

**FLORIDA EDUCATIONAL EQUITY ACT**

**ESCAMBIA COUNTY SCHOOL DISTRICT**

**2014-2015 ANNUAL EDUCATIONAL EQUITY UPDATE**

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**PART I**

**PROCEDURAL REQUIREMENTS**

## 2014-15 Annual Equity Update Shell

### PART I: PROCEDURAL REQUIREMENTS

#### A. Changes to Policies or Procedures

There were **No Changes** to Policies or Procedures

#### B. Explain how annual and continuous notifications of nondiscrimination are disseminated/published; and submit copies of the annual and continuous notifications of nondiscrimination:

##### 1. Annual Notification of Nondiscrimination for Vocational Education Programs

To address how the annual nondiscrimination notice is accomplished for vocational programs, the programs disseminate a poster for each Career & Technical Education classroom in middle, high, and postsecondary schools. Workforce Education administrators (Director, Principals, Specialists) monitor the classrooms to ensure that the posters are displayed. There is a poster on the wall in the Workforce Education Department's District Administrative Office at the J. E. Hall Center at 30 East Texar Drive, Pensacola, Florida 32503. The notice is also placed on all career academy and PSAV program brochures/catalogs.

<http://ecsd-fl.schoolloop.com/career>



Workforce\_GSTC\_Br  
ochure.pdf



Workforce\_HS\_Broc  
hure.pdf



Workforce\_MS\_Bro  
chure.pdf

##### 2. Continuous Notification of Nondiscrimination

The Escambia County School District uses the district's website, procedures, pamphlets, and catalogs to ensure that the notice of nondiscrimination is visible. All offices, classrooms, and buildings must post the notice. When there is any publication in the newspaper, the policy of nondiscrimination is included.

[http://www.escambia.k12.fl.us/PDF/Policy\\_of\\_Nondiscrimination\\_2013.pdf](http://www.escambia.k12.fl.us/PDF/Policy_of_Nondiscrimination_2013.pdf)





Mr. Malcolm Thomas, Superintendent of Schools

### **POLICY OF NONDISCRIMINATION**

**District Rule 6Gx17-1.17** The School Board does not unlawfully discriminate against any person on the basis of gender, age, race, religious creed, color, sexual orientation, marital status, national origin, or disability in the educational programs or activities which it operates or in the employment of personnel and does not tolerate any such discrimination. Complaints alleging violation of this policy shall be made to the Equal Employment Officer (EEO).

The School Board provides equal access to the Boy and Girl Scouts and other designated youth groups.

**Genetic Information Nondiscrimination Act (GINA)** Title II of the of 2008 GINA protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

### **EQUAL OPPORTUNITY OFFICER**

Dr. Marian Torrence  
(Mtorrence@escambia.k12.fl.us)  
Coordinator II, EEOC/ Teacher Recruitment  
75 North Pace Boulevard  
Pensacola, Florida 32505  
Phone: (850) 469-6102 Fax: (850) 469-6176

Revised Adoption SBR 6Gx17-1.17: 11/16/10

**PART II**

**INCOMPLETE ITEMS**

## **PART II: INCOMPLETE ITEMS OR PENDING ACTIONS**

- A. Any Items identified during equity on-site review.**
- B. Any other items identified on the current or past monitoring work plans as incomplete.**

There were **No** Incomplete Items or Pending Actions

**PART III**

**STUDENT PARTICIPATION**

## PART III: STUDENT PARTICIPATION

### EVALUATION OF METHODS AND STRATEGIES:

#### **(1) Grades 9-12, Advanced Placement (AP), IB and AICE**

The following percentages reflect within race/ethnicity calculations for students enrolled in AP/IB/AICE courses. In 2010-11, 15% of Whites, 4% of Blacks, 16% of Hispanics, 14% of White Males, 3% of Black Males, and 16% of Hispanic Males were enrolled. In 2014-15, 19% of Whites (an increase of 4 percentage points), 5% of Blacks (an increase of 1 percentage point), 16% of Hispanics (no increase or decrease of percentage points), 15% of White Males (an increase of 1 percentage point), 4% of Black Males (an increase of 1 percentage point), and 11% of Hispanic Males (a decrease of 5 percentage points) were enrolled.

#### **Grades 9-12 Total Enrollment 2014-15 (12437)**

<i>White</i> 6300 & 56.38%		<i>Black</i> 4255 & 38.08%		<i>Hispanic</i> 619 & 5.54%	
Whites In AP/IB/AICE 2010-11 15% (891)	Whites In AP/IB/AICE 2011-12 17% (1015)	Whites In AP/IB/AICE 2012-13 15% (942)	Whites In AP/IB/AICE 2013-14 15% (942)	Whites In AP/IB/AICE 2014-15 19% (1088)	
White Males In AP/IB/AICE 2010-11 14% (409)	White Males In AP/IB/AICE 2011-12 14% (446)	White Males In AP/IB/AICE 2012-13 13% (401)	White Males In AP/IB/AICE 2013-14 12% (367)	White Males In AP/IB/AICE 2014-15 15% (437)	
Blacks In AP/IB/AICE 2010-11 4% (154)	Blacks In AP/IB/AICE 2011-12 4% (169)	Blacks In AP/IB/AICE 2012-13 4% (146)	Blacks In AP/IB/AICE 2013-14 4% (147)	Blacks In AP/IB/AICE 2014-15 5% (201)	
Black Males In AP/IB/AICE 2010-11 3% (52)	Black Males In AP/IB/AICE 2011-12 3% (65)	Black Males In AP/IB/AICE 2012-13 3% (48)	Black Males In AP/IB/AICE 2013-14 2% (47)	Black Males In AP/IB/AICE 2014-15 4% (74)	
Hispanics In AP/IB/AICE 2010-11 16% (78)	Hispanics In AP/IB/AICE 2011-12 16% (81)	Hispanics In AP/IB/AICE 2012-13 15% (74)	Hispanics In AP/IB/AICE 2013-14 12% (81)	Hispanics In AP/IB/AICE 2014-15 16% (84)	
Hisp. Males In AP/IB/AICE 2010-11 16% (35)	Hisp. Males In AP/IB/AICE 2011-12 15% (36)	Hisp. Males In AP/IB/AICE 2012-13 12% (29)	Hisp. Males In AP/IB/AICE 2013-14 11% (32)	Hisp. Males In AP/IB/AICE 2014-15 11% (30)	

#### **Methods/Strategies from the 2013-14 Update**

- The District implemented a plan for identifying upcoming seventh grade students for Algebra I to enable those students access to greater math opportunities in high school, including Dual Enrollment and Advanced Placement courses. Current sixth grade students will be taking a comprehensive seventh grade test to help determine early Algebra placement.
- All courses will be implementing new Florida Standards while maintaining a rigorous curriculum to ensure students are prepared for their next mathematics course.



### **Evidence of Success**

The evaluation reveals progress in increasing enrollment in AP/IB/AICE courses for Black and Hispanic students in grades 9-12. Black students increased by 1 percentage point, from 4% in 2010-11 to 5% in 2014-15; Hispanic students remained constant at 16 percentage points, from 16% to 16% for the same time period.

The evaluation reveals progress in increasing enrollment in AP/IB/AICE courses for Black male students in grades 9-12. Black male students increased by 1 percentage point, from 3% in 2010-11 to 4% in 2014-15; Hispanic male students decreased 5 percentage points from 16% to 11% for the same time period.

### **Description of any Modifications or Changes to Methods and Strategies**

- The new Florida math course descriptions do not have an overlap of standards between grade levels; therefore, it is more difficult for students to accelerate to Algebra I by skipping a course. The District has offered the opportunity to an identified group of rising sixth graders to take a competency-based sixth grade math course. This will allow one year of acceleration and ensure the student reaches Algebra I in eighth grade. During the summer of 2016, this opportunity will be repeated for students to accelerate a second year.
- To assist middle schools in offering courses beyond Algebra I, virtual courses are offered as needed.
- Elementary and secondary mathematics specialists offered two parent information nights to provide information on math advancement. The events were recorded and posted on the district website.
- Elementary schools identified all rising sixth grade students that met the criteria for an advance math program.
- Two middle schools and two high schools are participating in the Florida College Board Partnership.

