</td> </tr> <tr> <td></td> <td>Networks/Computers and Resources (M)</td> </tr> <tr> <td>2363</td> <td>Pupil Use of Privately-Owned Technology</td> </tr> <tr> <td>2411</td> <td>Guidance Counseling (M)</td> </tr> <tr> <td>2414</td> <td>Programs and Services for Pupils in High Poverty and in High Need School Districts (M)</td> </tr> <tr> <td>2415</td> <td>No Child Left Behind Programs (M)</td> </tr> <tr> <td>2415.01</td> <td>Academic Standards, Academic Assessments and Accountability (M)</td> </tr> <tr> <td>2415.02</td> <td>Title I -- Fiscal Responsibilities (M)</td> </tr> </table>	Number	Title	1140	Affirmative Action Program (M)	1523	Comprehensive Equity Plan (M)	1550	Affirmative Action Program for Employment and Contract Practices (M)	2200	Curriculum Content (M)	2210	Curriculum Development (M)	2220	Adoption of Courses (M)	2230	Curriculum Guides (M)	2260	Affirmative Action Program for School and Classroom Practices (M)	2270	Religion in the Schools	5252	Independent Study Programs	2361	Acceptable Use of Computer		Networks/Computers and Resources (M)	2363	Pupil Use of Privately-Owned Technology	2411	Guidance Counseling (M)	2414	Programs and Services for Pupils in High Poverty and in High Need School Districts (M)	2415	No Child Left Behind Programs (M)	2415.01	Academic Standards, Academic Assessments and Accountability (M)	2415.02	Title I -- Fiscal Responsibilities (M)	
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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
		2415.05 Pupil Surveys, Analysis, and/or Evaluations (M) 2415.0 Unsafe School Choice Option (M) 2416 Programs for Pregnant Pupils (M) 2417 Pupil Intervention and Referral Services (M) updated 8/2014 2422 Health Education (M) updated 8/2016 2423 Bilingual and ESL Education (M) updated 2/2019 2425 Physical Education updated 8/2016 2428.1 Standards-Based Instructional Priorities 2430 Extra-Curricular Activities (M) 2460 Special Education (M) updated 4/2017 2464 Gifted and Talented Pupils (M) updated 4/2017 2466 Needless Public Labeling of Pupils with Disabilities (M) 2510 Adoption of Textbooks 2520 Instructional Supplies (M) 2530 Resource Materials 2610 Educational Program Evaluation (M) updated 2/2019 2622 Pupil Assessment (M) updated 4/2017 2624 Grading System 2631 NJ Quality Single Accountability Continuum 2700 Services to Nonpublic School Pupils (M) updated 1/2018 3240 Professional Development for Teachers and School Leaders (M) updated 1/2018 3244 In-Service Training (M) 5512 Harassment, Intimidation, and Bullying (M) updated 12/2018 5755 Equity in Educational Programs and Services (M)	

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
		Comprehensive Equity Plan 2019-2020 through 2021-2022 BOE Approved May 7, 2019	
<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>All textbooks, materials etc. are reviewed by curriculum supervisor and BOE for any discriminatory materials.</p> <p>All athletics are extra-curricular activities are open to all students. All schools are handicap accessible.</p> <p><b>Gloucester City School District Policies</b> BOE Approved August 2013 Policies # 2415 , 2415.01 , 2428.1 , 2510 , 2530 , 2610 updated 2/2019 2622 updated 4/2017 2624 , 2631.</p>	
<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	<p>All students are given every opportunity to succeed at their school and accommodations are made as needed. Schedule adjustments are made when necessary.</p> <p><b>Gloucester City School District Policies</b> BOE Approved August 2013 Policies #2270, 2414</p>	
<p>c. Provide equitable treatment for pregnant and married students</p>	Yes	<p>All students are given every opportunity to succeed at their school and accommodations are made as warranted. Schedule adjustments are made when necessary.</p>	

