

Achievers Early College Prep Charter School



COMPREHENSIVE EQUITY PLAN

For

School Years

2019-2020 through 2021-2022



September 19, 2019

Board Meeting: September 18, 2019

RESOLUTION:

To appoint Ms. Efe Odeleye as the Affirmative Action Officer, pursuant to N.J.A.C 6:4-1.4 for the 2019/2020 school year.

ROLL CALL:

Voting Members	Motion	Yes	No	Abstain	Absent	Voting Members	Motion	Yes	No	Abstain	Absent
Lindi Ashton	2 nd	X				Christina Tapper					X
Larry Patton	1 st	X				Mayokun Oshin		X			
Imebet Stewart					X						

I, Michael Falkowski, Business Administrator/Board Secretary of Achievers Early College Prep Charter School in the County of Mercer, State of New Jersey, HEREBY CERTIFY that the foregoing annexed extract from the minutes of a meeting of the Board duly called and held on September 18, 2018 has been compared by me with the original minutes and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand this 19th day of September 2019.

Regards,

Michael Falkowski
Business Administrator/Board Secretary



September 19, 2019

Board Meeting: September 18, 2019

RESOLUTION:

The Board of Trustees hereby authorizes the submission of the Comprehensive Equity Plan for School Years 2019-20 through 2021-22 to the Mercer County Office of Education.

ROLL CALL:

Voting Members	Motion	Yes	No	Abstain	Absent	Voting Members	Motion	Yes	No	Abstain	Absent
Lindi Ashton	2 nd	X				Christina Tapper					X
Larry Patton	1 st	X				Mayokun Oshin		X			
Imebet Stewart					X						

I, Michael Falkowski, Business Administrator/Board Secretary of Achievers Early College Prep Charter School in the County of Mercer, State of New Jersey, HEREBY CERTIFY that the foregoing annexed extract from the minutes of a meeting of the Board duly called and held on September 18, 2019 has been compared by me with the original minutes and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand this 19th day of September 2019.

Regards,

Michael Falkowski
Business Administrator/Board Secretary



September 19, 2019

Board Meeting: September 18, 2019

RESOLUTION:

To approve the Affirmative Action Team to conduct the Needs Assessment and develop a Comprehensive Equity Plan.

- Brenmarie Rentas - Social Worker
- Osen Osagie - Co-Director
- Efe Odeleye - Co-Director
- Carla Hill Brady - Culture and Operations Manager

ROLL CALL:

Voting Members	Motion	Yes	No	Abstain	Absent	Voting Members	Motion	Yes	No	Abstain	Absent
Lindi Ashton	2 nd	X				Christina Tapper					X
Larry Patton	1 st	X				Mayokun Oshin		X			
Imebet Stewart					X						

I, Michael Falkowski, Business Administrator/Board Secretary of Achievers Early College Prep Charter School in the County of Mercer, State of New Jersey, HEREBY CERTIFY that the foregoing annexed extract from the minutes of a meeting of the Board duly called and held on September 18, 2019 has been compared by me with the original minutes and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand this 19th day of September 2019.





Regards,

Michael Falkowski
Business Administrator/Board Secretary

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: Achievers Early College Prep Charter School

Name	Title	Grade Level (If Applicable)	Signature
Brenmarie Rentas	Social Worker		
Osen Osagie	Co-Director		
Efe Odeleye	Co-Director		
Carla Hill Brady	Culture and Operations Manager		

**APPENDIX D:
COMPREHENSIVE
EQUITY PLAN**

**YEARLY STATEMENTS OF
ASSURANCE**

2019-2020

2020-2021

2021-2022

**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: Mercer

Name of School District/Charter School/Renaissance School Project: Achievers Early College Prep Charter

Address: 500 Smith Street, Trenton, NJ 08611

Affirmative Action Office (AAO): Osen Osagie Telephone #: 609-429-0279

AAO Email: oosagie@achieversecp.org

Alternate Contact Person: Brenmarie Rentas Telephone #: 609-429-0279 ext 1007

Title: School Social Worker

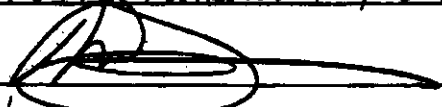
Email: brentas@achieversecp.org

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: Michael Falkowski, School Business Administrator

Signature: 

Date: 9/18/2019

Comprehensive Equity Plan Statement of Assurance 2020-2021

School District, Charter School or Renaissance School Project Information School Year 2020-2021:

