



Hoboken Dual Language Charter School

Comprehensive Equity Plan
for School Years 2019-20 through 2021-22

Appendix A

Affirmative Action Team

Name	Title	Grade Level (If Applicable)	Signature
Marta Pizarro	Affirmative Action Officer, Administrative Manager	N/A	
Jennifer Sargent	Executive Director	N/A	
Vanessa Abrisqueta	Instructional Lead	N/A	

Appendix B

Comprehensive Equity Plan Needs Assessment

Table 1: Needs Assessment, Board Responsibility

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
<p>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>	YES	<p>2224 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018 6121 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018</p> <ul style="list-style-type: none"> · During the annual procurement process, all textbooks, software and materials are reviewed for any discriminatory materials. · End-of-year planning includes reflection and analysis of daily instructional policies or practices to determine effectiveness and ensure equity. · HoLa ensures all students have an equal opportunity to succeed through targeted interventions. · 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. 	Not applicable

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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
<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>5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018</p> <p>HoLa is comprised of one school. Admission is open to all students by lottery (per NJ Charter Law). HoLa staff recruit from various preschools, early childhood centers and community-based organizations to ensure all children and families regardless of race, creed, color, national origin, ancestry, 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 HoLa via lottery ensuring random selection and equal access to enrollment.</p> <p>HoLa has adopted a weighted lottery that provides triple the weight for student who qualify for a low income preference, as well as triple the weight for students who qualify as English Language Learners.</p>	Not applicable
<p>c. Provide equitable treatment for pregnant and married students</p>	YES	<p>5134 Pregnant Students/BOT Adopted June 19, 2018</p> <p>Should a HoLa student become pregnant or is parenting, student support staff will provide the necessary services, accommodations, and/or referrals to ensure the young person</p>	Not applicable

		in question has every opportunity to succeed.	
d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	YES	2224 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 4111.1/4211.1 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 5131.1 Harassment, Intimidation and Bullying/BOT Adopted June 19, 2018 5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018 6121 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 A key component of HoLa’s mission is to create a culture that seeks to build upon the character of the students, correct behavioral issues, and produce ethical and mature individuals. Therefore, all forms of harassment, including sexual harassment, intimidation and bullying are prohibited at HoLa. In the case that a child feels threatened or harassed, immediate action is undertaken by instructional and student support staff to investigate the claim, solve the conflict and prevent recurrence.	Not applicable
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/BOT Adopted June 19, 2018 4111.1/4211.1 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 HoLa does not discriminate based on race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status. HoLa recruits staff from a variety of sources to ensure a diverse and highly qualified pool of prospective candidates. All positions are advertised in trade communications, via web-based recruitment vehicles and on social media.	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 and or revision.	List name of noncompliant school(s) in the district
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<p>3. The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district, charter and renaissance school project school's Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.</p>	<p>YES</p>	<p>2224 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018</p> <p>Marta Pizarro is the AAO for HoLa.</p>	<p>Not applicable</p>
<p>4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.</p>	<p>YES</p>	<p>4131/4131.1 Staff Development/BOT Adopted June 19, 2018 4231/4131.1 Staff Development/BOT Adopted June 19, 2018 5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018</p> <p>HoLa provides two weeks of professional development each summer, as well as ongoing staff development over the course of each year, to ensure all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.</p>	<p>Not applicable</p>
<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>	<p>YES</p>	<p>2224 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018</p> <p>The Affirmative Action Team was authorized to develop the Needs Assessment and Comprehensive Equity Plan by way of Board resolution on Tuesday, May 14, 2019. This plan will be submitted as required and implemented over the designated three year period of time; updates will be reported in the Annual Report.</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 and or revision.	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>	<p>YES</p>	<p>6142.2 English as a Second Language; Bilingual/Bicultural/BOT Adopted June 19, 2018 6147 Standards of Proficiency/BOT Adopted June 19, 2018 6146.2 Promotion/Retention/BOT Adopted June 19, 2018 6164.4 Child Study Team/BOT Adopted June 19, 2018 6171.3 At-risk and Title 1/BOT Adopted June 19, 2018 6171.4 Special Education/BOT Adopted June 19, 2018</p> <p>HoLa uses a data driven approach to instruction, that allows student progress to be tracked incrementally and monitored over the course of the year, and also as a result of interim assessments and end-of-year state assessments. Subgroup performance is analyzed for each grade and schoolwide, and targeted interventions are determined and implemented accordingly.</p>	<p>Not applicable</p>