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
		Gloucester City School District Policies BOE Approved August 2013 Policy # 2416	
d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Yes	All students are given every opportunity to succeed at their school and accommodations are made as warranted. Gloucester City School District Policies BOE Approved August 2013 Policies #2260 , 5512 updated 12/2018	
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	All postings are listed in newspapers, online, and in each building. Gloucester City School District Policies BOE Approved August 2013 Policy #2260	
3. The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district, charter and renaissance school project school's Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.	Yes	Dr. Elizabeth Curry is the AAO and Mrs. Amy Francis is the Section 504 Officer for the District. Gloucester City School District Policies BOE Approved August 2013 Policy # 2260	
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	Staff Development Agendas Gloucester City School District Policies BOE Approved August 2013 Policies # 2260, 3240 updated 1/2018	

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>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	<p>Ongoing  <b>Gloucester City School District Policies</b>  <b>BOE Approved August 2013</b>  Policy #2260</p>	
<p>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</p>	Yes	<p>Documentation in schools and central office.  <b>Gloucester City School District Policies</b>  <b>BOE Approved August 2013</b>  Policies #2415.01, 2428.1, 2624 , 2631  2460 updated 4/2017  2622 updated 4/2017  2417 updated 8/2014</p>	



<b>I. Board Responsibility</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
stakeholder satisfaction data. Identify any school-level underperforming subgroups on Annual Yearly Progress (Progress Targets) reports for state assessments.			
<b>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:</b>	<b>Yes</b>	<b>Comprehensive Equity Plan- Board of Education Adoption May 7, 2019</b> <b>Gloucester City School District Policies</b> <b>BOE Approved August 2013</b> <b>Policies # 1140, 1523, 2260</b>	
<b>1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.</b>	<b>Yes</b>	<b>Superintendent's Newsletters, School Newsletters, District Calendar, Gloucester City News, District Webpage</b> <b>Gloucester City School District Policies</b> <b>BOE Approved August 2013</b> <b>Policies #1140, 1550, 2260</b>	
<b>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.</b>	<b>Yes</b>	<b>School Policies, Board Policies</b> <b>Gloucester City School District Policies</b> <b>BOE Approved August 2013</b> <b>Policies #1140, 1550, 2260</b>	

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
3. Inform students, staff and the community of the name, office address, and phone number of the district, charter and renaissance school project's AAO, and publicize the location and availability of the district, charter and renaissance school project's CEP, policy(ies), grievance procedures and annual reports.	Yes	District Calendar, District Webpage <b>Gloucester City School District Policies</b> <b>BOE Approved August 2013</b> Policies #1140, 2260	
4. Investigate and resolve discrimination complaints, grievances and incidents between students and teachers or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.	Yes	Affirmative Action Officer (AAO)  <b>Gloucester City School District Policies</b> <b>BOE Approved August 2013</b> Policies #1140, 2260, 5755 2417 updated 8/2017	
5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	Yes	Annual School Plans for each building. <b>Gloucester City School District Policies</b> <b>BOE Approved August 2013</b> Policies #2415.01, 2415.02, 2415.05 2415.06 updated 2/2019	

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
6. Authorize the AAO to conduct yearly equity training for all staff.	Yes	Agendas of training sessions Gloucester City School District Policies BOE Approved August 2013 Policies #1140, 2260	
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**

II. Staff Development And Training • N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
A. Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement gap and other inequities	Yes	Staff Development Program Gloucester City School District Policies BOE Approved August 2013 Policies #1140, 2260, 3240 updated 1/2018	

<b>II. Staff Development And Training</b> <ul style="list-style-type: none"> <li>• N.J.A.C. 6A:7-1.6 &amp; N.J.S.A. 10:5</li> </ul>	<b>Compliant</b> <b>(Yes or No)</b>	<b>Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
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 <b>every school year</b> , as follows:			
<b>1. To all certificated (administrative and professional) staff.</b>	<b>Yes</b>	<b>Staff Development Program            Gloucester City School District Policies            BOE Approved August 2013            Policies #1140, 3244            3240 updated 1/2018</b>	
<b>2. To all non-certificated (non-professional) staff.</b>	<b>Yes</b>	<b>Staff Development Program            Gloucester City School District Policies            BOE Approved August 2013            Policies #1140 , 3244</b>	