Name of County: Mercer

Name of School District/Charter School/Renaissance School Project: Achievers Early College Prep Charter

Address: 500 Smith Street, Trenton, NJ 08611

Affirmative Action Office (AAO): Osen Osagie Telephone #: 609-429-0279

AAO Email: oosagie@achieversprep.org

Alternate Contact Person: Brenmane Rentas Telephone #: 609-429-0279 ext 10

Title: School Social Worker

Email: brentas@achieversprep.org

1. The school district, charter school or renaissance school project has reviewed its implementation strategies for school year 2019-2020 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: Michael Falkowski School Business Administrator

Signature: 

Date: 9/18/2019

Comprehensive Equity Plan Statement of Assurance 2021-2022

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

Name of County: Mercer

Name of School District/Charter School/Renaissance School Project: Achievers Early College Prep Charter

Address: 500 Smith Street, Trenton, NJ 08611

Affirmative Action Office (AAO): Osen Osagie Telephone #: 609-429-0279

AAO Email: oosagie@achieverscep.org

Alternate Contact Person: Brenmarie Rentas Telephone #: 609-429-0279

Title: School Social Worker

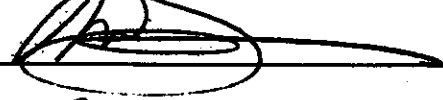
Email: brentas@achieverscep.org

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: Michael Falkowski, School Business Administrator

Signature: 

Date: 9/18/2019

APPENDIX B: COMPREHENSIVE EQUITY PLAN NEEDS ASSESSMENT

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

I. <u>BOARD RESPONSIBILITY</u>	Compliance (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
<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>A. Adopt or re-adopt written equality and equity policies, requiring the following:</p>	Yes	See below.	Not applicable.
<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> <p>b) Ensure equal access to all schools, facilities, programs, activities, and benefits for all students, regardless of race, creed, color, national origin,</p>	Yes	<p>2224 Nondiscrimination/Affirmative Action 5145.4 Equal Educational Opportunity 6121 Nondiscrimination/Affirmative Action All Policies Readopted At Bd. Mtg. September 18, 2019</p> <ul style="list-style-type: none"> • During the annual procurement process, software and materials are reviewed for any discriminatory materials. • Achievers ECP is intentional about choosing instructional materials with diverse characters and nontraditional viewpoints. • Achievers ECP strives to high • End-of-year planning includes reflection and analysis of daily instructional policies or practices to determine effectiveness and ensure equity. • Achievers ECP implements a rigorous Response to Intervention (RTI) process to ensure all students have an equal opportunity to succeed. • In compliance with IDEA, students with disabilities receive supports, and instructional differentiation and accommodations as required by their IEPs. • All extracurricular and athletic activities are open to all students. • All materials disseminated to parents are offered in English and Spanish. <p>5145.4 Equal Educational Opportunity All policies Readopted at Bd. Mtg. on September 18, 2019 Achievers ECP is comprised of one school. Admission is open to all students by lottery (per NJ Charter Law).</p>	<p>Not applicable.</p> <p>Not applicable.</p>

I. BOARD RESPONSIBILITY	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
Ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.		Achievers ECP recruits from various elementary schools, middle schools private schools, faith-based institutions, health and human service agencies, and community-based organizations to ensure all children and families regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status have equal access to all programs, activities and benefits. Students are admitted to Achievers ECP via lottery when subscribership is over the number of seats available, ensuring random selection and equal access to enrollment.	
c) Provide equitable treatment for pregnant and married students.	Yes	5134 Married and Pregnant Students Should an Achievers ECP student become pregnant in middle school, or start parenting, student support staff (Dean of Students, Nurse, etc.) will provide the necessary services, accommodations, and/or referrals to ensure the young person in question has every opportunity to succeed.	Not applicable.
d) Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Yes	2224 Nondiscrimination/Affirmative Action 4111.1/4211.1 Nondiscrimination/Affirmative Action 5131.1 Harassment, Intimidation and Bullying 5145.4 Equal Educational Opportunity 6121 Nondiscrimination/Affirmative Action All policies Readopted at Bd. Mtg. on September 18, 2019 A key component of Achievers ECP's mission is to create culture where "scholars can learn the skills necessary to be successful in school, to demonstrate Achiever's core values and core character strengths, and to use these skills and values to become successful college students. A positive behavior support system approaches behavior from an educational, proactive perspective that requires positive relationships and a preventative approach, rather than approach." Therefore, all forms of harassment, including sexual harassment, intimidation and bullying are prohibited at Achievers ECP. In the rare case that a child feels threatened/harassed, immediate action is undertaken by instructional and student support staff to solve the conflict and eliminate recurrence. If necessary, the threatened/harassed student's schedule is adjusted if necessary.	Not applicable.

