

COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE

Academic Years 2007 – 2010

BOARD RESPONSIBILITIES

DISTRICT/CHARTER SCHOOL: Mercer County Special Services

OBJECTIVE: Describe the district/charter school’s plan to be implemented for Academic Years 2007-2010 to ensure that the Board of Education follows through with its responsibilities as defined on pages 12 and 13 of this document, 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.

NON-COMPLIANT AREAS: Use more than one page as needed.

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline				Indicator of Accomplishment
			07	08	09	Ongoing	
I. B	Revise and adopt Policy 2224 to authorize AA officer to develop and implement CEP.	Superintendent AA Officer	▲	△	△	△	Adopted Policy
I. D	Revise and adopt Policy 2224 to include adoption of the CEP by resolution.	Superintendent AA Officer	▲	△	△	△	Adopted Policy
I. D, (3)	Revise and adopt Policy 2224 to include notification of AA officer name and contact information, location of CEP, policies, grievance procedures and annual reports.	Superintendent AA Officer	▲	△	△	△	Adopted Policy

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STAFF DEVELOPMENT PROGRAM

DISTRICT/CHARTER SCHOOL: Mercer County Special Services

OBJECTIVE: Describe the plan to be implemented for Academic Years 2007-2010 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 or socioeconomic status.

STAFF DEVELOPMENT IS ONGOING (see above): Use more than one page as needed.

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 07 08 09 Ongoing	Indicator of Accomplishment
II.A.(1). (2)	<p>Provide in-service training to all certified and non-certified staff, and all interested parents and community members to inform, identify and resolve problems in the following areas:</p> <ul style="list-style-type: none"> • bullying • sexual harassment • child abuse and neglect 	<p>AA Officer</p> <p>Human Resources Coordinator</p> <p>Principals</p>	<p>▲ ▲ ▲ ▲</p>	<p>Date, roster and agenda for training</p> <p>Documentation of staff participation in training.</p>

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Academic Years 2007 – 2010

SCHOOL AND CLASSROOM PRACTICES: EQUALITY AND EQUITY IN CURRICULUM

DISTRICT/CHARTER SCHOOL: Mercer County Special Services

OBJECTIVE: Describe the district/charter school’s plan to be implemented for Academic Years 2007-2010 for developing and/or revising curriculum to eliminate discrimination, add multicultural content, and promote understanding and mutual respect among all students.

NON-COMPLIANT AREAS: Use more than one page as needed.

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline				Indicator of Accomplishment
			07	08	09	Ongoing	
III.A.(1), (c)	Evaluate all purchases of library and instructional materials for bias.	Librarian Principals	▲	▲	▲	▲	Evaluation forms
III.A.(1), (d)	Evaluate all purchases of software for bias.	Technology Manager Principals	▲	▲	▲	▲	Evaluation forms

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Academic Years 2007 – 2010

EMPLOYMENT AND CONTRACT PRACTICES

DISTRICT/CHARTER SCHOOL: Mercer County Special Services

OBJECTIVE: Describe the district/charter school's plan to be implemented for Academic Years 2007-2010 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, socio-economic status, or disability.

NON-COMPLIANT AREAS: Use more than one page as needed.

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline				Indicator of Accomplishment
			07	08	09	Ongoing	
IV.A.(1) & (2)	Annually review advertising and recruiting practices to correct imbalance and target under utilized groups in every category of employment	Human Resources Coordinator	▲	▲	▲	▲	DATA – Analyze employment patterns