### **2014-15 New or Modified Methods and Strategies**

- The District implemented a plan for identifying upcoming seventh grade students for Algebra I to enable those students access to greater math opportunities in high school, including Dual Enrollment and Advanced Placement courses. Current sixth grade students will be taking a comprehensive seventh grade test to help determine early Algebra placement.
- All courses will be implementing new Florida Standards while maintaining a rigorous curriculum to ensure students are prepared for their next mathematics courses.
- Beginning 2015-2016 school year, all students entering ninth grade will have the opportunity to complete Algebra I by the end of ninth grade. All level 1 and 2 students will no longer take two reading courses opening opportunities for more involvement in career academies that could lead to DE, AP, and career/technical certifications.

### **New Accountability Measure and Timelines**

Increase the number of Black students in grades 9-12 enrolling in AP/IB/AICE courses by 2 percentage points by the 2015-16 School Year.

Increase the number of Hispanic students in grades 9-12 enrolling in AP/IB/AICE courses by 2 percentage points by the 2015-16 School Year.

Increase the number of Black Male students in grades 9-12 enrolling in AP/IB/AICE courses by 2 percentage points by the 2015-16 School Year.

Increase the number of Hispanic Male students in grades 9-12 enrolling in AP/IB/AICE courses by 2 percentage points by the 2015-16 School Year.

**(2) Grades 9-12, Dual Enrollment (DE)**

The following percentages reflect within race/ethnicity calculations for students enrolled in Dual Enrollment courses. In 2010-11, 6% of Whites, 1% of Blacks, 4% of Hispanics, 5% of White Males, 1% of Black Males, and 3% of Hispanic Males were enrolled. In 2014-15, 7% of Whites (an increase of 1 percentage point), 1% of Blacks (no increase or decrease of percentage points), 5% of Hispanics (an increase of 1 percentage point), 5% of White Males (no increase or decrease of percentage points), 1% of Black Males (no increase or decrease of percentage points), and 3% of Hispanic Males (no increase or decrease of percentage points) were enrolled.

**Grades 9-12 Total Enrollment 2014-15 (1243)**

<i>White</i> 6300 & 56.38%	<i>Black</i> 4255 & 38.08%	<i>Hispanic</i> 619 & 5.54%
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Whites In DE 2010-11 6% (360)	Whites In DE 2011-12 7% (426)	Whites In DE 2012-13 7% (453)	Whites In DE 2013-14 8% (466)	Whites In DE 2014-15 7% (397)
White Males In DE 2010-11 5% (162)	White Males In DE 2011-12 6% (187)	White Males In DE 2012-13 6% (173)	White Males In DE 2013-14 6% (167)	White Males In DE 2014-15 5% (142)
Blacks In DE 2010-11 1% (53)	Blacks In DE 2011-12 1% (56)	Blacks In DE 2012-13 1% (55)	Blacks In DE 2013-14 2% (61)	Blacks In DE 2014-15 1% (56)
Black Males In DE 2010-11 1% (14)	Black Males In DE 2011-12 1% (18)	Black Males In DE 2012-13 1% (13)	Black Males In DE 2013-14 1% (20)	Black Males In DE 2014-15 1% (16)
Hispanics In DE 2010-11 4% (20)	Hispanics In DE 2011-12 4% (21)	Hispanics In DE 2012-13 5% (26)	Hispanics In DE 2013-14 5% (31)	Hispanics In DE 2014-15 5% (25)
Hisp. Males In DE 2010-11 3% (17)	Hisp. Males In DE 2011-12 3% (7)	Hisp. Males In DE 2012-13 3% (8)	Hisp. Males In DE 2013-14 3% (10)	Hisp. Males In DE 2014-15 3% (9)

**Methods/Strategies from the 2013-14 Update**

- The District implemented a plan for identifying upcoming seventh grade students for Algebra I to enable those students access to greater math opportunities in high school, including Dual Enrollment and Advanced Placement courses. Current sixth grade students will be taking a comprehensive seventh grade test to help determine early Algebra placement.



- All courses will be implementing new Florida Standards while maintaining a rigorous curriculum to ensure students are prepared for their next mathematics course.

### **Evidence of Success**

The evaluation reveals progress in increasing enrollment in Dual Enrollment courses for Black and Hispanic students in grades 9-12. Black students remained the same by 0 percentage points, from 1% in 2010-11 to 1% in 2014-15; Hispanic students increased by 1 percentage point, from 4% to 5% for the same time period.

### **Description of any Modifications or Changes to Methods and Strategies**

- The new Florida math course descriptions do not have an overlap of standards between grade levels; therefore, it is more difficult for students to accelerate to Algebra I by skipping a course. The District has offered the opportunity to an identified group of rising sixth graders to take a competency-based sixth grade math course. This will allow one year of acceleration and ensure the student reaches Algebra I in eighth grade. During the summer of 2016, this opportunity will be repeated for students to accelerate a second year.
- To assist middle schools in offering courses beyond Algebra I, virtual courses are offered as needed.
- Elementary and secondary mathematics specialists offered two parent information nights to provide information on math advancement. The events were recorded and posted on the district website.
- Elementary schools identified all rising sixth grade students that met the criteria for an advance math program.
- Two middle schools and two high schools are participating in the Florida College Board Partnership.

### **2014-15 New or Modified Methods and Strategies**

- The District implemented a plan for identifying upcoming seventh grade students for Algebra I to enable those students access to greater math opportunities in high school, including Dual Enrollment and Advanced Placement courses. Current sixth grade students will be taking a comprehensive seventh grade test to help determine early Algebra placement.
- All courses will be implementing new Florida Standards while maintaining a rigorous curriculum to ensure students are prepared for their next mathematics course.
- Beginning 2015-2016 school year, all students entering ninth grade will have the opportunity to complete Algebra I by the end of ninth grade. All level 1 and 2 students will no longer take two reading courses opening opportunities for more involvement in career academies that could lead to DE, AP, and career/technical certifications.

### **New Accountability Measure and Timelines**

Increase the number of Black students in grades 9-12 enrolling in DE courses by 2 percentage points by the 2015-16 School Year.

Increase the number of Hispanic students in grades 9-12 enrolling in DE courses by 2 percentage points by the 2015-16 School Year.

Increase the number of Black Male students in grades 9-12 enrolling in DE courses by 2 percentage points by the 2015-16 School Year.



Increase the number of Hispanic Male students in grades 9-12 enrolling in DE courses by 2 percentage points by the 2015-16 School Year.

**(3) Grades 9-12, All Level 3 courses (including AP, IB, AICE, DE and honors)**

The following percentages reflect within race/ethnicity calculations for students enrolled in all Level 3 and DE courses. In 2013-14, 54% of Whites, 25% of Blacks, 46% of Hispanics, 47% of White Males, 20% of Black Males, and 39% of Hispanic Males were enrolled. In 2014-15, 56% of Whites (an increase of 2 percentage points), 30% of Blacks (an increase of 5 percentage points), 50% of Hispanics (an increase of 4 percentage points), 52 % of White Males (an increase of 5 percentage points), 25% of Black Males (an increase of 5 percentage points), and 47% of Hispanic Males (an increase of 8 percentage points) were enrolled.

**Grades 9-12 Total Enrollment 2014-15 (12437)**

<i>White</i>		<i>Black</i>		<i>Hispanic</i>	
6300 & 56.38%		4255 & 38.08%		619 & 5.54%	
Whites All Level 3 2010-11 33% (1976)	Whites All Level 3 2011-12 25% (1468)	Whites All Level 3 2012-13 20% (1241)	Whites All Level 3 2013-14 54% (3267)	Whites All Level 3 2014-15 56% (3158)	
White Males All Level 3 2010-11 27% (827)	White Males All Level 3 2011-12 24% (760)	White Males All Level 3 2012-13 21% (637)	White Males All Level 3 2013-14 47% (1401)	White Males All Level 3 2014-15 52% (1483)	
Blacks All Level 3 2010-11 17% (663)	Blacks All Level 3 2011-12 13% (511)	Blacks All Level 3 2012-13 9% (345)	Blacks All Level 3 2013-14 25% (1000)	Blacks All Level 3 2014-15 30% (1127)	
Black Males All Level 3 2010-11 16% (317)	Black Males All Level 3 2011-12 14% (277)	Black Males All Level 3 2012-13 8% (155)	Black Males All Level 3 2013-14 20% (389)	Black Males All Level 3 2014-15 25% (475)	
Hispanics All Level 3 2010-11 35% (169)	Hispanics All Level 3 2011-12 23% (115)	Hispanics All Level 3 2012-13 16% (82)	Hispanics All Level 3 2013-14 46% (298)	Hispanics All Level 3 2014-15 50% (269)	
Hisp. Males All Level 3 2010-11 31% (69)	Hisp. Males All Level 3 2011-12 26% (61)	Hisp. Males All Level 3 2012-13 16% (38)	Hisp. Males All Level 3 2013-14 39% (113)	Hisp. Males All Level 3 2014-15 47% (127)	

**Methods/Strategies from the 2013-14 Update**

- The District implemented a plan for identifying upcoming seventh grade students for Algebra I to enable those students access to greater math opportunities in high school, including Dual Enrollment and Advanced Placement courses. Current sixth grade students will be taking a comprehensive seventh grade test to help determine early Algebra placement.
- All courses will be implementing new Florida Standards while maintaining a rigorous curriculum to ensure students are prepared for their next mathematics course.