<p>D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions:</p>	<p>YES</p>	<p>2224 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 The 2019-2022 CEP was approved May 14, 2019.</p>	<p>Not applicable</p>
<p>1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.</p>	<p>YES</p>	<p>2224 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 4111.1/4211.1 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 5131.1 Harassment, Intimidation and Bullying/BOT Adopted June 19, 2018 5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018 6121 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 The school community is informed about the HoLa Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs each year via the student and staff handbooks, code of conduct and school compact.</p>	<p>Not applicable</p>

<p>I. Board Responsibility</p>	<p>Compliant (Yes or No)</p>	<p>Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.</p>	<p>List name of noncompliant school(s) in the district</p>
<p>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.</p>	<p>YES</p>	<p>2224 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 The HoLa AAO is a certificated staff person trained to handle required equity responsibilities</p>	<p>Not applicable</p>

<p>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.</p>	<p>YES</p>	<p>2224 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 5131.1 Harassment, Intimidation and Bullying/BOT Adopted June 19, 2018 5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018</p> <p>The HoLa community and stakeholders can find information for the AAO, as well as the CEP, HoLa's policies, grievance procedures and annual reports on the HoLa website, www.holahoboken.org. In addition, HoLa stakeholders may request this information directly from administrative staff.</p>	<p>Not applicable</p>
<p>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.</p>	<p>YES</p>	<p>2224 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 4111.1/4211.1 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 5131.1 Harassment, Intimidation and Bullying/BOT Adopted June 19, 2018 6121 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018</p> <p>The HoLa 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, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.</p>	<p>Not applicable</p>

<p>I. Board Responsibility</p>	<p>Compliant (Yes or No)</p>	<p>Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.</p>	<p>List name of noncompliant school(s) in the district</p>
<p>5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.</p>	<p>YES</p>	<p>1120 Board of Trustee Meetings/BOT Adopted June 19, 2018 2240 Research, Evaluation and Planning/BOT Adopted June 19, 2018</p> <p>HoLa staff meet regularly through Weekly Data Meetings to discuss progress made in improving performance targets for underperforming subgroups. Information regarding HoLa's success in reducing the achievement gap is reported during monthly board meetings, and documented in the school's annual report card.</p>	<p>Not applicable</p>

6. Authorize the AAO to conduct yearly equity training for all staff.	YES	2224 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 The AAO is authorized to conduct training annually for all staff via Hibster, in addition to training in instructional strategies and interventions to support struggling students, conducted by instructional coaches and leads.	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 district's website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.	N/A	(For County Vocational School Districts Only)	Not applicable

Table 2: Needs Assessment, Staff Development and Classroom Practices

II. Staff Development And Training <ul style="list-style-type: none"> ● 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 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	YES	1120 Board of Education Meetings/BOT Adopted June 19, 2018 2240 Research, Evaluation and Planning/BOT Adopted June 19, 2018 6171.3 At-risk and Title 1/BOT Adopted June 19, 2018	Not applicable

<p>year, as follows:</p>			
<p>1. To all certificated (administrative and professional) staff.</p>	<p>YES</p>	<p>4131/4131.1 Staff Development;In-service education/visitations/conference/BOT Adopted June 19, 2018 5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018</p> <p>Issues related to the achievement gap are explicitly addressed during annual summer professional development, which is mandatory for all staff members. Findings and targeted interventions are also reported to the Board of Trustees during meetings, which are open to the public.</p>	<p>Not applicable</p>
<p>2. To all non-certificated (non-professional) staff.</p>	<p>YES</p>	<p>4131/4131.1 Staff Development;In-service education/visitations/conference/BOT Adopted June 19, 2018 5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018</p>	<p>Not applicable</p>