**Table 3: Needs Assessment, School and Classroom Practices**

<b>III.School and Classroom Practices</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
<p><b>A. Equality and Equity in Curriculum</b></p> <ul style="list-style-type: none"> <li>• 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</li> </ul> <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>Yes</p>	<p>BOE Minutes indicating approval -approved annually</p> <p><b>Gloucester City School District Policies BOE Approved August 2013 Policies # 2200, 2210, 2260 updated May 7, 2019</b></p>	
<p>a. School climate and culture, safe and positive learning environment.</p>	<p>Yes</p>	<p>GCSD maintains a safe and secure school climate/learning environment enforcing a district-wide discipline code, the use of Resource Officers in the</p>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		buildings and requiring quality instruction every day in all classrooms. <b>Gloucester City School District Policies BOE Approved August 2013 Policies # 2423, 2428.1, 2510, 2520, 2530 2422 updated 8/2016 2425 updated 8/2016</b>	
b. Courses of study, including Physical Education	Yes	All courses of study are written by teachers and staff under the supervision of the Assistant Superintendent and the Superintendent. The Board of Education has final approval on all curriculum. All courses of study are directly aligned to the NJ Student Learning Standards. <b>Gloucester City School District Policies BOE Approved August 2013 Policies # 2200 , 2210 , 2220 , 2230</b>	
c. Library materials/Instructional materials and strategies	Yes	All materials are reviewed by Assistant Superintendent, Superintendent as well as the Board of Education. <b>Gloucester City School District Policies BOE Approved August 2013 Policies # 2200 , 2210 , 2220 , 2230</b>	
d. Technology/software and audio-visual materials	Yes	All materials are reviewed by Assistant Superintendent, Superintendent as well as the Board of Education. <b>Gloucester City School District Policies BOE Approved August 2013 Policies # 2200 , 2210 , 2220 , 2230 , 2361 , 2363</b>	
e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures	Yes	All students are eligible for school counseling services at all schools throughout the district and the Affirmative Action Officer (AAO) in the district is directly responsible for all sexual harassment and grievance procedures. <b>Gloucester City School District Policies BOE Approved August 2013 Policies #2411, 2414</b>	

<b>III.School and Classroom Practices</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
f. Extra-curricular programs and activities	Yes	All students are eligible for extra-curricular programs and activities provided they comply with NJSIAA rules and regulations as well as district attendance guidelines. <b>Gloucester City School District Policies BOE Approved August 2013 Policy # 2430</b>	
g. Tests and other assessments	Yes	All students in grades 3, 4, 5, 6, 7, 8 and at the high school level are tested annually on all state mandated tests: NJSLA. All students are tested on an assessment twice a year. <b>Gloucester City School District Policies BOE Approved August 2013 Policies # 2415.01, 2622 updated 4/2017</b>	
h. Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Yes	All students are allowed to register for all courses in the Gloucester City School District. Standardized test scores, recommendations are considered to assist students in making the best selection possible regarding their academic course load. <b>Gloucester City School District Policies BOE Approved August 2013 Policies #1140, 2200, 2230, 2260, 2430</b>	
2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	Yes	Every attempt is made to include multicultural education and practices across the curriculum in relation to the NJ Student Learning Standards. <b>Gloucester City School District Policies BOE Approved August 2013 Policies # 1140, 2200, 2210, 2220, 2230, 2423</b>	
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. (N.J.S.A. 18A:35-1)	Yes	GCSD includes the Amistad in its history courses as well as the customs and traditions from various cultures in relationship to the NJ Student Learning Standards. <b>Gloucester City School District Policies BOE Approved August 2013 Policies # 1140, 2200, 2210, 2220, 2230, 2260, 2415.05,</b>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		2610 updated 2/2019	
4. Include instruction on the Holocaust and other genocide curricula in the curriculum for elementary and secondary school students. (N.J.S.A. 18A:35-28)	Yes	Instruction of the Holocaust and other genocides are throughout the elementary and secondary schools in relation to the NJ Student Learning Standards. <b>Gloucester City School District Policies BOE Approved August 2013 Policies # 1140, 2200, 2210, 2220 , 2230</b>	
<p>B. Equality and Equity in Student Access</p> <ul style="list-style-type: none"> <li>N.J.A.C. 6A:7-1.7; Titles VI &amp; 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</li> </ul> <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>All students have equal and barrier free access to all schools and classroom facilities in the Gloucester City School District.</p> <p><b>Gloucester City School District Policies BOE Approved August 2013 Policies # 1140 , 2220 , 2210 , 2220 , 2230 , 2260 , 2423 , 2510 , 2530</b></p>	
1. Ensure equal and barrier-free access to all school and classroom facilities.	Yes	GCSD has one elementary, one middle, and one high school so that all students have equal access to all schools. All students are allowed to register for all courses in GCSD. Standardized test scores, previous academic performance, and teacher recommendations are	