### **Evidence of Success**

The evaluation reveals progress in increasing enrollment in Dual Enrollment courses for Black and Hispanic students in grades 9-12. Black students increased by 5 percentage points, from 25% in 2013-14 to 30% in 2014-15; Hispanic students increased by 4 percentage points from 46% to 50% for the same time period.

### **Description of any Modifications or Changes to Methods and Strategies**

- The new Florida math course descriptions do not have an overlap of standards between grade levels; therefore, it is more difficult for students to accelerate to Algebra I by skipping a course. The District has offered the opportunity to an identified group of rising sixth graders to take a competency-based sixth grade math course. This will allow one year of acceleration and ensure the student reaches Algebra I in eighth grade. During the summer of 2016, this opportunity will be repeated for students to accelerate a second year.
- To assist middle schools in offering courses beyond Algebra I, virtual courses are offered as needed.
- Elementary and secondary mathematics specialists offered two parent information nights to provide information on math advancement. The events were recorded and posted on the district website.
- Elementary schools identified all rising sixth grade students that met the criteria for an advance math program.
- Two middle schools and two high schools are participating in the Florida College Board Partnership.

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### **2014-15 New or Modified Methods and Strategies**

- The District implemented a plan for identifying upcoming seventh grade students for Algebra I to enable those students access to greater math opportunities in high school, including Dual Enrollment and Advanced Placement courses. Current sixth grade students will be taking a comprehensive seventh grade test to help determine early Algebra placement.
- All courses will be implementing new Florida Standards while maintaining a rigorous curriculum to ensure students are prepared for their next mathematics course.
- Beginning 2015-2016 school year, all students entering ninth grade will have the opportunity to complete Algebra I by the end of ninth grade. All level 1 and 2 students will no longer take two reading courses opening opportunities for more involvement in career academies that could lead to DE, AP and career/technical certifications.

### **New Accountability Measure and Timelines**

Increase the number of Black students in grades 9-12 enrolling in all Level 3 and DE courses by 2 percentage points by the 2015-16 School Year.

Increase the number of Hispanic students in grades 9-12 enrolling in all Level 3 and DE courses by 2 percentage points by the 2015-16 School Year.

Increase the number of Black Male students in grades 9-12 enrolling in all Level 3 and DE courses by 2 percentage points by the 2015-16 School Year.

Increase the number of Hispanic Male students in grades 9-12 enrolling in all Level 3 and DE courses by 2 percentage points by the 2015-16 School Year.



**PART IV**

**GENDER EQUITY IN ATHLETICS**

## PART IV: GENDER EQUITY IN ATHLETICS

### Athletics Compliance Verification

The 2014-15 Annual Update included the Compliance Verification Form signed and dated by the superintendent.  yes     no

(Please attach only one Compliance Verification Form to the report.)

**A.** If the verification form (**pages 13-14 of the Technical Assistance Manual**) indicates that all district schools are in compliance, you must still submit a participation monitoring form (**page 15 of the Technical Assistance Manual**) for each school.

**B.** If the form indicates that the district is not in compliance with all components required by Title IX and the Florida Educational Equity Act then, each school that is out of compliance must also submit a **Corrective Action Plan (page 16 of the Technical Assistance Manual)**.

**C.** If the district submitted corrective action plans as part of the 2013-14 Equity Update, it should submit updated Corrective Action Plans to show the current status/progress of the corrective actions and evidence of completion.

The 2013-14 Annual Update included corrective action plan(s) for the following school(s) signed and dated by the principal(s) and superintendent:

(Please attach corrective action plans with the appropriate signatures).

**PART IV  
GENDER EQUITY IN ATHLETICS**

District: Escambia

**Athletic Compliance Verification Form**

1. Sports and levels of competition effectively accommodate the interests and abilities of members of both sexes. [Section 1000.05(3)(d)(1), F.S.; Rule 6A-19.004(2), FAC; Title IX: 106.41(c)(1)]

IN COMPLIANCE       NOT IN COMPLIANCE

2. Equipment and supplies are provided equitably to female and male teams. [Section 1000.05(3)(d)(2), F.S.; Rule 6A-19.004(4), FAC; Title IX: 106.41(c)(2)]

IN COMPLIANCE       NOT IN COMPLIANCE

3. Scheduling of games and practice times provide equal opportunities. [Section 1000.05(3)(d)(3), F.S.; Rule 6A-19.004(5), FAC; Title IX: 106.41(c)(3)]

IN COMPLIANCE       NOT IN COMPLIANCE

4. Travel and Per Diem allowances are provided for athletes in an equitable manner. [Section 1000.05(3)(d)(4), F.S.; Rule 6A-19.004(6), FAC; Title IX: 106(c)(4)]

IN COMPLIANCE       NOT IN COMPLIANCE

5. Opportunities to receive coaching are provided in an equitable manner. [Section 1000.05(3)(d)(5), F.S.; Rule 6A-19.004(7), FAC; Title IX: 106.41(c)(5)]

IN COMPLIANCE       NOT IN COMPLIANCE

6. Locker rooms, practice facilities and competitive facilities are of comparable quality for male and female teams. [Section 1000.05(3)(d)(7), F.S.; Rule 6A-19.004(8), FAC; Title IX: 106.41(c)(7)]

IN COMPLIANCE       NOT IN COMPLIANCE

7. Medical and training facilities and services, including insurance, are provided in an equitable manner. [Section 1000.05(3)(d)(8), F.S.; Rule 6A-19.004(9), FAC; Title IX: 106.41(c)(8)]

IN COMPLIANCE       NOT IN COMPLIANCE

8. Publicity and promotion of male and female teams support equal opportunity. [Section 1000.05(3)(d)(10), F.S.; Rule 6A-19.004(10), FAC; Title IX: 106.41(c)(10)]

IN COMPLIANCE

NOT IN COMPLIANCE

9. Support services are equitable for male and female teams. [Rule 6A-19.004(11), FAC; Title IX: 106.41(a)]

IN COMPLIANCE

NOT IN COMPLIANCE

I hereby verify that the district is in compliance with the identified components of our athletics program, as required by Title IX and the Florida Educational Equity Act.

Malcolm Thomas

Signature, Superintendent

07/06/2015

Date



**PART IV  
GENDER EQUITY IN ATHLETICS**

School: Jim C. Bailey Middle School

**Athletic Compliance Verification Form**

1. Sports and levels of competition effectively accommodate the interests and abilities of members of both sexes. [Section 1000.05(3)(d)(1), F.S.; Rule 6A-19.004(2), FAC; Title IX: 106.41(c)(1)]  
 IN COMPLIANCE       NOT IN COMPLIANCE
2. Equipment and supplies are provided equitably to female and male teams. [Section 1000.05(3)(d)(2), F.S.; Rule 6A-19.004(4), FAC; Title IX: 106.41(c)(2)]  
 IN COMPLIANCE       NOT IN COMPLIANCE
3. Scheduling of games and practice times provide equal opportunities. [Section 1000.05(3)(d)(3), F.S.; Rule 6A-19.004(5), FAC; Title IX: 106.41(c)(3)]  
 IN COMPLIANCE       NOT IN COMPLIANCE
4. Travel and Per Diem allowances are provided for athletes in an equitable manner. [Section 1000.05(3)(d)(4), F.S.; Rule 6A-19.004(6), FAC; Title IX: 106(c)(4)]  
 IN COMPLIANCE       NOT IN COMPLIANCE
5. Opportunities to receive coaching are provided in an equitable manner. [Section 1000.05(3)(d)(5), F.S.; Rule 6A-19.004(7), FAC; Title IX: 106.41(c)(5)]  
 IN COMPLIANCE       NOT IN COMPLIANCE
6. Locker rooms, practice facilities and competitive facilities are of comparable quality for male and female teams. [Section 1000.05(3)(d)(7), F.S.; Rule 6A-19.004(8), FAC; Title IX: 106.41(c)(7)]  
 IN COMPLIANCE       NOT IN COMPLIANCE
7. Medical and training facilities and services, including insurance, are provided in an equitable manner. [Section 1000.05(3)(d)(8), F.S.; Rule 6A-19.004(9), FAC; Title IX: 106.41(c)(8)]  
 IN COMPLIANCE       NOT IN COMPLIANCE

8. Publicity and promotion of male and female teams support equal opportunity. [Section 1000.05(3)(d)(10), F.S.; Rule 6A-19.004(10), FAC; Title IX: 106.41(c)(10)]

IN COMPLIANCE

NOT IN COMPLIANCE

9. Support services are equitable for male and female teams. [Rule 6A-19.004(11), FAC; Title IX: 106.41(a)]

IN COMPLIANCE

NOT IN COMPLIANCE

I hereby verify that the district is in compliance with the identified components of our athletics program, as required by Title IX and the Florida Educational Equity Act.