Table 3: Needs Assessment, School and Classroom Practices

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
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<p>A. Equality and Equity in Curriculum</p> <ul style="list-style-type: none"> ● N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard <p>1. Ensure that the district, charter school or renaissance school project’s curriculum and instruction are aligned to the State’s Core Curriculum Content Standards and addresses the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p>	<p>YES</p>	<p>5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018 6142.2 English as a Second Language;Bilingual/Bicultural/BOT Adopted June 19, 2018</p> <p>The HoLa curriculum and instructional strategies are aligned to the New Jersey Student Learning Standards. Instructional staff includes content and materials reflective of our diverse community and core value of global citizenship, consistent with the school’s mission, and that address the elimination of discrimination and the achievement gap. HoLa staff ensures equity among its educational programs providing opportunities for students to interact positively with others via in- and out-of-school activities including service learning opportunities and similar efforts.</p>	<p>Not applicable</p>
<p>a. School climate and culture, safe and positive learning environment.</p>	<p>YES</p>	<p>5131.1 Harassment, Intimidation and Bullying/BOT Adopted June 19, 2018 6121 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018</p> <p>Consistent with our stated mission and core values, HoLa staff proactively cultivates a positive school culture and safe learning environment through robust social-emotional components of the curriculum, including but not limited to integration of the Responsive Classroom approach, as well</p>	<p>Not applicable</p>

		as through clear expectations for student behavior, explicit classroom management protocols, and strict reinforcement of our code of conduct.	
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III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
b. Courses of study, including Physical Education	YES	6142.4 Physical Education and Health/BOT Adopted June 19, 2018 All HoLa courses of study have been approved by the NJ DOE, and are directly aligned to the New Jersey Student Learning Standards.	Not applicable
c. Library materials/Instructional materials and strategies	YES	6160 Instructional Services and Resources/BOT Adopted June 19, 2018 5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018 6121 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 All instructional materials and strategies study have been approved by the NJDOE, and are directly aligned to the New Jersey Student Learning Standards.. Care is taken to ensure all instructional materials and strategies reflect the needs of all students.	Not applicable
d. Technology/software and audio-visual materials	YES	5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018 6142.10 Internet Safety and technology/BOT Adopted June 19, 2018 All technology/software and audiovisual materials have been approved by the NJ DOE, and are directly aligned to the New Jersey Student Learning Standards.. 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, & grievance procedures	YES	6164.2 Guidance Services/BOT Adopted June 19, 2018 All HoLa 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/BOT Adopted June 19, 2018 All HoLa students are eligible to participate in extracurricular programs and activities, and students who qualify for free or reduced price lunch are eligible for scholarships for any fee-based programs.	Not applicable
g. Tests and other assessments	YES	6147 Standards of Proficiency/BOT Adopted June 19, 2018 All state-mandated assessments are administered annually to all HoLa students in grades 3-8. In addition, HoLa administers interim assessments to all students in grades K-8.	Not applicable
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/BOT Adopted June 19, 2018 All students are eligible to register for all HoLa courses. Student performance on standardized test scores and teacher recommendations are used to determine prerequisite eligibility for extracurricular courses and teams requiring such. Courses integrated into the school day include all students (no opt-in or opt-out) for courses such as STEM, music and arts classes, which prevents possible self-selection by subgroup.	Not applicable
2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	YES	6010 Goals and Objectives/BOT Adopted June 19, 2018 When selecting curriculum materials and instructional training, HoLa instructional staff and the AAO ensure content incorporates multicultural representation.	Not applicable
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	CCCS – no specific policy, law does not require board policy 6141 Curriculum Design/Development/BOT Adopted June 19, 2018 The HoLa social studies curriculum include customs and traditions of African-Americans, Latinos, and other ethnicities and cultures represented among American peoples as aligned to the New Jersey Student Learning Standards.	Not applicable

