Title IX Gender Equity in Athletics Audit, *90 Days Update*

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School Board 9.28.2022

Title IX Athletics Compliance Review

Finding Area 1 - Participation and Accommodation of Interests

- 3-prong test

FINDING

Finding Area 2 - Athletic Scholarships

- Not applicable

Finding Area 3 - Athletic Benefits (Laundry List)

- Equipment and Supplies
- Scheduling
- Travel
- Tutoring
- Coaching
- Facilities
- Medical Services
- Housing/Dining
- Publicity
- Administrative Services

FINDING

Addressing 55 Player Slot Participation Gap

1. Add Girls Beach Volleyball in Spring of 2023
    a. Position posted, uniforms ordered, court rental in negotiation
2. Add Girls Frosh Lacrosse Spring 2023
3. Add a girls varsity team in Fall 2023 - proposed Field Hockey
4. Increase turn-out for all PHS girls sports 2022-2023
    a. Already seeing increased turn-out!

Fall Participation Details

2022-23

SUMMARY	Male	Female
Total # Athletes (Varsity/JV/Fr)	111	151
% Athletes	42.4%	57.6%
Total # Students in this school	425	402
% Students	51.4%	48.6%
OVERALL FEMALE PARTICIPATION GAP		46

2021-22

SUMMARY	Male	Female
Total # Athletes (Varsity/JV/Fr)	85	115
% Athletes	42.5%	57.5%
Total # Students in this school	446	425
% Students	51.2%	48.8%
OVERALL FEMALE PARTICIPATION GAP		34

Findings in Benefits and Treatment

	V	JV	FR	
Competition Schedule	B	B	B	54 areas reviewed by level
Equipment and Supplies	OK	OK	B	
Uniforms*	G	B	B	
Practice / Contest Times In-Season*	B	B	B	
Practice Facilities	OK	B	B	
Competition Facilities	OK	OK	OK	
Locker Rooms*	OK	OK	OK	16/54 advantage boys
Coach - Athlete Instructional FTE Ratios	OK	OK	OK	
Coach - Athlete Instructional Total Ratios	OK	OK	OK	
Coach Quality /Years Experience (preliminary)	OK	INC	INC	
Coach Employment Status	B	OK	OK	
Travel - Meals	OK	B	OK	
MD, Trainers	OK	OK	OK	1/54 advantage girls
Spectator Accommodations	OK	OK	OK	
Training and Weight Training Facilities	B	B	OK	
Publicity/Promotion	B	OK	OK	
Awards/Recognition	OK	OK	OK	
Administrative Support Services (preliminary)	OK	OK	OK	

Actions taken to address Benefits so far:

1. Ice Freezer purchased and installed in Binks Storage Room next to Athletic Trainer area - 8/25/22
2. Strength and Training Coach for girls' teams - position offered - 9/8/22
3. Posted Beach Volleyball position posted to district and Edjoin - 9/9/22
4. Uniform purchases for Girls Volleyball - 3/18/2022
5. Practice uniform purchased for Girls Volleyball

Actions taken so far, continued

7. New equipment for Volleyball
8. Practice time review and equity adjustments
9. Game scheduling support to Girls Volleyball, Girls Water Polo, Girls Soccer, and Girls Golf.
10. Overnight contest scheduling support for Varsity Girls Tennis and Volleyball

Irons in the fire

1. Uniform purchases for winter sports in process (G Soccer, G Lacrosse)
2. Facility rental for Beach Volleyball
3. Witter Girls Team Room improvements - ETA November
4. Softball facility improvements - ETA Winter Break
5. Athletic Policy handbook developed (travel policies, off-season use policies, etc) - ETA end of year
6. Witter Field renovations next year include equitable projects

Next steps

1. Updates to Coaches' evaluation methods
2. Adding student feedback process
3. October Title IX Audit Task Force Meeting
4. Athletics website update along with district/school sites
5. Lacrosse and Beach Volleyball equipment
6. Viability of Field Hockey/league work

Participation Gap Plan

Add Beach Volleyball, new levels of Lacrosse, increase turn-out and and TBD varsity sport

+

Benefit Remedy Plan

Address disparities identified in baseline Benefit Analysis

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Monitoring and Reporting Plan

Equity methodology, annual benefit rating (coaches, captains), transparency, reports to board

Respect, Value, Equity

Questions and Feedback?

Monitoring and Reporting Plan

Ongoing

1. Team captains and parent managers from each team will complete a program rating for their team
2. Participation numbers in audit format posted to the school website
3. Title IX Compliance Officer will review annual participation and benefit/treatment data and report to the school board annually.
4. Conduct a student interest survey every three years (Next Survey in 2024-2025)

Fall:

7. Status of remediations will be reported to the Title IX Task Force in October meeting by the Director of Athletics.

2. **Completed Items**
    a. Girls Strength and Training Coach, Position offered on 9/8/22 awaiting acceptance followed by district clearance)
    b. Uniform purchases for Girls Volleyball (New Game uniforms- Delivery has been delayed by manufacturer. (3/8/21) Purchased new practice uniforms, already been received and are currently in use (8/11/22)
    c. Additional equipment purchases
        i. New Balls and Ball Carts for Volleyball as well as additional training aides and safety equipment