**Judy F. Pippen**

Digitally signed by Judy F. Pippen  
DN: cn=Judy F. Pippen, ou=J. C. Bailey Middle School,  
ou, email=jpippen@escambia.k12.fl.us, c=US  
Date: 2015.05.06 09:25:13 -0500

Signature, Principal

05/06/2015

Date

## 2014-15 MONITORING FORMS

**Component 1:** NOTE: OCR defines a participant as anyone who (1) participated in competition or (2) participated with the team and was eligible for competition but did not play. Participation is determined as of the date of the first competitive event for the sport.

School: Bailey Middle	<i>Number of Participants</i>				<i>Number of Participants</i>		
<i>Varsity Teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>JV, Freshman, B-teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Baseball			0	Baseball			0
Basketball	9	13	22	Basketball			0
Cross Country			0	Cross Country			0
Flag Football/ Football			0	Flag Football/ Football			0
Golf			0	Golf			0
Soccer			0	Soccer			0
Softball			0	Softball			0
Swimming/Diving	15	25	40	Swimming/Diving			0
Tennis			0	Tennis			0
Track and Field	28	29	57	Track and Field			0
Volleyball			0	Volleyball			0
Wrestling			0	Wrestling			0
Weightlifting			0	Weightlifting			0
Archery	14	14	28	Archery			0
			0				0
			0				0
<i>Total Varsity Participants</i>	66	81	147	<i>Total JV Participants</i>	0	0	0
<i>% of Varsity Participants</i>	45%	55%	100%	<i>% of JV Participants</i>	0%	0%	100%
<b>Total Student Enrollment by Gender 2014-15</b>	705	676	1,381	<b>Total Student Enrollment by Gender 2014-15</b>	705	676	1,381
<b>% Student Enrollment by Gender 2014-15</b>	51%	49%	100%	<b>% Student Enrollment by Gender 2014-15</b>	51%	49%	100%

**This form must be submitted for each school. Be sure to fill-in the enrollment data. The total percentage of male and female student enrollment should equal 100%.**



**PART IV  
GENDER EQUITY IN ATHLETICS**

District: Escambia

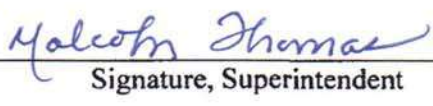
School Name: Jim C. Bailey Middle School

**Gender Equity in Athletics Corrective Action Plan**

(1) Gender Equity in Athletics Component	(2) Planned Actions To Address Deficiencies Found in Athletics	(3) Responsible Person(s) and Contact Information	(4) Timelines
<p>There is gender equity in Athletics for all component. No plan is necessary at this time.</p>			

We hereby verify that the above corrective action plan will be implemented to bring the institution into compliance within the time frame indicated in the Plan.

  
\_\_\_\_\_  
Signature, Principal

  
\_\_\_\_\_  
Signature, Superintendent

05/06/2015

\_\_\_\_\_  
Date

07/06/2015

\_\_\_\_\_  
Date

**PART IV  
GENDER EQUITY IN ATHLETICS**

School: Bellview Middle School

**Athletic Compliance Verification Form**

1. Sports and levels of competition effectively accommodate the interests and abilities of members of both sexes. [Section 1000.05(3)(d)(1), F.S.; Rule 6A-19.004(2), FAC; Title IX: 106.41(c)(1)]

IN COMPLIANCE       NOT IN COMPLIANCE

2. Equipment and supplies are provided equitably to female and male teams. [Section 1000.05(3)(d)(2), F.S.; Rule 6A-19.004(4), FAC; Title IX: 106.41(c)(2)]

IN COMPLIANCE       NOT IN COMPLIANCE

3. Scheduling of games and practice times provide equal opportunities. [Section 1000.05(3)(d)(3), F.S.; Rule 6A-19.004(5), FAC; Title IX: 106.41(c)(3)]

IN COMPLIANCE       NOT IN COMPLIANCE

4. Travel and Per Diem allowances are provided for athletes in an equitable manner. [Section 1000.05(3)(d)(4), F.S.; Rule 6A-19.004(6), FAC; Title IX: 106(c)(4)]

IN COMPLIANCE       NOT IN COMPLIANCE

5. Opportunities to receive coaching are provided in an equitable manner. [Section 1000.05(3)(d)(5), F.S.; Rule 6A-19.004(7), FAC; Title IX: 106.41(c)(5)]

IN COMPLIANCE       NOT IN COMPLIANCE

6. Locker rooms, practice facilities and competitive facilities are of comparable quality for male and female teams. [Section 1000.05(3)(d)(7), F.S.; Rule 6A-19.004(8), FAC; Title IX: 106.41(c)(7)]

IN COMPLIANCE       NOT IN COMPLIANCE

7. Medical and training facilities and services, including insurance, are provided in an equitable manner. [Section 1000.05(3)(d)(8), F.S.; Rule 6A-19.004(9), FAC; Title IX: 106.41(c)(8)]

IN COMPLIANCE       NOT IN COMPLIANCE

8. Publicity and promotion of male and female teams support equal opportunity. [Section 1000.05(3)(d)(10), F.S.; Rule 6A-19.004(10), FAC; Title IX: 106.41(c)(10)]

IN COMPLIANCE

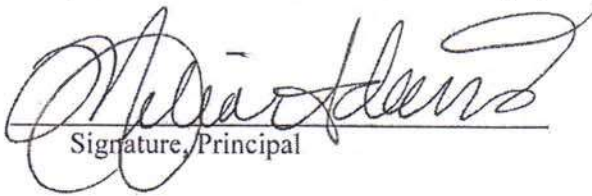
NOT IN COMPLIANCE

9. Support services are equitable for male and female teams. [Rule 6A-19.004(11), FAC; Title IX: 106.41(a)]

IN COMPLIANCE

NOT IN COMPLIANCE

I hereby verify that the district is in compliance with the identified components of our athletics program, as required by Title IX and the Florida Educational Equity Act.

  
\_\_\_\_\_  
Signature, Principal

05/07/2015

\_\_\_\_\_  
Date



## 2014-15 MONITORING FORMS

**Component I:** NOTE: OCR defines a participant as anyone who (1) participated in competition or (2) participated with the team and was eligible for competition but did not play. Participation is determined as of the date of the first competitive event for the sport.