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<p>4. Include instruction on the Holocaust and other genocide curricula in the curriculum for elementary and secondary school students. (N.J.S.A. 18A:35-28)</p>	YES	<p>CCCS – no specific policy, law does not require board policy 6141 Curriculum Design/Development/BOT Adopted June 19, 2018</p> <p>HoLa 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 New Jersey Student Learning Standards.</p>	Not applicable
<p>B. Equality and Equity in Student Access</p> <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.7; Titles VI & VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5 IDEA of 1997; Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1989); U.S. Supreme Court, 1982; Plyler v. Doe; U.S. Supreme Court, 1974, Castañeda v. Pickard <p>Provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, English proficiency, housing status or socioeconomic status, as follows:</p>	YES	<p>5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018</p> <p>All students have equal and barrier-free access to HoLa classroom facilities. See also below.</p>	Not applicable
<p>1. Ensure equal and barrier-free access to all school and classroom facilities.</p>	YES	<p>5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018 6121 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018</p> <p>All HoLa students have equal and barrier-free access to all learning areas, restrooms and meeting areas within the facility.</p>	Not applicable

<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>5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018 HoLa employs a comprehensive recruitment and outreach strategy to ensure that the applicant pool for our annual lottery is representative of the racial and socioeconomic composition of Hoboken. HoLa admission is facilitated via lottery (in compliance with NJ Charter School Law) allowing for equal and random selection for enrollment. HoLa has received approval from NJDOE to offer a weighted lottery for low income applicants and applicants with limited English proficiency, so that qualifying applicants receive triple the weight in the lottery.</p>	<p>Not applicable</p>
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<p>III.School and Classroom Practices</p>	<p>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.</p>	<p>List name of noncompliant school(s) in the district</p>
<p>3. Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.</p>	<p>YES</p>	<p>7110 Long-range Facilities Planning/BOT Adopted June 19, 2018 Not applicable. HoLa is an existing charter school reflecting the school-aged population in the City of Hoboken, NJ. Hoboken is a mile square, and our two facilities allow for a cross-section of students from across the city to attend without barrier to access.</p>	<p>Not applicable</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>5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018 6121 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 HoLa 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. We have one location for students in grades K-4 and another for students in grades 5-8.</p>	<p>Not applicable</p>

<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>	<p>YES</p>	<p>HoLa does not have a gifted and talented program nor accelerated/advanced courses.</p>	<p>Not applicable</p>
<p>b. Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.</p>	<p>YES</p>	<p>5131 Conduct/Discipline/BOT Adopted June 19, 2018 5114 Suspension/Expulsion/BOT Adopted June 19, 2018</p> <p>HoLa 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 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.</p>	<p>Not applicable</p>

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
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/BOT Adopted June 19, 2018 5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018 6142.10 Internet Safety and Security/BOT Adopted June 19, 2018 All HoLa students have equal and barrier-free access to instructional technology including computers and technology courses. HoLa offers a robust course of STEM instruction which all students are required to participate in as part of the standard curriculum.	Not applicable
d. Ensure that all English language learners have equal and bias-free access to all school programs and activities.	YES	6142.2 English as a Second Language/Bilingual/Bicultural/BOT Adopted June 19, 2018 All students who qualify as English Language Learners have access to all school programs and activities, and are provided supplemental support according to their needs.	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/BOT Adopted June 19, 2018 6171.4 Special Education/BOT Adopted June 19, 2018 All students, including those with disabilities have equal access to all HoLa programs and activities.	Not applicable
f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	YES	5111 Admission/BOT Adopted June 19, 2018 HoLa's registration procedures are in compliance with NJ Charter School Law and in accordance with state and federal regulations.	Not applicable

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	YES	6147 Standards of Proficiency/BOT Adopted June 19, 2018 6171.1 Remedial Instruction/BOT Adopted June 19, 2018 HoLa utilizes the ACCESS Assessment to assess English proficiency annually for all students identified as English Language Learners.	Not applicable
6. Utilize bias-free measures for determining the special needs of students with disabilities.	YES	6171.4 Special Education/BOT Adopted June 19, 2018 HoLa's Director of Student Services, along with the assigned Special Education / Resource Teacher, reviews the IEP of each student with disabilities annually to ensure students achieve established goals, and to continue or amend accommodations accordingly.	Not applicable
7. Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including English language learners.	YES	5141 Health/BOT Adopted June 19, 2018 5141.21 Administering Medication/BOT Adopted June 19, 2018 6171.1 Remedial Instruction/BOT Adopted June 19, 2018 6173 Home Instruction/BOT Adopted June 19, 2018 The following support services are available to all students including those with limited English proficiency: <ul style="list-style-type: none"> ● Health Services ● Mental Health counseling ● Tutoring ● Summer Success Program (remedial support based on academic need) 	Not applicable

