

APPENDIX C: COMPREHENSIVE EQUITY PLAN CORRECTIVE ACTIONS

I. BOARD RESPONSIBILITY

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME: Franklin Lakes Public Schools

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19, 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 2016 2017 2018 Ongoing	Evidence of Completion
N/A	N/A	N/A	N/A	N/A

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II. STAFF DEVELOPMENT & TRAINING

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME: Franklin Lakes Public Schools

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Section/sub- section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2016 2017 2018 Ongoing	Evidence of Completion
II.A.	"Culturally Responsive Teaching" presentation to be updated annually and posted on District Web Site for all stakeholders including parents and community members and referenced as part of Convocation each Sept. to identify and resolve issues related to inequity.	AAO/ Director of Curriculum & Instruction	2016-Ongoing	District Web Site update open to all to support ongoing awareness and training of all stakeholders to identify and resolve inequity issues.

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III. SCHOOL & CLASSROOM PRACTICES

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Section/sub- section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2016 2017 2018 Ongoing	Evidence of Completion
III. A.2) Incorporate multicultural aspects throughout the instructional content and practices across the curriculum.	1) Ensure all curriculum adoptions incorporate multicultural aspects throughout instructional content and practices. 2) Disaggregate teacher evaluation data to monitor for improvements in the area of multicultural instructional practices. 3) Coordinate and design professional development to support improvement in this area. 4) Include integration of multicultural aspects within district's Strategic Planning Efforts	AAO/ Director of Curriculum & Instruction, Teacher Curriculum Committees, Building Principals, School Improvement Panels, District Evaluation Advisory Committee, Staff Developer(s), All Instructional Staff	2016-Ongoing	1) Include multicultural content and practices as criteria for future curriculum adoptions. 2) ScIPs and/ or DEAC to analyze and make recommendations in response to teacher evaluation data for this area. 3) Professional development/ ScIP/ DEAC meeting agendas 4) Develop action items related to multiculturalism as part of district's Strategic Planning Initiative.
III. A.3) Ensure that instruction in 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)	The teaching of African-American History, including the Amistad curriculum, and the history of other cultures is taught as part of the history of the United States inconsistently. This area will be further development in future curriculum revisions planned for: 1) K-8 Social Studies and 2) K-8 ELA.	AAO/ Director of Curriculum & Instruction, Teacher Curriculum Committees, Building Principals, All Instructional Staff for ELA and Social Studies and related content (e.g., Art, Music, etc.)	2017-Ongoing	1) BoE-approved K-8 Social Studies curriculum revision to consistently incorporate this content; 2) BoE-approved K-8 ELA curriculum revision to consistently incorporate this content
III. A. 4) Include instruction on the Holocaust and other genocide curricula at all grade levels. (N.J.S.A. 18A:35-28)	Throughout K-8, respect for all people is taught as part of Olweus programming and is also woven into other aspects of the curriculum. The explicit content as per NJSA 18A:35-28 may not be referenced in each grade level. The district will refer to specific curricular NJDOE guidance documents during curriculum revisions to assure compliance throughout all grade levels in: 1) K-8 Social Studies and 2) K-8 ELA.	AAO/ Director of Curriculum & Instruction, Teacher Curriculum Committees, Building Principals, All Instructional Staff for ELA and Social Studies and related content (e.g., Art, Music, etc.)	2017-Ongoing	1) BoE-approved K-8 Social Studies curriculum revision to consistently incorporate this content; 2) BoE-approved K-8 ELA curriculum revision to consistently incorporate this content

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IV. EMPLOYMENT & HIRING PRACTICES

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IV.A. 2) Target recruiting practices for under-represented populations in every category of employment.	Increase attendance and participation at minority recruitment events.	Superintendent, Administrative Team (B.A., Technology Coordinator, Director of Curriculum & Instruction, Director of Special Services, Principals, etc.)	Ongoing	Registration and attendance at minority recruitment events.