School: Bellview Middle	<i>Number of Participants</i>			<i>Number of Participants</i>			
<i>Varsity Teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>JV, Freshman, B-teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Baseball			0	Baseball			0
Basketball	10	10	20	Basketball			0
Cross Country			0	Cross Country			0
Flag Football/ Football			0	Flag Football/ Football			0
Golf			0	Golf			0
Soccer			0	Soccer			0
Softball			0	Softball			0
Swimming/Diving	11	4	15	Swimming/Diving			0
Tennis			0	Tennis			0
Track and Field	18	27	45	Track and Field			0
Volleyball		0	0	Volleyball			0
Wrestling			0	Wrestling			0
Weightlifting	0	0	0	Weightlifting			0
			0				0
			0				0
			0				0
<i>Total Varsity Participants</i>	39	41	80	<i>Total JV Participants</i>	0	0	0
<i>% of Varsity Participants</i>	49%	51%	100%	<i>% of JV Participants</i>	0%	0%	100%
<b>Total Student Enrollment by Gender 2014-15</b>	564	435	999	<b>Total Student Enrollment by Gender 2014-15</b>	564	435	999
<b>% Student Enrollment by Gender 2014-15</b>	56%	44%	100%	<b>% Student Enrollment by Gender 2014-15</b>	56%	44%	100%

**This form must be submitted for each school. Be sure to fill-in the enrollment data. The total percentage of male and female student enrollment should equal 100%.**



**PART IV  
GENDER EQUITY IN ATHLETICS**

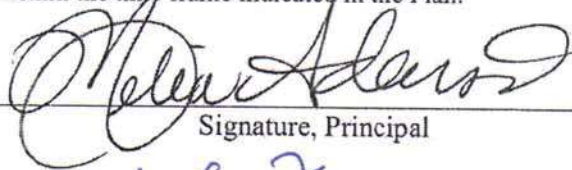
District: Escambia

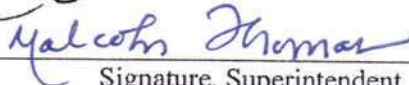
School Name: Bellview Middle School

**Gender Equity in Athletics Corrective Action Plan**

(1) Gender Equity in Athletics Component	(2) Planned Actions To Address Deficiencies Found in Athletics	(3) Responsible Person(s) and Contact Information	(4) Timelines
N/A	No corrective action plan needed	N/A	N/A

We hereby verify that the above corrective action plan will be implemented to bring the institution into compliance within the time frame indicated in the Plan.

  
 \_\_\_\_\_  
 Signature, Principal

  
 \_\_\_\_\_  
 Signature, Superintendent

05/07/2015  
 \_\_\_\_\_  
 Date

07/06/2015  
 \_\_\_\_\_  
 Date

**PART IV  
GENDER EQUITY IN ATHLETICS**

School: Brown-Barge Middle

**Athletic Compliance Verification Form**

1. Sports and levels of competition effectively accommodate the interests and abilities of members of both sexes. [Section 1000.05(3)(d)(1), F.S.; Rule 6A-19.004(2), FAC; Title IX: 106.41(c)(1)]

IN COMPLIANCE

NOT IN COMPLIANCE

2. Equipment and supplies are provided equitably to female and male teams. [Section 1000.05(3)(d)(2), F.S.; Rule 6A-19.004(4), FAC; Title IX: 106.41(c)(2)]

IN COMPLIANCE

NOT IN COMPLIANCE

3. Scheduling of games and practice times provide equal opportunities. [Section 1000.05(3)(d)(3), F.S.; Rule 6A-19.004(5), FAC; Title IX: 106.41(c)(3)]

IN COMPLIANCE

NOT IN COMPLIANCE

4. Travel and Per Diem allowances are provided for athletes in an equitable manner. [Section 1000.05(3)(d)(4), F.S.; Rule 6A-19.004(6), FAC; Title IX: 106(c)(4)]

IN COMPLIANCE

NOT IN COMPLIANCE

5. Opportunities to receive coaching are provided in an equitable manner. [Section 1000.05(3)(d)(5), F.S.; Rule 6A-19.004(7), FAC; Title IX: 106.41(c)(5)]

IN COMPLIANCE

NOT IN COMPLIANCE

6. Locker rooms, practice facilities and competitive facilities are of comparable quality for male and female teams. [Section 1000.05(3)(d)(7), F.S.; Rule 6A-19.004(8), FAC; Title IX: 106.41(c)(7)]

IN COMPLIANCE

NOT IN COMPLIANCE

7. Medical and training facilities and services, including insurance, are provided in an equitable manner. [Section 1000.05(3)(d)(8), F.S.; Rule 6A-19.004(9), FAC; Title IX: 106.41 (c)(8)]

IN COMPLIANCE

NOT IN COMPLIANCE

8. Publicity and promotion of male and female teams support equal opportunity. [Section 1000.05(3)(d)(10), F.S.; Rule 6A-19.004(10), FAC; Title IX: 106.41(c)(10)]

IN COMPLIANCE

NOT IN COMPLIANCE

9. Support services are equitable for male and female teams. [Rule 6A-19.004(11), FAC; Title IX: 106.41(a)]

IN COMPLIANCE

NOT IN COMPLIANCE

I hereby verify that the district is in compliance with the identified components of our athletics program, as required by Title IX and the Florida Educational Equity Act.

Joy McMichael  
Signature, Principal

June 16, 2015  
Date

## 2014-15 MONITORING FORMS

**Component 1:** NOTE: OCR defines a participant as anyone who (1) participated in competition or (2) participated with the team and was eligible for competition but did not play. Participation is determined as of the date of the first competitive event for the sport.

School: Brown-Barge Middle	<i>Number of Participants</i>			<i>Number of Participants</i>			
<i>Varsity Teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>JV, Freshman, B-teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Baseball			0	Baseball			0
Basketball	13	10	23	Basketball			0
Cross Country			0	Cross Country			0
Flag Football/ Football			0	Flag Football/ Football			0
Golf			0	Golf			0
Soccer			0	Soccer			0
Softball			0	Softball			0
Swimming/Diving	16	33	49	Swimming/Diving			0
Tennis			0	Tennis			0
Track and Field	44	28	72	Track and Field			0
Volleyball			0	Volleyball			0
Wrestling			0	Wrestling			0
Weightlifting			0	Weightlifting			0
			0				0
			0				0
			0				0
<i>Total Varsity Participants</i>	73	71	144	<i>Total JV Participants</i>	0	0	0
<i>% of Varsity Participants</i>	51%	49%	100%	<i>% of JV Participants</i>	0%	0%	100%
<b>Total Student Enrollment by Gender 2014-15</b>	263	279	542	<b>Total Student Enrollment by Gender 2014-15</b>	263	279	542
<b>% Student Enrollment by Gender 2014-15</b>	49%	51%	100%	<b>% Student Enrollment by Gender 2014-15</b>	49%	51%	100%

**This form must be submitted for each school. Be sure to fill-in the enrollment data. The total percentage of male and female student enrollment should equal 100%.**



**PART IV  
GENDER EQUITY IN ATHLETICS**

School: Ferry Pass Middle

**Athletic Compliance Verification Form**

1. Sports and levels of competition effectively accommodate the interests and abilities of members of both sexes. [Section 1000.05(3)(d)(1), F.S.; Rule 6A-19.004(2), FAC; Title IX: 106.41(c)(1)]

IN COMPLIANCE

NOT IN COMPLIANCE

2. Equipment and supplies are provided equitably to female and male teams. [Section 1000.05(3)(d)(2), F.S.; Rule 6A-19.004(4), FAC; Title IX: 106.41(c)(2)]

IN COMPLIANCE

NOT IN COMPLIANCE

3. Scheduling of games and practice times provide equal opportunities. [Section 1000.05(3)(d)(3), F.S.; Rule 6A-19.004(5), FAC; Title IX: 106.41(c)(3)]

IN COMPLIANCE

NOT IN COMPLIANCE

4. Travel and Per Diem allowances are provided for athletes in an equitable manner. [Section 1000.05(3)(d)(4), F.S.; Rule 6A-19.004(6), FAC; Title IX: 106(c)(4)]

IN COMPLIANCE

NOT IN COMPLIANCE

5. Opportunities to receive coaching are provided in an equitable manner. [Section 1000.05(3)(d)(5), F.S.; Rule 6A-19.004(7), FAC; Title IX: 106.41(c)(5)]

IN COMPLIANCE

NOT IN COMPLIANCE

6. Locker rooms, practice facilities and competitive facilities are of comparable quality for male and female teams. [Section 1000.05(3)(d)(7), F.S.; Rule 6A-19.004(8), FAC; Title IX: 106.41(c)(7)]

IN COMPLIANCE

NOT IN COMPLIANCE

7. Medical and training facilities and services, including insurance, are provided in an equitable manner. [Section 1000.05(3)(d)(8), F.S.; Rule 6A-19.004(9), FAC; Title IX: 106.41(c)(8)]

IN COMPLIANCE

NOT IN COMPLIANCE

8. Publicity and promotion of male and female teams support equal opportunity. [Section 1000.05(3)(d)(10), F.S.; Rule 6A-19.004(10), FAC; Title IX: 106.41(c)(10)]

IN COMPLIANCE

NOT IN COMPLIANCE

9. Support services are equitable for male and female teams. [Rule 6A-19.004(11), FAC; Title IX: 106.41(a)]

IN COMPLIANCE

NOT IN COMPLIANCE

I hereby verify that the district is in compliance with the identified components of our athletics program, as required by Title IX and the Florida Educational Equity Act.