<b>III.School and Classroom Practices</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
		<p>considered to assist students in making the best selection possible regarding their academic course load.</p> <p><b>Gloucester City School District Policies BOE Approved August 2013 Policies # 1140, 2260, 2423, 2510, 2530</b></p>	
<p>2. Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter and renaissance school project's overall minority racial and ethnic representation.</p>	<p>Yes</p>	<p>GCS D has one elementary, one middle, and one high school so that all students have equal access to all schools.</p> <p><b>Gloucester City School District Policies BOE Approved August 2013 Policies # 1140, 2260, 2423, 2510, 2530, 2260</b></p>	
<p>3. Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.</p>	<p>Yes</p>	<p>GCS D has one elementary, one middle, and one high school so that all students have equal access to all schools.</p> <p><b>Gloucester City School District Policies BOE Approved August 2013 Policies # 1140, 2260</b></p>	
<p>4. Ensure that students are not separated or isolated by race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, housing status or socioeconomic status, resulting in disproportionate placement within schools, courses, classes, programs or extracurricular activities.</p>	<p>Yes</p>	<p>GCS D has one elementary, one middle, and one high school so that all students have equal access to all schools. All students are allowed to register for all courses in GCS D. Standardized test scores, previous academic performance, and teacher recommendations are considered to assist students in making the best selection possible regarding their academic course load.</p> <p><b>Gloucester City School District Policies BOE Approved August 2013 Policies # 1140, 2260</b></p>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>MUST</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>a. Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.</p>	Yes	<p>GCSD only has one elementary, one middle, and one high school so that all students have equal access to all schools. All students are allowed to register for all courses in GCSD. Standardized test scores, previous academic performance, and teacher recommendations are considered to assist students in making the best selection possible regarding their academic course load.</p> <p><b>Gloucester City School District Policies</b> <b>BOE Approved August 2013</b> Policies # 1140 2464 updated 4/2017</p>	
<p>b. Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.</p>	Yes	<p>GCSD only has one elementary, one middle, and one high school so that all students have equal access to all schools. All students are allowed to register for all courses in GCSD. Standardized test scores, previous academic performance, and teacher recommendations are considered to assist students in making the best selection possible regarding their academic course load.</p> <p><b>Gloucester City School District Policies</b> <b>BOE Approved August 2013</b> Policies # 1140, 2260, 5500 5600 updated 2/2019</p>	
<p>c. Ensure equal and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically-advanced instructional assistance, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional/sexual orientation, gender, religion, disability, English</p>	Yes	<p>GCSD only has one elementary, one middle, and one high school so that all students have equal access to all schools. All students are allowed to register for all courses in GCSD. Standardized test scores, previous academic performance, and teacher recommendations are considered to assist students in making the best selection possible regarding their academic course load.</p> <p><b>Gloucester City School District Policies</b> <b>BOE Approved August 2013</b> Policies # 1140, 2361, 2363</p>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
proficiency, immigration status, housing status or socioeconomic status.			
d. Ensure that all English language learners have equal and bias-free access to all school programs and activities.	Yes	GCSD has one elementary, one middle, and one high school so that all students have equal access to all schools. All students are allowed to register for all courses in GCSD. Standardized test scores, previous academic performance, and teacher recommendations are considered to assist students in making the best selection possible regarding their academic course load.  <b>Gloucester City School District Policies</b> <b>BOE Approved August 2013</b> Policies # 1140, 2423	
e. Ensure that all students with disabilities have equal and bias-free access to all school programs and activities	Yes	GCSD has one elementary, one middle, and one high school so that all students have equal access to all schools. All students are allowed to register for all courses in GCSD. Standardized test scores, previous academic performance, and teacher recommendations are considered to assist students in making the best selection possible regarding their academic course load.  <b>Gloucester City School District Policies</b> <b>BOE Approved August 2013</b> Policies # 1140, 2466	
f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Yes	GCSD has one elementary, one middle, and one high school so that all students have equal access to all schools. All students are allowed to register for all courses in GCSD. Standardized test scores, previous academic performance, and teacher recommendations are considered to assist students in making the best selection possible regarding their academic course load.  <b>Gloucester City School District Policies</b> <b>BOE Approved August 2013</b> Policies # 1140, 2220, 2210, 2220, 2230, 2260, 2423, 2510, 2530	

