

Assuring Equality & Equity

Franklin Lakes Public Schools



MANAGING FOR EQUALITY AND EQUITY IN EDUCATION SUBCHAPTER 1. GENERAL PROVISIONS 6A:7-1.1.

The purpose of this chapter is to

ensure all students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status, are provided equal access to educational programs and services by district boards of education.

The Franklin Lakes Public Schools aspire to meet and exceed the provisions of New Jersey Administrative Code excerpt quoted above

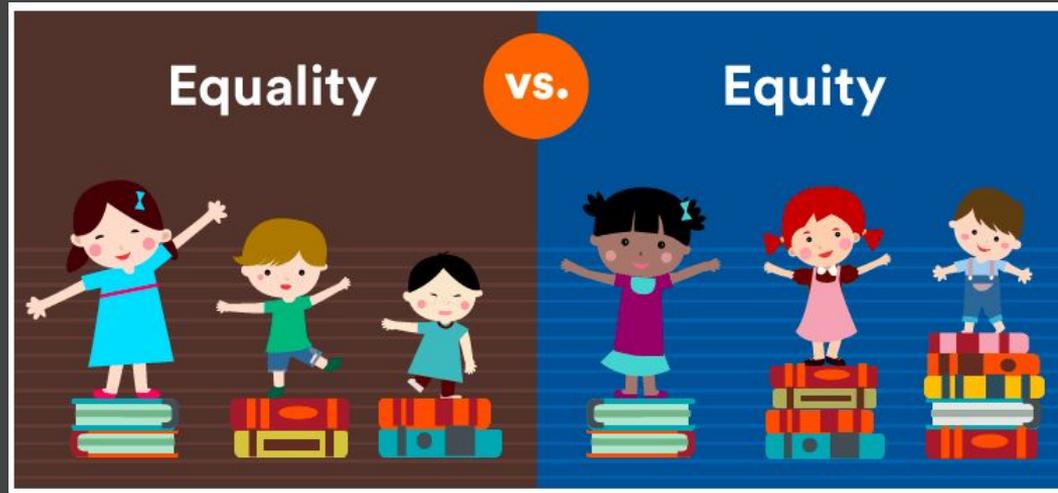
<https://www.nj.gov/education/code/current/title6a/chap7.pdf>

Equality

means sameness, uniformity, and equivalence.
Equality focuses on a student's access to educational resources.

Equity

means when all groups of students master the goals of the curriculum to approximately the same degree. Equity focuses on students' access to knowledge.





Equal educational opportunity

means the creation of environments that enable the provision of a thorough and efficient education as defined by the New Jersey Student Learning Standards [NJSLS], differentiated instruction, formative assessments aligned to the NJSLS, and high expectations for teaching and learning in a public school district; and when prejudice and other forms of discrimination have been eliminated in the school district's policies, practices, and curricula as evidenced through the narrowing of the achievement gap; and when all students and staff enjoy equal access to all programs and benefits provided by or offered within the public schools of the school district.

Annual K-12 Curriculum Requirements: Holocaust & Amistad

NJ Commission on Holocaust Education

*In 1994 the legislature voted unanimously in favor of an act requiring education on the Holocaust and genocide in elementary and secondary education and it subsequently signed into law by Governor Whitman. **The law indicates that issues of bias, prejudice and bigotry, including bullying through the teaching of the Holocaust and genocide, shall be included for all children from K-12th grade.** Because this is a law and in Statute any changes in standards would not impact the requirement of education on this topic in all New Jersey public schools.*

A Wealth of Resources and Curriculum Guides can be found at the NJ Commission on Holocaust Education and via the link to the following [Google Folder](#) and via the NJ's curriculum resources: <http://www.nj.gov/education/holocaust/curriculum/>

NJ Amistad Commission

Purpose:

*The Amistad Commission ensures that the Department of Education and public schools of New Jersey **implement materials and texts which integrate the history and contributions of African-Americans and the descendants of the African Diaspora.***

Goals:

- 1) To infuse the history of Africans and African-Americans into the **social studies curriculum** in order to provide an accurate, complete and inclusive history.
- 2) To ensure that New Jersey teachers are equipped to effectively teach the revised social studies core curriculum content standards.
- 3) To create and coordinate workshops, seminars, institutes, memorials and events which raise public awareness about the importance of the history of African-Americans to the growth and development of American society in global context.

An entire web site devoted to resources to support this can be found at NJ Amistad Commission: <http://www.njamistadcurriculum.net/>

Franklin Lakes Board Policies

The issues of equality and equity are matters of consequence to all school community members including, and not limited to the Board of Education, staff members, and students, and specific policies exist to assure practices are mindful of equality, equity, and non-discrimination with respect to employment, curriculum, instruction, and staff development.

It is important that all staff members are aware of some of the more critical board policies pertaining to equality and equity - especially as they pertain to nondiscrimination, affirmative action, and equal educational/ employment opportunities. These are listed and linked below.

Community Relations

[2224 NONDISCRIMINATION/AFFIRMATIVE ACTION](#)

Instructional & Support Personnel

[4111.1/4211.1 NONDISCRIMINATION/AFFIRMATIVE ACTION](#)

[4211 RECRUITMENT, SELECTION AND HIRING](#)

Students

[5145.4 EQUAL EDUCATIONAL OPPORTUNITY](#)

Instruction

[6121 NONDISCRIMINATION/AFFIRMATIVE ACTION](#)

The Role of the Franklin Lakes Affirmative Action Officer: Liesel Steines

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An AAO is a member of the professional staff who has responsibility to coordinate and implement the district's efforts to comply with the regulations of N.J.A.C. 6A:7 and to promote a **working and learning environment free of discrimination on the basis of race, color, national origin, religion, gender, sexual orientation, age or disability.**

The affirmative action officer shall:

A. Coordinate the required professional development training for certificated and non-certificated staff;

PD modules include:

- ❑ **Assuring Equality & Equity in Franklin Lakes Public Schools** slideshow
- ❑ **Diversity Awareness: Staff-to-Staff** (Required SafeSchools module)
- ❑ **Culturally Responsive Teaching** (provided to newly hired certified staff)

B. Notify all students and employees of district grievance procedures for handling discrimination complaints; and

C. Ensure that the district grievance procedures, including investigative responsibilities and reporting information, are followed.

Affirmative Action/ Equal Employment Opportunity Grievances

Staff members who wish to file a grievance with the Affirmative Action Officer may obtain the complaint form on the [FLPS District Web Site](#) under the “Human Resources” tab. It is filed under Documents/ Forms and can be accessed via the following link:

<https://bit.ly/2MsEEN3>

*** Following completion of Equal Opportunity/ Affirmative Action paperwork, the complainants should schedule an appointment with Liesel Steines (lsteines@franklinlakes.k12.nj.us), AAO, to formally submit a grievance.**

4118.3/4218.3 GRIEVANCES *(FLPS Board Policy excerpted below)*

The Franklin Lakes School District shall develop and practice reasonable and effective means of resolving difficulties which may arise among employees.

The superintendent shall oversee the implementation of a grievance procedure that:

- A. Ensures prompt response to staff grievances;
- B. Is fair and in compliance with law and board policy 4111.1/4211.1 Affirmative Action/Nondiscrimination;
- C. Establishes and maintains recognized channels of communication between staff and administration; and
- D. Reduces potential areas of grievances;

Thank You.

This slide show is available
for public viewing at:

https://docs.google.com/presentation/d/1qd0TMe-UA9M2-XiZ216sGcoh2a02wnL_6y05d3JYmxA/edit?usp=sharing