**Sherri Mims**

Signature, Principal

Digitally signed by Sherri Mims  
DN: cn=Sherri Mims, o=Ferry Pass Middle School,  
ou=Escambia County School District,  
email=smims@escambia.k12.fl.us, c=US  
Date: 2015.05.01 10:17:13 -0500

05/01/2015

Date

## 2014-15 MONITORING FORMS

**Component 1:** NOTE: OCR defines a participant as anyone who (1) participated in competition or (2) participated with the team and was eligible for competition but did not play. Participation is determined as of the date of the first competitive event for the sport.

School: Ferry Pass Middle	<i>Number of Participants</i>			<i>Number of Participants</i>			
<i>Varsity Teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>JV, Freshman, B-teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Baseball	0	0	0	Baseball	0	0	0
Basketball	14	11	25	Basketball	0	0	0
Cross Country	0	0	0	Cross Country	0	0	0
Flag Football/ Football	0	0	0	Flag Football/ Football	0	0	0
Golf	0	0	0	Golf	0	0	0
Soccer	0	0	0	Soccer	0	0	0
Softball	0	0	0	Softball	0	0	0
Swimming/Diving	17	16	33	Swimming/Diving	0	0	0
Tennis	0	0	0	Tennis	0	0	0
Track and Field	23	23	46	Track and Field	0	0	0
Volleyball	0	0	0	Volleyball	0	0	0
Wrestling	0	0	0	Wrestling	0	0	0
Weightlifting	0	0	0	Weightlifting	0	0	0
			0				0
			0				0
			0				0
<i>Total Varsity Participants</i>	54	50	104	<i>Total JV Participants</i>	0	0	0
<i>% of Varsity Participants</i>	52%	48%	100%	<i>% of JV Participants</i>	0%	0%	100%
<b>Total Student Enrollment by Gender 2014-15</b>	489	506	995	<b>Total Student Enrollment by Gender 2014-15</b>	489	506	995
<b>% Student Enrollment by Gender 2014-15</b>	49%	51%	100%	<b>% Student Enrollment by Gender 2014-15</b>	49%	51%	100%

**This form must be submitted for each school. Be sure to fill-in the enrollment data. The total percentage of male and female student enrollment should equal 100%.**



**PART IV  
GENDER EQUITY IN ATHLETICS**

School: Ransom Middle School

**Athletic Compliance Verification Form**

1. Sports and levels of competition effectively accommodate the interests and abilities of members of both sexes. [Section 1000.05(3)(d)(1), F.S.; Rule 6A-19.004(2), FAC; Title IX: 106.41(c)(1)]

IN COMPLIANCE       NOT IN COMPLIANCE

2. Equipment and supplies are provided equitably to female and male teams. [Section 1000.05(3)(d)(2), F.S.; Rule 6A-19.004(4), FAC; Title IX: 106.41(c)(2)]

IN COMPLIANCE       NOT IN COMPLIANCE

3. Scheduling of games and practice times provide equal opportunities. [Section 1000.05(3)(d)(3), F.S.; Rule 6A-19.004(5), FAC; Title IX: 106.41(c)(3)]

IN COMPLIANCE       NOT IN COMPLIANCE

4. Travel and Per Diem allowances are provided for athletes in an equitable manner. [Section 1000.05(3)(d)(4), F.S.; Rule 6A-19.004(6), FAC; Title IX: 106(c)(4)]

IN COMPLIANCE       NOT IN COMPLIANCE

5. Opportunities to receive coaching are provided in an equitable manner. [Section 1000.05(3)(d)(5), F.S.; Rule 6A-19.004(7), FAC; Title IX: 106.41(c)(5)]

IN COMPLIANCE       NOT IN COMPLIANCE

6. Locker rooms, practice facilities and competitive facilities are of comparable quality for male and female teams. [Section 1000.05(3)(d)(7), F.S.; Rule 6A-19.004(8), FAC; Title IX: 106.41(c)(7)]

IN COMPLIANCE       NOT IN COMPLIANCE

7. Medical and training facilities and services, including insurance, are provided in an equitable manner. [Section 1000.05(3)(d)(8), F.S.; Rule 6A-19.004(9), FAC; Title IX: 106.41 (c)(8)]

IN COMPLIANCE       NOT IN COMPLIANCE

8. Publicity and promotion of male and female teams support equal opportunity. [Section 1000.05(3)(d)(10), F.S.; Rule 6A-19.004(10), FAC; Title IX: 106.41(c)(10)]

IN COMPLIANCE

NOT IN COMPLIANCE

9. Support services are equitable for male and female teams. [Rule 6A-19.004(11), FAC; Title IX: 106.41(a)]

IN COMPLIANCE

NOT IN COMPLIANCE

I hereby verify that the district is in compliance with the identified components of our athletics program, as required by Title IX and the Florida Educational Equity Act.

Brent Brunnett  
Signature, Principal

5-8-15  
Date

## 2014-15 MONITORING FORMS

**Component 1:** NOTE: OCR defines a participant as anyone who (1) participated in competition or (2) participated with the team and was eligible for competition but did not play. Participation is determined as of the date of the first competitive event for the sport.

School: Ransom Middle	Number of Participants			Number of Participants			
<i>Varsity Teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>JV, Freshman, B-teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Baseball			0	Baseball			0
Basketball	15	15	30	Basketball			0
Cross Country			0	Cross Country			0
Flag Football/ Football			0	Flag Football/ Football			0
Golf			0	Golf			0
Soccer			0	Soccer			0
Softball			0	Softball			0
Swimming/Diving	11	16	27	Swimming/Diving			0
Tennis			0	Tennis			0
Track and Field	24	26	50	Track and Field			0
Volleyball			0	Volleyball			0
Wrestling			0	Wrestling			0
Weightlifting			0	Weightlifting			0
			0				0
			0				0
			0				0
<i>Total Varsity Participants</i>	50	57	107	<i>Total JV Participants</i>	0	0	0
<i>% of Varsity Participants</i>	47%	53%	100%	<i>% of JV Participants</i>	0%	0%	100%
<b>Total Student Enrollment by Gender 2014-15</b>	722	675	1,397	<b>Total Student Enrollment by Gender 2014-15</b>	722	675	1,397
<b>% Student Enrollment by Gender 2014-15</b>	52%	48%	100%	<b>% Student Enrollment by Gender 2014-15</b>	52%	48%	100%

**This form must be submitted for each school. Be sure to fill-in the enrollment data. The total percentage of male and female student enrollment should equal 100%.**



**PART IV  
GENDER EQUITY IN ATHLETICS**

School: Ernest Ward Middle School

**Athletic Compliance Verification Form**

1. Sports and levels of competition effectively accommodate the interests and abilities of members of both sexes. [Section 1000.05(3)(d)(1), F.S.; Rule 6A-19.004(2), FAC; Title IX: 106.41(c)(1)]

IN COMPLIANCE       NOT IN COMPLIANCE

2. Equipment and supplies are provided equitably to female and male teams. [Section 1000.05(3)(d)(2), F.S.; Rule 6A-19.004(4), FAC; Title IX: 106.41(c)(2)]

IN COMPLIANCE       NOT IN COMPLIANCE

3. Scheduling of games and practice times provide equal opportunities. [Section 1000.05(3)(d)(3), F.S.; Rule 6A-19.004(5), FAC; Title IX: 106.41(c)(3)]

IN COMPLIANCE       NOT IN COMPLIANCE

4. Travel and Per Diem allowances are provided for athletes in an equitable manner. [Section 1000.05(3)(d)(4), F.S.; Rule 6A-19.004(6), FAC; Title IX: 106(c)(4)]

IN COMPLIANCE       NOT IN COMPLIANCE

5. Opportunities to receive coaching are provided in an equitable manner. [Section 1000.05(3)(d)(5), F.S.; Rule 6A-19.004(7), FAC; Title IX: 106.41(c)(5)]

IN COMPLIANCE       NOT IN COMPLIANCE

6. Locker rooms, practice facilities and competitive facilities are of comparable quality for male and female teams. [Section 1000.05(3)(d)(7), F.S.; Rule 6A-19.004(8), FAC; Title IX: 106.41(c)(7)]

IN COMPLIANCE       NOT IN COMPLIANCE

7. Medical and training facilities and services, including insurance, are provided in an equitable manner. [Section 1000.05(3)(d)(8), F.S.; Rule 6A-19.004(9), FAC; Title IX: 106.41(c)(8)]

IN COMPLIANCE       NOT IN COMPLIANCE



8. Publicity and promotion of male and female teams support equal opportunity. [Section 1000.05(3)(d)(10), F.S.; Rule 6A-19.004(10), FAC; Title IX: 106.41(c)(10)]

IN COMPLIANCE

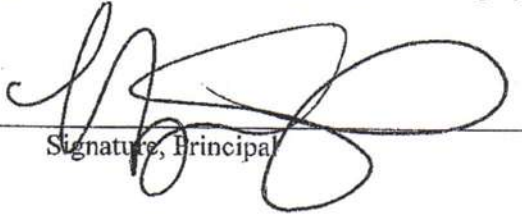
NOT IN COMPLIANCE

9. Support services are equitable for male and female teams. [Rule 6A-19.004(11), FAC; Title IX: 106.41(a)]

IN COMPLIANCE

NOT IN COMPLIANCE

I hereby verify that the district is in compliance with the identified components of our athletics program, as required by Title IX and the Florida Educational Equity Act.