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	HoLa is an elementary/middle school serving grades K-8. It is unlikely that a student will become pregnant, however, should this occur, the student will be allowed continued enrollment at HoLa via a combination of on-site and homebound instruction under guidance of the student's doctor.	Not applicable
<p>C. Equality and Equity in Guidance Programs and Services</p> <ul style="list-style-type: none"> • N.J.A.C. 6A:7-1,7(c) Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998 	YES	All HoLa students have equal access to guidance services, in the form of individual or small group counseling and / or social skills groups.	Not applicable

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
Ensure that the district, charter and renaissance school project's guidance program provides the following:	YES	6164.2 Guidance Services/BOT Adopted June 19, 2018 See below.	Not applicable
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.	YES	6164.2 Guidance Services/BOT Adopted June 19, 2018 All HoLa students have full and equal access to adequate and appropriate counseling services.	Not applicable

<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>	<p>YES</p>	<p>6164.2 Guidance Services/BOT Adopted June 19, 2018 6142.12 Career Services/BOT Adopted June 19, 2018</p> <p>HoLa serves grades K-8, and therefore does not offer 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>
<p>3. Guidance counselors are using bias-free materials.</p>	<p>YES</p>	<p>5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018 6164.2 Guidance Services/BOT Adopted June 19, 2018</p> <p>All HoLa materials are bias-free and inclusive.</p>	<p>Not applicable</p>
<p> <ul style="list-style-type: none"> Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972 <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>	<p>YES</p>	<p>5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018 6142.4 Physical Education and Health/BOT Adopted June 19, 2018</p> <p>The HoLa physical education and health courses are aligned to the New Jersey Student Learning Standards. All courses are co-educational, providing all students equal access to the same quality content and instruction.</p>	<p>Not applicable</p>
<p>D. Equality and Equity in Athletic Programs</p>	<p>YES</p>	<p>5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018 6145.1/6145.2 Intramural Competition/ Interscholastic Competition/BOT Adopted June 19, 2018</p> <p>The HoLa physical education and health courses are aligned to the New Jersey Student Learning Standards. All courses are co-educational, providing all students equal access to the same quality content and instruction.</p>	<p>Not applicable</p>

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
<ul style="list-style-type: none"> Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972 <p>Ensure that the district, charter and renaissance school project's Athletic Program accomplishes the following:</p>	YES	<p>5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018 6145.1/6145.2 Intramural Competition/ Interscholastic Competition/BOT Adopted June 19, 2018</p> <p>HoLa students are eligible to participate in the Department of Recreation Sports Program, as well as Charter League teams. Sports include basketball, soccer and volleyball.</p>	Not applicable
1. Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.	YES	<p>5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018 6145.1/6145.2 Intramural Competition/ Interscholastic Competition/BOT Adopted June 19, 2018</p> <p>HoLa provides equal and quality programs for both male and female athletes, as they are available within each league. The volleyball and soccer teams are co-educational, as are the 3rd through 6th grade basketball teams; and there is a dedicated girls basketball team for 6th through 8th grades as well.</p>	Not applicable
2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	YES	<p>5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018 6145.1/6145.2 Intramural Competition/ Interscholastic Competition/BOT Adopted June 19, 2018</p> <p>The Department of Recreation and Charter League schedule games and athletic practices fairly and equally amongst male and female teams.</p>	Not applicable
3. Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	YES	<p>5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018 6145.1/6145.2 Intramural Competition/ Interscholastic Competition/BOT Adopted June 19, 2018</p> <p>All HoLa athletic teams receive equitable treatment in regards to staff salaries, the purchase and maintenance of equipment, etc.</p>	Not applicable

4. Provides comparable facilities for male and female teams.	YES	5145.4 Equal Educational Opportunity/BOT Adopted June 19, 2018 6145.1/6145.2 Intramural Competition/Interscholastic Competition/BOT Adopted June 19, 2018 HoLa male and female athletes use the same athletic spaces, fields and training facilities as determined by the sport.	Not applicable