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
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	2224 Nondiscrimination/Affirmative Action 4111.1/4211.1 Nondiscrimination/Affirmative Action All Policies Readopted at Bd. Mtg. on September 18, 2019 Achievers ECP does not discriminate race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status. Achievers ECP recruits staff from a variety of sources to ensure a diverse and highly qualified pool of prospective candidates. All positions are advertised in on our website, and via web-based recruitment vehicles.	Not applicable.
1) Appoint an Affirmative Action Officer (AAO) who can also serve as or coordinate with the Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.	Yes	2224 Nondiscrimination/Affirmative Action All policies Readopted at Bd. Mtg. on September 18, 2019 Carla Hill Brady is the AAO and Brenmarie Rentas is the 504 Officer for Achievers ECP.	Not applicable.
2) Provide staff development to ensure that all equity requirements comply with N.J.A.C. 6A:7-1.6.	Yes	4131 Staff Development 4231 Staff Development 5145.4 Equal Educational Opportunity All policies Readopted at Bd. Mtg. on September 18, 2019 Achievers ECP provides ongoing staff development to ensure all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Not applicable.
B. Authorize the Affirmative Action Team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress.	Yes	2224 Nondiscrimination/Affirmative Action All policies Readopted at Bd. Mtg. on September 18, 2019 Documentation of the Needs Assessment and CEP can be found at Achievers ECP.	Not applicable.

I. <u>BOARD RESPONSIBILITY</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
<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 stakeholder satisfaction data. Identify any school-level underperforming subgroups on Annual Yearly Progress (Progress Targets) reports for state assessments.</p>	Yes	<p>6142.2 Bilingual/ESL 6147 Standards of Proficiency 6146.2 Promotion/Retention 6164.4 Child Study Team Title 1 Special Education All policies Readopted at Bd. Mtg. on September 18, 2019</p> <p>At least twice a month, Achievers ECP staff conduct an analysis of annual yearly progress and performance targets for underperforming student subgroups. Underperforming subgroups are identified on an annual basis. Interventions and needed instructional and support services are determined and implemented.</p>	Not applicable.
<p>D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking the following actions:</p>	Yes	<p>2224 Nondiscrimination/Affirmative Action All policies Readopted At Bd. Mtg. on September 18, 2019</p> <p>The 2019-2022 CEP was resolved September 18, 2019 to ensure facilitation and support implementation of the Plan.</p>	Not applicable.
<p>1) Inform the school community about the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.</p>	Yes	<p>2224 Nondiscrimination/Affirmative Action 4111.1/4211.1 Nondiscrimination/Affirmative Action 5131.1 Harassment, Intimidation and Bullying 5145.4 Equal Educational Opportunity 6121 Nondiscrimination/Affirmative Action All policies Readopted At Bd. Mtg. on September 18, 2019</p> <p>The school community is informed about the Achievers ECP Board's policies prohibiting bias, harassment,</p>	Not applicable.

I. BOARD RESPONSIBILITY	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
		discrimination and segregation; and ensuring equality in educational programs each year during the via the student and staff handbook, code of conduct, annual family back- to-school and new family orientations.	
2) Define the responsibilities of the AAO (Affirmative Action Officer/504 Officer, and/or Title IX Coordinator); require that the AAO be a certificated staff person; and, train the AAO to handle the equity responsibilities.	Yes	2224 Nondiscrimination/Affirmative Action All policies Readopted at Bd. Mtg. on September 18, 2019 The Achievers ECP AAO is a certificated staff person trained to handle required equity responsibilities.	Not applicable.
3) Provide students, staff and the community with contact information for the AAO and publicize the location and availability of the CEP, policy(ies), grievance procedures and annual reports.	Yes	2224 Nondiscrimination/Affirmative Action 5131.1 Harassment, Intimidation and Bullying 5145.4 Equal Educational Opportunity All Policies Readopted At Bd. Mtg. on September 18, 2019 The Achievers ECP community and stakeholders can find information for the AAO and publicize the location and availability of the CEP, policy(ies), grievance procedures and annual reports on the Achievers ECP website, www.collegeachieve.org In addition, Achievers ECP stakeholders may also request this information directly from administrative staff.	Not applicable.
4) Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.	Yes	2224 Nondiscrimination/Affirmative Action 4111.1/4211.1 Nondiscrimination/Affirmative Action 5131.1 Harassment, Intimidation and Bullying 6121 Nondiscrimination/Affirmative Action All policies Readopted at Bd. Mtg. on September 18, 2019 The Achievers ECP AAO is charged with investigating and resolving any perceived and/or reported discrimination complaints, grievance and incidents between students and staff or among students based on race, national origin,	Not applicable.

