




Affirmative Action Team

The following Affirmative Action Team (AAT) members participated in developing the needs assessment and Comprehensive Equity Plan. The AAT must consist of a minimum of three personnel and diverse stakeholders.

School District, Charter School And Renaissance School Project Name: BEACH HAVEN SCHOOL DISTRICT

Name	Title	Grade Level	Signature
Ellen Ciceri	Affirmative Action Officer/Title IX Coordinator	Prek-6	
Theodore Loeffler	Superintendent/Principal	Prek-6	
Kim Carey	School Secretary	Prek-6	

**BEACH HAVEN SCHOOL DISTRICT
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.

<p style="text-align: center;">I. BOARD RESPONSIBILITY</p> <p><small>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</small></p>	<p style="text-align: center;"><i>Compliant (Yes or No)</i></p>	<p style="text-align: center;"><i>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</i></p>	<p style="text-align: center;"><i>Date Policy or Regulation Last Updated by SEA</i></p> <p style="text-align: center;"><small>P = Policy R = Regulation</small></p>	<p style="text-align: center;"><i>List name of non-compliant school(s) in the district</i></p>
<p>A. Adopt or re-adopt written equality and equity policies requiring the following:</p> <p>1) Equality and Equity in School and Classroom Practices that shall, as a minimum, do the following:</p> <p>a) Identify and address all forms of prejudice and discrimination in all district, charter, and renaissance school project programs, practices, curricula, instructional materials, and assessments.</p>	Yes	<ul style="list-style-type: none"> • Policy 1140 – Educational Equity Policies/Affirmative Action • Policy 1523 – Comprehensive Equity Plan • Policy & Regulation 2260 – Equity in School and Classroom Practices • Policy & Regulation 5750 – Equitable Educational Opportunity 	<p>P1140 March 2024</p> <p>P1523 March 2024</p> <p>P2260 March 2024</p> <p>R2260 March 2024</p> <p>P5750 March 2024</p> <p>R5750 Jan 2010</p>	
<p>b) Ensure equal access to all students' schools, facilities, programs, activities, and benefits, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</p>	Yes	<ul style="list-style-type: none"> • Policy 1140 – Educational Equity Policies/Affirmative Action • Policy 1523 – Comprehensive Equity Plan • Policy & Regulation 2260 – Equity in School and Classroom Practices • Policy & Regulation 5750 – Equitable Educational Opportunity 	<p>P1140 March 2024</p> <p>P1523 March 2024</p> <p>P2260 March 2024</p> <p>R2260 March 2024</p> <p>P5750 March 2024</p> <p>R5750 Jan 2010</p>	

<p>c) Provide equitable treatment for pregnant and married students.</p>	<p>Yes</p>	<ul style="list-style-type: none"> • Policy 2416 – Programs for Pregnant Students • Policy 5752 – Marital Status and Pregnant 	<p>P2416 Jan 2010 P5752 Jan 2010</p>	
<p>d) Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation, and bullying. (PL.2010,c122).</p>	<p>Yes</p>	<ul style="list-style-type: none"> • Policy 1523 – Comprehensive Equity Plan • Policy 5512 – Harassment, Intimidation, and Bullying • Policy 5541 - Anti-Hazing • Policy & Regulation 5751 – Sexual Harassment of Students • Policy & Regulation 8461 – Reporting Violence, Vandalism, Harassment, Intimidation, Bullying, Alcohol, Other Drug Offenses 	<p>P1523 March 2024 P5512 June 2022 P5541 Feb 2022 P5751 Nov 2021 R5751 Nov 2021 P8461 July 2024 R8461 July 2024</p>	
<p>2) Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, or socioeconomic status.</p>	<p>Yes</p>	<ul style="list-style-type: none"> • Policy & Regulation 1530 – Equal Employment Opportunity • Policy & Regulation 1550 – Equal Employment/Anti-Discrimination Practices 	<p>P1530 March 2024 R1530 March 2024 P1550 March 2024 R 1550 July 2018</p>	
<p>3) The appointment of an Affirmative Action Officer (AAO) who can also serve 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>	<ul style="list-style-type: none"> • Policy 1140 – Educational Equity Policies/Affirmative Action 	<p>P1140 March 2024</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>	<ul style="list-style-type: none"> • Policy 1140 – Educational Equity Policies/Affirmative Action 	<p>P1140 March 2024</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>	<ul style="list-style-type: none"> • Policy 1140 – Educational Equity Policies/Affirmative Action • Policy 1523 – Comprehensive Equity Plan 	<p>P1140 March 2024 P1523 March 2024</p>	
<p>C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups disaggregated by gender, race, ethnicity, limited English proficiency, special education, migrant status, date of enrollment, student suspension, expulsion, child study team referrals; Pre-K-12 promotion/retention data; Pre-K-12 completion rates and re-examination and re-evaluation of classification and placement of students in special education programs if there is over-representation within certain groups; staffing practices; quality of program data; and stakeholder satisfaction data. Identify any school-level underperforming subgroups on Annual Yearly Progress (Progress Targets) reports for state assessments.</p>	<p>Yes</p>	<ul style="list-style-type: none"> • Policy 1140 – Educational Equity Policies/Affirmative Action • Policy & Regulation 2423 – Bilingual Education • Policy 2428.1 – Standards-Based Instructional Priorities • Policy 2610 – Educational Program Evaluation • Policy & Regulation 2622 – Student Assessment 	<p>P1140 March 2024 P2423 March 2024 R2423 March 2024 P2428.1 July 2024 P2610 March 2019 P2622 Feb. 2022 R2622 Feb. 2022</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>	<ul style="list-style-type: none"> • Policy 1140 – Educational Equity Policies/Affirmative Action • Policy 1523 – Comprehensive Equity Plan 	<p>P1140 March 2024 P1523 March 2024</p>	