  
\_\_\_\_\_  
Signature, Principal

05/01/2015

\_\_\_\_\_  
Date

## 2014-15 MONITORING FORMS

*Component 1:* NOTE: OCR defines a participant as anyone who (1) participated in competition or (2) participated with the team and was eligible for competition but did not play. Participation is determined as of the date of the first competitive event for the sport.

School: Ernest Ward	<i>Number of Participants</i>			<i>Number of Participants</i>			
<i>Varsity Teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>JV, Freshman, B-teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Baseball	0	0	0	Baseball			0
Basketball	11	9	20	Basketball			0
Cross Country	5	8	13	Cross Country			0
Flag Football/ Football	27	0	27	Flag Football/ Football			0
Golf	0	0	0	Golf			0
Soccer	0	0	0	Soccer			0
Softball	0	0	0	Softball			0
Swimming/Diving	3	18	21	Swimming/Diving			0
Tennis	0	0	0	Tennis			0
Track and Field	8	10	18	Track and Field			0
Volleyball	0	0	0	Volleyball			0
Wrestling	0	0	0	Wrestling			0
Weightlifting	0	0	0	Weightlifting			0
			0				0
			0				0
			0				0
<i>Total Varsity Participants</i>	54	45	99	<i>Total JV Participants</i>	0	0	0
<i>% of Varsity Participants</i>	55%	45%	100%	<i>% of JV Participants</i>	0%	0%	100%
<b>Total Student Enrollment by Gender 2014-15</b>	222	236	458	<b>Total Student Enrollment by Gender 2014-15</b>	222	236	458
<b>% Student Enrollment by Gender 2014-15</b>	48%	52%	100%	<b>% Student Enrollment by Gender 2014-15</b>	48%	52%	100%

**This form must be submitted for each school. Be sure to fill-in the enrollment data. The total percentage of male and female student enrollment should equal 100%.**

**PART IV  
GENDER EQUITY IN ATHLETICS**

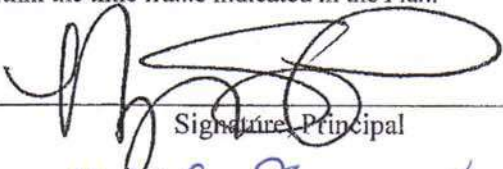
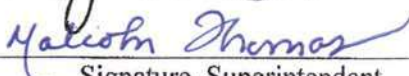
District: Escambia

School Name: Ernest Ward Middle School

**Gender Equity in Athletics Corrective Action Plan**

(1) Gender Equity in Athletics Component	(2) Planned Actions To Address Deficiencies Found in Athletics	(3) Responsible Person(s) and Contact Information	(4) Timelines
	<p>There are no current deficiencies for 2014-2015 school year.</p> <p>Ernest Ward will continue to promote all sports</p>		

We hereby verify that the above corrective action plan will be implemented to bring the institution into compliance within the time frame indicated in the Plan.

  
 \_\_\_\_\_  
 Signature, Principal  
  
 \_\_\_\_\_  
 Signature, Superintendent

8/6/15  
 \_\_\_\_\_  
 Date  
07/06/2015  
 \_\_\_\_\_  
 Date

**PART IV  
GENDER EQUITY IN ATHLETICS**

School: Warrington Middle

**Athletic Compliance Verification Form**

1. Sports and levels of competition effectively accommodate the interests and abilities of members of both sexes. [Section 1000.05(3)(d)(1), F.S.; Rule 6A-19.004(2), FAC; Title IX: 106.41(c)(1)]

IN COMPLIANCE

NOT IN COMPLIANCE

2. Equipment and supplies are provided equitably to female and male teams. [Section 1000.05(3)(d)(2), F.S.; Rule 6A-19.004(4), FAC; Title IX: 106.41(c)(2)]

IN COMPLIANCE

NOT IN COMPLIANCE

3. Scheduling of games and practice times provide equal opportunities. [Section 1000.05(3)(d)(3), F.S.; Rule 6A-19.004(5), FAC; Title IX: 106.41(c)(3)]

IN COMPLIANCE

NOT IN COMPLIANCE

4. Travel and Per Diem allowances are provided for athletes in an equitable manner. [Section 1000.05(3)(d)(4), F.S.; Rule 6A-19.004(6), FAC; Title IX: 106(c)(4)]

IN COMPLIANCE

NOT IN COMPLIANCE

5. Opportunities to receive coaching are provided in an equitable manner. [Section 1000.05(3)(d)(5), F.S.; Rule 6A-19.004(7), FAC; Title IX: 106.41(c)(5)]

IN COMPLIANCE

NOT IN COMPLIANCE

6. Locker rooms, practice facilities and competitive facilities are of comparable quality for male and female teams. [Section 1000.05(3)(d)(7), F.S.; Rule 6A-19.004(8), FAC; Title IX: 106.41(c)(7)]

IN COMPLIANCE

NOT IN COMPLIANCE

7. Medical and training facilities and services, including insurance, are provided in an equitable manner. [Section 1000.05(3)(d)(8), F.S.; Rule 6A-19.004(9), FAC; Title IX: 106.41(c)(8)]

IN COMPLIANCE

NOT IN COMPLIANCE



8. Publicity and promotion of male and female teams support equal opportunity. [Section 1000.05(3)(d)(10), F.S.; Rule 6A-19.004(10), FAC; Title IX: 106.41(c)(10)]

IN COMPLIANCE

NOT IN COMPLIANCE

9. Support services are equitable for male and female teams. [Rule 6A-19.004(11), FAC; Title IX: 106.41(a)]

IN COMPLIANCE

NOT IN COMPLIANCE

I hereby verify that the district is in compliance with the identified components of our athletics program, as required by Title IX and the Florida Educational Equity Act.

Regina Lipnick

Signature, Principal

Digitally signed by Regina Lipnick  
DN: cn=Regina Lipnick, o=Warrington Middle,  
ou=Warrington Middle,  
email=rlipnick@escambia.k12.fl.us, c=US  
Date: 2015.05.04 17:01:06 -0500

05/04/2015

Date

## 2014-15 MONITORING FORMS

**Component 1:** NOTE: OCR defines a participant as anyone who (1) participated in competition or (2) participated with the team and was eligible for competition but did not play. Participation is determined as of the date of the first competitive event for the sport.