Table 4: Needs Assessment, Employment/Contract Practices

IV. Employment/Contract Practices <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	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
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<p>A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows:</p> <p>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 administration.</p>	<p>YES</p>	<p>2224 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 4111.1/4211.1 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 4111 Recruitment, Selection, and Hiring/BOT Adopted June 19, 2018 4211 Recruitment, Selection, and Hiring/BOT Adopted June 19, 2018</p> <p>All HoLa positions are posted on dedicated job placement sites, on social media, via university career offices, and on our website. HoLa does not discriminate based on race, national origin, sexual orientation, and gender when hiring certificated or non-certificated staff and within every category of employment, including administration.</p>	<p>Not applicable</p>
<p>2. Target recruiting practices for under-represented populations in every category of employment.</p>	<p>YES</p>	<p>2224 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 4111.1/4211.1 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 4111 Recruitment, Selection, and Hiring/BOT Adopted June 19, 2018 4211 Recruitment, Selection, and Hiring/BOT Adopted June 19, 2018</p> <p>Through broad recruitment, HoLa strives to attract a diverse pool of prospective candidates for each job opening.</p>	<p>Not applicable</p>
<p>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.</p>	<p>YES</p>	<p>2224 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 4111.1/4211.1 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 4111 Recruitment, Selection, and Hiring/BOT Adopted June 19, 2018 4211 Recruitment, Selection, and Hiring/BOT Adopted June 19, 2018</p> <p>All employment applications and recruitment materials state that HoLa is an equal opportunity employer.</p>	<p>Not applicable</p>

IV. Employment/Contract Practices <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	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
4. Monitor promotions and transfers to ensure non-discrimination.	YES	2224 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 4111.1/4211.1 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 4113/4213 Assignment and Transfer/BOT Adopted June 19, 2018 HoLa leadership monitors employee promotions and transfers to ensure non-discrimination.	Not applicable
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	2224 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 4111.1/4211.1 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 4111 Recruitment, Selection, and Hiring/BOT Adopted June 19, 2018 4211 Recruitment, Selection, and Hiring/BOT Adopted June 19, 2018 Staff base salaries are transparent, determined by job specification (i.e., qualifications), years of experience, and salary guides. Salary bonuses and/or increases are based on performance and cost of living adjustments. HoLa 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.	Not applicable

<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/BOT Adopted June 19, 2018 4111.1/4211.1 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 4111 Recruitment, Selection, and Hiring/BOT Adopted June 19, 2018 4211 Recruitment, Selection, and Hiring/BOT Adopted June 19, 2018</p> <p>HoLa 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/BOT Adopted June 19, 2018 4111.1/4211.1 Nondiscrimination/Affirmative Action/BOT Adopted June 19, 2018 4111 Recruitment, Selection, and Hiring/BOT Adopted June 19, 2018 4211 Recruitment, Selection, and Hiring/BOT Adopted June 19, 2018</p> <p>HoLa 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:

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
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NOT APPLICABLE: Hoboken Dual Language 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.				

II. Staff Development and Training

School District, Charter School or Renaissance School Project Name:

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
NOT APPLICABLE: Hoboken Dual Language 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:
Equality and Equity in Curriculum*

School District, Charter School or Renaissance School Project Name:

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
NOT APPLICABLE: Hoboken Dual Language 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:
Equality and Equity in Student Access*

School District, Charter School or Renaissance School Project Name:

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
NOT APPLICABLE: Hoboken Dual Language 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:
Equality and Equity in Guidance Program Services*

School District, Charter School or Renaissance School Project Name:

Table 9: Corrective Actions, School and Classroom Practices: Equality and Equity in Guidance Program Services

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion
NOT APPLICABLE: Hoboken Dual Language 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 and Athletic Programs*

School District, Charter School or Renaissance School Project Name:

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
NOT APPLICABLE: Hoboken Dual Language 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.				

IV. Employment/Contract Practices

School District, Charter School or Renaissance School Project Name:

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
NOT APPLICABLE: Hoboken Dual Language 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.				