<b>III.School and Classroom Practices</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.</b>	<b>List name of noncompliant school(s) in the district .</b>
5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Yes	The district uses ACCESS2.0 for ELL Language assessment scale for placement and exit of LEP students into the ESL program. The ACCESS2.0 is administered annually to determine English Language programs based on this assessment. The ESL teacher determines appropriate modifications for the next year.  <b>Gloucester City School District Policies BOE Approved August 2013 Policies # 1140, 2423</b>	
6. Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	The CST reviews IEP's annually to continue or change accommodations for each individual student.  <b>Gloucester City School District Policies BOE Approved August 2013 Policies# 1140 2460 updated 4/2017</b>	
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	Program, 21 <sup>st</sup> CCLC, School Psychologist, ESL Teacher, Speech Language Therapist, Physical and Occupational Therapist.  <b>Gloucester City School District Policies BOE Approved August 2013 Policies # 1140, 2423</b>	
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	Pregnant students are allowed to continue at GHS until their doctor informs the school otherwise. The student is provided with a home bound instructor until she is released by doctor to return to school.  <b>Gloucester City School District Policies BOE Approved August 2013 Policies # 1140, 2416</b>	
C. Equality and Equity in Guidance Programs and Services	Yes	<b>Gloucester City School District Policies BOE Approved August 2013 Policy # 2411</b>	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<ul style="list-style-type: none"> <li>N.J.A.C. 6A:7-1,7(c)Title IX, Education Amendments of 1972, &amp; Carl D. Perkins Vocational &amp; Technical Education Act of 1998</li> </ul> <p>Ensure that the district, charter and renaissance school project's guidance program provides the following:</p>			
<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	<p>At the high school students are assigned a counselor alphabetically. Every student in the GCSD has equal access to counselors at their respective schools.</p> <p><b>Gloucester City School District Policies</b> <b>BOE Approved August 2013</b> Policies # 2411, 2414</p>	
<p>2. The presentation of a full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.</p>	Yes	<p><b>Gloucester City School District Policies</b> <b>BOE Approved August 2013</b> Policies # 2411, 2220, 2210, 2220, 2230</p>	
<p>3. Guidance counselors are using bias-free materials.</p>	Yes	<p>The guidance staff at GCSD does not use any biased materials. (Materials reviewed and approved during Civil Rights Monitoring December 2017).</p> <p><b>Gloucester City School District Policies</b> <b>BOE Approved August 2013</b> Policy # 2411</p>	
<ul style="list-style-type: none"> <li>Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972</li> </ul>	Yes	<p>The physical education and health courses in the GCSD are directly aligned with the NJ Student Learning Standards and all classes are co-educational.</p> <p><b>Gloucester City School District Policies</b></p>	