I. BOARD RESPONSIBILITY	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
		sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.	
5) Report on progress made in meeting the adequate yearly targets established for closing the achievement gap as set by the Department of Education.	Yes	1120 Board of Trustee Meetings 2240 Research, Evaluation and Planning All policies Readopted at Bd. Mtg. on September 18, 2019 Achievers ECP staff meet weekly to discuss progress made in improving performance targets for ESSA subgroups, and thereby reducing the achievement gap. Information regarding Achievers ECP success in reducing the achievement gap is reported during monthly board meetings and documented in the school's annual report card/Title I reports.	Not applicable.
6) Authorize the AAO to conduct yearly equity training for all staff.	Yes	2224 Nondiscrimination/Affirmative Action All policies Readopted At Bd. Mtg. on September 18, 2019 Detailed information can be found at the school in the business office. This includes invoice/agenda for Bullying and Harassing	Not applicable.
E. A county vocational school district shall admit resident students based on board- approved policies and procedures that ensure equity and access for enrollment that shall be posted on the school district, charter and renaissance school project's website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.	Yes	(For County Vocational School Districts Only) Not applicable. Achievers ECP is a charter school.	Not applicable.

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.	List name of noncompliant school(s) in the district
A. Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status every school year to:	Yes	1120 Board of Education Meetings 2240 Research, Evaluation and Planning 6171.3 Title 1 All policies Readopted At Bd. Mtg. on September 18, 2019	Not applicable.
1) Certified (administrative and professional) staff.	Yes	4131/4131.1 Staff Development 5145.4 Equal Educational Opportunity All Policies Readopted At Bd. Mtg. on September 18, 2019	Not applicable.
2) Non-certificated (non-professional) staff.	Yes	4231/4231.1 Staff Development 5145.4 Equal Educational Opportunity All Policies Readopted At Bd. Mtg. on September 18, 2019	Not applicable.
A. Equality and Equity in Curriculum N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard Ensure that the district, charter school or renaissance school project's curriculum and instruction are aligned to the State's Core Curriculum	Yes	5145.4 Equal Educational Opportunity 6142.2 Bilingual/ESL All Policies Readopted At Bd. Mtg. on September 18, 2019 The Achievers ECP curriculum and instructional strategies are aligned to the Common Core and NJCCCS. Staff are careful to select content reflective of our diverse community and global citizenship, consistent with the school's mission, and that addresses the elimination of	Not applicable.

II. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
<p>Content Standards and that they address the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p>		<p>discrimination and the achievement gap. The Achievers ECP staff ensure equity among its educational programs providing opportunities for students to interact positively with others via in- and out-of-school activities including service learning and similar efforts.</p>	
<p>a) School climate and culture, safe and positive learning environment</p>	<p>Yes</p>	<p>5131.1 Harassment, Intimidation and Bullying 6121 Nondiscrimination/Affirmative Action All Policies Readopted At Bd. Mtg. on September 18, 2019 Achievers ECP maintains a safe and secure school climate/learning environment per our mission, and enforcement of our code of conduct (discipline code).</p>	<p>Not applicable.</p>
<p>b) Courses of study, including physical education</p>	<p>Yes</p>	<p>6142.4 Physical Education and health All Policies Readopted At Bd. Mtg. on September 18, 2019 All Achievers ECP courses of study have been approved by the NJ DOE and are directly aligned to the Common Core and New Jersey Learning Standards.</p>	<p>Not applicable.</p>

II. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
c) Library materials/instructional materials and strategies	Yes	6160 instructional materials and resources 5145.4 Equal Educational Opportunity 6121 Nondiscrimination/Affirmative Action All Policies Readopted At Bd. Mtg. on September 18, 2019 All Achievers ECP courses of study have been approved by the NJ DOE and are directly aligned to the Common Core and New Jersey Learning Standards. Care is taken to ensure all instructional materials and strategies reflect the needs of all students.	Not applicable.
d) Technology/software and audiovisual materials	Yes	5145.4 Equal Educational Opportunity 6142.10 Internet Safety and technology All Policies Readopted At Bd. Mtg. on September 18, 2019 All technology/software and audiovisual materials have been approved by the NJ DOE and are directly aligned to the Common Core and NJCCCS. Care is taken to ensure all instructional materials and strategies reflect the needs of all students.	Not applicable.
e) Guidance and counseling, including harassment, intimidation and bullying, sexual harassment and grievance procedures	Yes	6164.2 Guidance Counseling All Policies Readopted At Bd. Mtg. on September 18, 2019 All Achievers ECP students are eligible for school counseling services. The AAO is directly responsible for addressing all sexual harassment and grievance procedures.	Not applicable.
f) Extra-curricular programs and activities	Yes	6145 Extracurricular Activities All Policies Readopted At Bd. Mtg. on September 18, 2019 All Achievers ECP students are eligible to participate in extracurricular programs and activities provided they comply with NJSIA rules and regulations as well as school attendance policies.	Not applicable.
g) Tests and other assessments	Yes	6147 Standards of Proficiency All Policies Readopted At Bd. Mtg. on September 18, 2019 All state-mandated assessments are administered annually	Not applicable.

II. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
		to each and every Achievers ECP student in grades 3-8. In addition, all Achievers ECP in grades K-8 take STARS assessment every 6 weeks.	
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 All Policies Readopted At Bd. Mtg. on September 18, 2019 All students are allowed to register for all Achievers ECP courses. Student performance on standardized test scores and teacher recommendations are used to determine prerequisite eligibility for courses requiring as such.	Not applicable.
Incorporate multicultural aspects 2) throughout the instructional content and practices across the curriculum.	Yes	6010 Goals and Objectives of Instruction All Policies Readopted At Bd. Mtg. on September 18, 2019 Each year during the selection of curriculum materials and instructional training, Achievers ECP instructional staff and the AAO ensure content and pedagogies incorporate multicultural representation.	Not applicable.
Ensure that instruction in African- 3) 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	CCCS – no specific policy, law does not require board policy 6141 Curriculum Design and Adoption All Policies Readopted At Bd. Mtg. on September 18, 2019 Achievers ECP courses in the social studies include the history of the Amistad, and customs and traditions of African- Americans, Latinos, and other ethnicities and cultures represented among American peoples as aligned to the NJCCCS.	Not applicable.
Include instruction on the Holocaust 4) and other genocide curricula at all grade levels. (N.J.S.A. 18A:35-28)	Yes	CCCS – no specific policy, law does not require board policy 6141 Curriculum Design and Adoption All Policies Readopted At Bd. Mtg. on September 18, 2019 Achievers ECP provides content and instruction on the holocaust and other genocides in social studies and across the content areas. This content is fully aligned to the NJCCCS.	Not applicable.

II. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
<p>B. Equality and Equity in Student Access 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> <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	5145.4 Equal Educational Opportunity All Policies Readopted At Bd. Mtg. on September 18, 2019 All students have equal and barrier-free access to Achievers ECP classroom facilities. See also below.	Not applicable.
1) Ensure equal and barrier-free access to all school and classroom facilities.	Yes	5145.4 Equal Educational Opportunity 6121 Nondiscrimination/Affirmative Action All Policies Readopted At Bd. Mtg. September 18, 2019 All Achievers ECP students have equal and barrier-free access to all learning areas, restrooms and meeting areas within the facility.	Not applicable.
Attain minority representation of students within each school, including 2) racial and ethnic balance, that approximates the district, charter and renaissance school project's overall minority racial and ethnic	Yes	5145.4 Equal Educational Opportunity All Policies Readopted At Bd. Mtg. on September 18, 2019 Achievers ECP employs a comprehensive recruitment strategy to ensure the student body is representative of the racial and ethnic balance in Trenton, NJ. Achievers ECP admission is facilitated via lottery (in compliance with NJ Charter School Law) allowing for equal and random	Not applicable.

II. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
representation.		selection for enrollment.	
3) Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	7110 LRFP All Policies Readopted At Bd. Mtg. on September 18, 2019 Not applicable. Achievers ECP is an existing charter school reflecting the school-aged population in Trenton, NJ.	Not applicable.
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 6121 Nondiscrimination/Affirmative Action All Policies Readopted At Bd. Mtg. on September 18, 2019 Achievers ECP 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.	Not applicable.
a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses.	Yes	6171.2 Gifted and Talented All Policies Readopted At Bd. Mtg. on September 18, 2019 All students are allowed and encouraged to register for all Achievers ECP courses. Standardized test scores, previous academic performance, and teacher recommendations are considered when assisting students in making course selections to ensure mastery and achievement.	Not applicable.
Ensure that minority and male students are not disproportionately b) represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	5131 Conduct and Discipline 5113 Suspension/Expulsion All Policies Readopted At Bd. Mtg. on September 18, 2019 Achievers ECP has a clearly defined code of conduct (student discipline code) that is disseminated at the start of each school year and upon newly enrolled students	Not applicable.

II. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
		and families. The code clearly indicates how and for what reasons specific disciplinary infractions are dispensed. All offenses are treated equally and have been approved by the NJ DOE. All students with special needs are disciplined according to their IEPs/504 accommodations.	
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 5145.4 Equal Educational Opportunity 6142.10 Internet Safety and Security All Policies Readopted At Bd. Mtg. on September 18, 2019 All Achievers ECP students have equal and barrier-free access to instructional technology including one-to-one computers and 21 st century learning opportunities. Achievers ECP does not yet offer CTE programs, however all students have equal and barrier-free access to postsecondary education via our early college program and career exposure-related activities via Xello/Career-Cruising, an interest and career platform for students in grades 6-12.	Not applicable.
d) Ensure that all English language learners have equal and bias-free access to all school programs and activities.	Yes	6142.2 Bilingual/ESL All Policies Readopted At Bd. Mtg. on September 18, 2019 Achievers ECP provides ESL teachers, sheltered English and other modifications to all LEP students.	Not applicable.
e) Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.	Yes	5145.4 Equal Educational Opportunity 6171.4 Special Education All Policies Readopted At Bd. Mtg. on September 18, 2019 All students, including those with disabilities have equal access to all Achievers ECP programs and activities.	Not applicable.
f) Ensure that all schools' registration procedures are in compliance with	Yes	5111Admission All Policies Readopted At Bd. Mtg. on September 18, 2019 Achievers ECP registration procedures are in compliance with	Not applicable.

II. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
State and Federal regulations and case law.		NJ Charter School Law and in accordance with state and federal regulations.	
1) 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 6171.1 Remedial Instruction All Policies Readopted At Bd. Mtg. on September 18, 2019 Achievers ECP utilizes the WIDA Assessment to assess student English proficiency. WIDA is administered twice a year—once and a screener and finally as a summative assessment in Writing, Reading Speaking and Listening.	Not applicable.
2) Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	6171.4 Special Education All Policies Readopted At Bd. Mtg. on September 18, 2019 Achievers ECP student support services staff/child study team reviews the IEP of each student with disabilities annually to ensure students achieve established goals, and to continue or amend accommodations accordingly.	Not applicable.
3) 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 Administration of Medication Remedial Instruction 6173 Home Instruction All Policies Readopted At Bd. Mtg. on September 18, 2019 The following support services are available to all students including those with limited English proficiency: Health Services Mental Health Service through counseling Social Work Services/Child Study Team	Not applicable.
4) Ensure that all pregnant students are permitted to remain in the regular school program and activities. Ensure that equivalent instruction is	Yes	Achievers is a middle school currently serving grades 6-7. It is unlikely that a student will become pregnant, however, should this occur, the young person will be allowed continued enrollment at Achievers ECP via a combination of on- site and home bound instruction under guidance of the	Not applicable.

II. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
<p>provided the students, if not permitted to attend school by a doctor.</p>		<p>student's doctor.</p>	
<p>C. Equality and Equity in Guidance Programs and Services N.J.A.C. 6A:7-1,7(c) Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998 Ensure that the district, charter and renaissance school project's guidance program provides the following:</p>	<p>Yes</p>	<p>6164.2 Guidance Counseling All Policies Readopted At Bd. Mtg. on September 18, 2019 See below.</p>	<p>Not applicable.</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>	<p>Yes</p>	<p>6164.2 Guidance Counseling All Policies Readopted At Bd. Mtg. on September 18, 2019 All Achievers ECP students have full and equal access to adequate and appropriate counseling services with the school social worker and are referred to outside services when needed.</p>	<p>Not applicable.</p>
<p>2) 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>	<p>Yes</p>	<p>6164.2 Guidance Counseling 6142.12 Career and Technical Education All Policies Readopted At Bd. Mtg. on September 18, 2019 Achievers ECP currently serves grades 6-7, and therefore does not yet offer CTE courses. However, by 2022, Achievers will serve grade 9 and will offer a CTE pathway for students interested in pursuing STEM/STEAM credentials in lieu of going to college. 6164.2 Guidance Counseling All Policies Readopted At Bd. Mtg. on September 18, 2019 Achievers ECP staff do not use biased materials. Care is taken to ensure materials are provided in the family's dominant</p>	<p>Not applicable.</p>
<p>3) Bias-free materials for use by counselors.</p>		<p>5145.4 Equal Educational Opportunity CTE courses. However, all students have the same access to pre-college and pre-career exposure via coursework, field trips and extracurricular activities.</p>	<p>Not applicable.</p>

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II. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
		language, and that photos are representative of the student population.	
D. Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972 Ensure that the physical education program and instructional activities are equitable.	Yes	5145.4 Equal Educational Opportunity 6142.4 Physical Education and Health All Policies Readopted At Bd. Mtg. on September 18, 2019 The Achievers ECP physical education and health courses are aligned to the NJCCCS. All courses are co-educational providing all students equal access to the same quality content and instruction.	Not applicable.
E. Equality and Equity in Athletic Programs Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972 Ensure that the athletic program accomplishes the following: 1) Relatively equal numbers of varsity and sub-varsity teams for male and female students.	Yes	5145.4 Equal Educational Opportunity 6145.1/6145.2 Intramural and Interscholastic Competition All Policies Readopted At Bd. Mtg. on September 18, 2019 Students of Achievers ECP are eligible to participate in school-based and community sports/clubs. Sports at Achievers ECP include but are not limited Boys/Girls Basketball, Soccer, and Martial Arts.	Not applicable.
2) Equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	Yes	5145.4 Equal Educational Opportunity 6145.1/6145.2 Intramural and Interscholastic Competition All Policies Readopted At Bd. Mtg. on September 18, 2019 Achievers ECP provides equal and quality programs for both male and female athletes.	Not applicable.
3) Equitable treatment that includes staff salaries, purchase and maintenance of	Yes	5145.4 Equal Educational Opportunity 6145.1/6145.2 Intramural and Interscholastic Competition All Policies Readopted At Bd. Mtg. on September 18, 2019 The Department of Recreation schedules games and athletic practices fairly and equally amongst male and female teams.	Not applicable.

II. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
equipment, etc.	All	Achievers ECP athletic teams receive equitable treatment in regards to staff salaries, the purchase and maintenance of equipment, etc.	
4) Comparable facilities for male and female teams.	Yes	5145.4 Equal Educational Opportunity 6145.1/6145.2 Intramural and Interscholastic Competition All Policies Readopted At Bd. Mtg. on September 18, 2019 Achievers ECP male and female athletes use the same athletic spaces, fields and training facilities as determined by the	Not applicable.

sport.

IV. <u>EMPLOYMENT/CONTRACT PRACTICES</u> <small>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</small>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	List name of noncompliant school(s) in the district
A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows: 1) Utilize equitable hiring practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district, charter and renaissance school project's certificated and non-certificated staff and within every category of employment, including	Yes	2224 Nondiscrimination/Affirmative Action 4111.1/4211.1 Nondiscrimination/Affirmative Action 4111 Hiring, Recruitment and Selection 4211 Hiring, Recruitment and Selection All Policies Readopted At Bd. Mtg. on September 18, 2019 All AECPCS new positions and/or vacancies are announced and posted in trades publications, area metro newspapers, on our website and web-based job sites. AECPCS does not discriminate 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. AECPCS leaders	Not applicable.

administration.

will continue to ensure that staff reflect the demographics of Trenton, NJ.