<p>1) <i>Informing the school community of the Board's policies prohibiting bias, harassment, discrimination and segregation and ensuring equality in educational programs.</i></p>	<p>Yes</p>	<ul style="list-style-type: none"> • Policy 1140 – Educational Equity Policies/Affirmative Action • Policy 5512 – Harassment, Intimidation, & Bullying 	<p>P1140 March 2024 P5512 June 2022</p>	
<p>2) <i>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.</i></p>	<p>Yes</p>	<ul style="list-style-type: none"> • Policy 1140 – Educational Equity Policies/Affirmative Action 	<p>P1140 March 2024</p>	
<p>3) <i>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.</i></p>	<p>Yes</p>	<ul style="list-style-type: none"> • Policy 1140 – Educational Equity Policies/Affirmative Action • Policy & Regulation 1510 – Americans with Disabilities Act • Policy & Regulation 2260 – Equity in School and Classroom Practices 	<p>P1140 March 2024 P1510 Feb. 2017 R1510 Feb. 2017 P2260 March 2024 R2260 March 2024</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>	<ul style="list-style-type: none"> • Policy 1140 – Educational Equity Policies/Affirmative Action • Policy & Regulation 1510 – Americans with Disabilities Act • Policy & Regulation 2260 – Equity in School and Classroom Practices • Policy 5512 – Harassment, Intimidation, or Bullying • Policy & Regulation 5750 – Equitable Educational Opportunity 	<p>P1140 March 2024</p> <p>P1510 Feb. 2017 R1510 Feb. 2017</p> <p>P2260 March 2024 R2260 March 2024</p> <p>P5512 July 2024</p> <p>P5750 March 2024 R5750 Jan 2010</p>	
<p>5) Report on the progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.</p>	<p>Yes</p>	<ul style="list-style-type: none"> • Policy 1140 – Educational Equity Policies/Affirmative Action • Policy & Regulation 2260 – Equity in School and Classroom Practices • Policy 2610 – Educational Program Evaluation 	<p>P1140 March 2024</p> <p>P2260 March 2024 R2260 March 2024</p> <p>P2610 March 2019</p>	
<p>6) Authorize the AAO to conduct yearly equity training for all staff.</p>	<p>Yes</p>	<ul style="list-style-type: none"> • Policy 1140 – Educational Equity Policies/Affirmative Action 	<p>P1140 March 2024</p>	
<p>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.</p>	<p>Yes</p>	<p>(For County Vocational School Districts Only)</p> <ul style="list-style-type: none"> • Policy & Regulation 5111 – Eligibility of Resident/Nonresident Students 	<p>P5111 July 2024 R5111 July 2024</p>	

Comprehensive Equity Plan Statement of Assurance 2024-2025

send the signed form to your Executive County Superintendent

by August 15, 2024

School District, Charter School or Renaissance School Project Information School Year 2024-2025

Name of County: Ocean County

Name of School District/Charter School/Renaissance School Project: Beach Haven Borough School District

Address: 700 North Beach Ave.

Affirmative Action Officer (AAO): Ellen Ciceri

Telephone #: 609-492-7411

AAO Email: eciceri@beachhavenschool.com

Alternate Contact Person: Theodore Loeffler

Telephone #: 609-492-7411

Title: Superintendent

Email: loeffler@beachhavenschool.com

1. The school district, charter school, or renaissance school project has reviewed its implementation strategies for the school year 2023-2024 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 non-compliance, as indicated in the CER, 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 2019-2022 Comprehensive Equity Plan through the 2024-2025 school year.

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: Theodore Loeffler

Title: Superintendent

Signature: _____

Date: 7/25/24