<b>III.School and Classroom Practices</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.</b>	<b>List name of noncompliant school(s) in the district</b>
<p>Ensure that the district, charter and renaissance school project's physical education program is co-educational, as follows:</p> <p>1. All instructional activities are equitable and are co-educational.</p>		<p><b>BOE Approved August 2013</b> <b>Policy #2425 updated 8/2016</b></p>	
<p><b>D. Equality and Equity in Athletic Programs</b></p> <ul style="list-style-type: none"> <li>• Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972</li> </ul> <p>Ensure that the district, charter and renaissance school project's Athletic Program accomplishes the following:</p>	<p>Yes</p>	<p>All athletic programs receive equitable funding across the board.</p> <p><b>Gloucester City School District Policies</b> <b>BOE Approved August 2013</b> <b>Policies # 2430</b> <b>2425 updated 8/2016</b></p>	
<p>1. Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.</p>	<p>Yes</p>	<p>Male and female teams have won numerous championships, over the past decade. Currently there are 15 Varsity and Junior Varsity sports for females.</p> <p><b>Gloucester City School District Policies</b> <b>BOE Approved August 2013</b> <b>Policies # 2430</b> <b>2425 updated 8/2016</b></p>	
<p>2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.</p>	<p>Yes</p>	<p>All scheduling of games and practice is done fairly and equally amongst male and female athletic teams. Most times and dates of games are determined by the Tri County Conference as well as the NJSIAA.</p> <p><b>Gloucester City School District Policies</b> <b>BOE Approved August 2013</b> <b>Policies 2430</b> <b>2425 updated 8/2016</b></p>	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
3. Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	Yes	All athletic teams receive equitable treatment in regards to purchasing equipment, staff salaries, and the availability of the athletic trainer. <b>Gloucester City School District Policies BOE Approved August 2013 Policies 2430 2425 updated 8/2016</b>	
4. Provides comparable facilities for male and female teams.	Yes	All athletics in the GCSD share all athletic space, fields, and training facilities. <b>Gloucester City School District Policies BOE Approved August 2013 Policies # 2430 2425 updated 8/2016</b>	

**Table 4: Needs Assessment, Employment/Contract Practices**

IV. Employment/Contract Practices <ul style="list-style-type: none"> <li>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</li> </ul>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	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: <ol style="list-style-type: none"> <li>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</li> </ol>	Yes	Openings are posted in area metro newspapers, also on NJ Jobs, and the District website. <b>Gloucester City School District Policies BOE Approved August 2013 Policies # 2260, 3124</b>	

<b>IV. Employment/Contract Practices</b> <ul style="list-style-type: none"> <li>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</li> </ul>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
category of employment, including administration.			
2. Target recruiting practices for under-represented populations in every category of employment.	Yes	Local papers are used. <b>Gloucester City School District Policies BOE Approved August 2013 Policies # 2260, 3124</b>	
3. Ensure that the district, charter and renaissance school project's employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.	Yes	All state that the GCS D is an equal opportunity employer. <b>Gloucester City School District Policies BOE Approved August 2013 Policies # 2260, 3124</b>	
4. Monitor promotions and transfers to ensure non-discrimination.	Yes	All jobs are posted with each school year. <b>Gloucester City School District Policies BOE Approved August 2013 Policies # 2260, 3124</b>	
5. Ensure equal pay for equal work among members of the district, charter and renaissance school project's staff, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	Yes	Contractual <b>Gloucester City School District Policies BOE Approved August 2013 Policies # 2260, 3124</b>	



<p><b>IV. Employment/Contract Practices</b></p> <ul style="list-style-type: none"> <li>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</li> </ul>	<p><b>Compliant (Yes or No)</b></p>	<p><b>Documentation or Evidence to Substantiate Compliance <b>must</b> include Board policy title, number and date of adoption and/or revision.</b></p>	<p><b>List name of noncompliant school(s) in the district</b></p>
<p><b>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.</b></p>	<p>Yes</p>	<p>None that we are aware of at this time.  <b>Gloucester City School District Policies BOE Approved August 2013 Policies # 2260, 3124</b></p>	
<p><b>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.</b></p>	<p>Yes</p>	<p>We state, post, and practice the fact that we are an equal opportunity employer. (Materials reviewed and approved during Civil Rights Monitoring December 2017).  <b>Gloucester City School District Policies BOE Approved August 2013 Policies # 2260, 3124</b></p>	

**Appendix C: Comprehensive Equity Plan Corrective Actions**

*I. Board Responsibility*

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

**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
	<b>ALL AREAS COMPLIANT</b>			
	<b>NOTE: CIVIL RIGHTS MONITORING COMPLIANT, DECEMBER 2017</b>			

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion

***II. Staff Development and Training***

**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 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

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion

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

**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 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

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion

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 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

**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 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	

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

**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 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



**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