<p><u>IV. EMPLOYMENT/CONTRACT PRACTICES</u> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973</p>	<p>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</p>	<p>List name of noncompliant school(s) in the district</p>
<p>1) Target recruiting practices for under-represented populations in every category of employment.</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 All Policies Readopted At Bd. Mtg. on March 28, 2019 All AECP new positions and/or vacancies are announced and posted in trades publications, area metro newspapers, on our website and web-based job sites. In addition, AECP leadership utilizes existing community- and university-based partnerships to identify a diverse pool of prospective candidates for each job opening.</p>	<p>Not applicable.</p>
<p>2) Compliance of employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.</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 All Policies Readopted At Bd. Mtg. on March 28, 2019 All employment applications and recruitment materials state that AECP is an equal opportunity employer.</p>	<p>Not applicable.</p>
<p>3) 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 All Policies Readopted At Bd. Mtg. on March 28, 2019 AECP leadership monitors employee promotions and transfers to ensure non-discrimination.</p>	<p>Not applicable.</p>
<p>4) Provide equal pay for equal work regardless of race, creed, color, national origin, ancestry, age, marital</p>	<p>Yes</p>	<p>2224 Nondiscrimination/Affirmative Action 4111.1/4211.1 Nondiscrimination/Affirmative Action 4111 Hiring, Recruitment and Selection</p>	<p>Not applicable.</p>
		<p>4211 Hiring, Recruitment and Selection</p>	

<p><u>IV. EMPLOYMENT/CONTRACT PRACTICES</u> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973</p>	<p>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</p>	<p>List name of noncompliant school(s) in the district</p>
<p>status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</p>		<p>All Policies Readopted At Bd. Mtg. on September 18, 2019</p> <p>Staff base salaries are transparent, determined by job specification (i.e., qualifications), and contractual. Salary bonuses and/or increases are based on performance and cost of living adjustments. AECP employees are not subject to salary discrimination based on race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</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 All Policies Readopted At Bd. Mtg. on September 18, 2019 AECP has not entered into or maintained vendor contracts with 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>Not applicable.</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 4111.1/4211.1 Nondiscrimination/Affirmative Action 4111 Hiring, Recruitment and Selection 4211 Hiring, Recruitment and Selection All Policies Readopted At Bd. Mtg. on September 18, 2019 AECP states and posts the principles of equal opportunity employment and contract practices.</p>	<p>Not applicable.</p>

APPENDIX C: COMPREHENSIVE EQUITY PLAN CORRECTIVE ACTIONS

I. BOARD RESPONSIBILITY

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME: Achievers ECP Trenton Charter School

OBJECTIVE: For each noncompliant area of the 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.

Section/ sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 20-21 Ongoing	Evidence of Completion
<p>NOT APPLICABLE: Achievers ECP Trenton Charter School is in full compliance with all equality and equity in education programs, policies and practices as indicated in Appendix B of this document.</p>				

II. STAFF DEVELOPMENT AND TRAINING

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME: Achievers ECP Trenton Charter School

OBJECTIVE: For each noncompliant area of the 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.

Section/ sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 20-21 Ongoing	Evidence of Completion
NOT APPLICABLE: Achievers ECP Trenton Charter School is a new charter school and is in full compliance with all equality and equity in education programs, policies and practices as indicated in Appendix B of this document.				

**III. SCHOOL AND CLASSROOM PRACTICES:
EQUALITY AND EQUITY IN CURRICULUM**

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME: Achievers ECP Trenton Charter School

OBJECTIVE: For each noncompliant area of the 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.

Section/ sub- section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline <small>2019 2020 20-21 Ongoing</small>	Evidence of Completion
NOT APPLICABLE: Achievers ECP Trenton Charter School is in full compliance with all equality and equity in education programs, policies and practices as indicated in Appendix B of this document.				

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

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME: Achievers ECP Trenton Charter Schools

OBJECTIVE: For each noncompliant area of the 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.

Section/ sub- section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline <small>2019 2020 20-21 Ongoing</small>	Evidence of Completion
NOT APPLICABLE: Achievers ECP Trenton Charter Schools is in full compliance with all equality and equity in education programs, policies and practices as indicated in Appendix B of this document.				

IV. EMPLOYMENT/CONTRACT PRACTICES

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME: Achievers ECP Trenton
Charter Schools

OBJECTIVE: For each noncompliant area of the 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.

Section/ sub- section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline <small>2019 2020 20-21 Ongoing</small>	Evidence of Completion
<p>NOT APPLICABLE: Achievers ECP Trenton Charter Schools is in full compliance with all equality and equity in education programs, policies and practices as indicated in Appendix B of this document.</p>				