School: Warrington Middle	<i>Number of Participants</i>			<i>Number of Participants</i>			
<i>Varsity Teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>JV, Freshman, B-teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Baseball			0	Baseball			0
Basketball	12	13	25	Basketball			0
Cross Country			0	Cross Country			0
Flag Football/ Football			0	Flag Football/ Football			0
Golf			0	Golf			0
Soccer			0	Soccer			0
Softball			0	Softball			0
Swimming/Diving	1	4	5	Swimming/Diving			0
Tennis			0	Tennis			0
Track and Field	14	23	37	Track and Field			0
Volleyball			0	Volleyball			0
Wrestling			0	Wrestling			0
Weightlifting			0	Weightlifting			0
			0				0
			0				0
			0				0
<i>Total Varsity Participants</i>	27	40	67	<i>Total JV Participants</i>	0	0	0
<i>% of Varsity Participants</i>	40%	60%	100%	<i>% of JV Participants</i>	0%	0%	100%
<b>Total Student Enrollment by Gender 2014-15</b>	347	303	650	<b>Total Student Enrollment by Gender 2014-15</b>	347	303	650
<b>% Student Enrollment by Gender 2014-15</b>	53%	47%	100%	<b>% Student Enrollment by Gender 2014-15</b>	53%	47%	100%

**This form must be submitted for each school. Be sure to fill-in the enrollment data. The total percentage of male and female student enrollment should equal 100%.**

**PART IV  
GENDER EQUITY IN ATHLETICS**

School: Woodham Middle

**Athletic Compliance Verification Form**

1. Sports and levels of competition effectively accommodate the interests and abilities of members of both sexes. [Section 1000.05(3)(d)(1), F.S.; Rule 6A-19.004(2), FAC; Title IX: 106.41(c)(1)]

IN COMPLIANCE

NOT IN COMPLIANCE

2. Equipment and supplies are provided equitably to female and male teams. [Section 1000.05(3)(d)(2), F.S.; Rule 6A-19.004(4), FAC; Title IX: 106.41(c)(2)]

IN COMPLIANCE

NOT IN COMPLIANCE

3. Scheduling of games and practice times provide equal opportunities. [Section 1000.05(3)(d)(3), F.S.; Rule 6A-19.004(5), FAC; Title IX: 106.41(c)(3)]

IN COMPLIANCE

NOT IN COMPLIANCE

4. Travel and Per Diem allowances are provided for athletes in an equitable manner. [Section 1000.05(3)(d)(4), F.S.; Rule 6A-19.004(6), FAC; Title IX: 106(c)(4)]

IN COMPLIANCE

NOT IN COMPLIANCE

5. Opportunities to receive coaching are provided in an equitable manner. [Section 1000.05(3)(d)(5), F.S.; Rule 6A-19.004(7), FAC; Title IX: 106.41(c)(5)]

IN COMPLIANCE

NOT IN COMPLIANCE

6. Locker rooms, practice facilities and competitive facilities are of comparable quality for male and female teams. [Section 1000.05(3)(d)(7), F.S.; Rule 6A-19.004(8), FAC; Title IX: 106.41(c)(7)]

IN COMPLIANCE

NOT IN COMPLIANCE

7. Medical and training facilities and services, including insurance, are provided in an equitable manner. [Section 1000.05(3)(d)(8), F.S.; Rule 6A-19.004(9), FAC; Title IX: 106.41 (c)(8)]

IN COMPLIANCE

NOT IN COMPLIANCE



8. Publicity and promotion of male and female teams support equal opportunity. [Section 1000.05(3)(d)(10), F.S.; Rule 6A-19.004(10), FAC; Title IX: 106.41(c)(10)]

IN COMPLIANCE

NOT IN COMPLIANCE

9. Support services are equitable for male and female teams. [Rule 6A-19.004(11), FAC; Title IX: 106.41(a)]

IN COMPLIANCE

NOT IN COMPLIANCE

I hereby verify that the district is in compliance with the identified components of our athletics program, as required by Title IX and the Florida Educational Equity Act.

Wilson Taylor  
Signature, Principal

06/15/2015  
Date

## 2014-15 MONITORING FORMS

*Component I:* NOTE: OCR defines a participant as anyone who (1) participated in competition or (2) participated with the team and was eligible for competition but did not play. Participation is determined as of the date of the first competitive event for the sport.

School: Woodham M. S.	<i>Number of Participants</i>			<i>Number of Participants</i>			
<i>Varsity Teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>JV, Freshman, B-teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Baseball			0	Baseball			0
Basketball	16	15	31	Basketball			0
Cross Country			0	Cross Country			0
Flag Football/ Football			0	Flag Football/ Football			0
Golf			0	Golf			0
Soccer			0	Soccer			0
Softball			0	Softball			0
Swimming/Diving	4	7	11	Swimming/Diving			0
Tennis			0	Tennis			0
Track and Field	30	23	53	Track and Field			0
Volleyball		14	14	Volleyball			0
Wrestling			0	Wrestling			0
Weightlifting	23	17	40	Weightlifting			0
			0				0
			0				0
			0				0
<i>Total Varsity Participants</i>	73	76	149	<i>Total JV Participants</i>	0	0	0
<i>% of Varsity Participants</i>	49%	51%	100%	<i>% of JV Participants</i>	0%	0%	100%
<b>Total Student Enrollment by Gender 2014-15</b>	358	346	704	<b>Total Student Enrollment by Gender 2014-15</b>	358	346	704
<b>% Student Enrollment by Gender 2014-15</b>	51%	49%	100%	<b>% Student Enrollment by Gender 2014-15</b>	51%	49%	100%

**This form must be submitted for each school. Be sure to fill-in the enrollment data. The total percentage of male and female student enrollment should equal 100%.**

**PART IV  
GENDER EQUITY IN ATHLETICS**

School: Workman Middle

**Athletic Compliance Verification Form**

1. Sports and levels of competition effectively accommodate the interests and abilities of members of both sexes. [Section 1000.05(3)(d)(1), F.S.; Rule 6A-19.004(2), FAC; Title IX: 106.41(c)(1)]

IN COMPLIANCE       NOT IN COMPLIANCE

2. Equipment and supplies are provided equitably to female and male teams. [Section 1000.05(3)(d)(2), F.S.; Rule 6A-19.004(4), FAC; Title IX: 106.41(c)(2)]

IN COMPLIANCE       NOT IN COMPLIANCE

3. Scheduling of games and practice times provide equal opportunities. [Section 1000.05(3)(d)(3), F.S.; Rule 6A-19.004(5), FAC; Title IX: 106.41(c)(3)]

IN COMPLIANCE       NOT IN COMPLIANCE

4. Travel and Per Diem allowances are provided for athletes in an equitable manner. [Section 1000.05(3)(d)(4), F.S.; Rule 6A-19.004(6), FAC; Title IX: 106(c)(4)]

IN COMPLIANCE       NOT IN COMPLIANCE

5. Opportunities to receive coaching are provided in an equitable manner. [Section 1000.05(3)(d)(5), F.S.; Rule 6A-19.004(7), FAC; Title IX: 106.41(c)(5)]

IN COMPLIANCE       NOT IN COMPLIANCE

6. Locker rooms, practice facilities and competitive facilities are of comparable quality for male and female teams. [Section 1000.05(3)(d)(7), F.S.; Rule 6A-19.004(8), FAC; Title IX: 106.41(c)(7)]

IN COMPLIANCE       NOT IN COMPLIANCE

7. Medical and training facilities and services, including insurance, are provided in an equitable manner. [Section 1000.05(3)(d)(8), F.S.; Rule 6A-19.004(9), FAC; Title IX: 106.41(c)(8)]

IN COMPLIANCE       NOT IN COMPLIANCE



8. Publicity and promotion of male and female teams support equal opportunity. [Section 1000.05(3)(d)(10), F.S.; Rule 6A-19.004(10), FAC; Title IX: 106.41(c)(10)]

IN COMPLIANCE

NOT IN COMPLIANCE

9. Support services are equitable for male and female teams. [Rule 6A-19.004(11), FAC; Title IX: 106.41(a)]

IN COMPLIANCE

NOT IN COMPLIANCE

I hereby verify that the district is in compliance with the identified components of our athletics program, as required by Title IX and the Florida Educational Equity Act.

**Traci Ursrey**

Digitally signed by Traci Ursrey  
DN: cn=Traci Ursrey, o=Workman Middle School,  
ou, email=ursrey@escambia.k12.fl.us, c=US  
Date: 2015.06.15 15:42:06 -0500

Signature, Principal

06/15/2015

Date

## 2014-15 MONITORING FORMS

**Component 1:** NOTE: OCR defines a participant as anyone who (1) participated in competition or (2) participated with the team and was eligible for competition but did not play. Participation is determined as of the date of the first competitive event for the sport.

School: Workman Middle	<i>Number of Participants</i>			<i>Number of Participants</i>			
<i>Varsity Teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>JV, Freshman, B-teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Baseball	0	0	0	Baseball	0	0	0
Basketball	21	14	35	Basketball	0	0	0
Cross Country	20	20	40	Cross Country	0	0	0
Flag Football/ Football	0	0	0	Flag Football/ Football	0	0	0
Golf	0	0	0	Golf	0	0	0
Soccer	0	0	0	Soccer	0	0	0
Softball	0	0	0	Softball	0	0	0
Swimming/Diving	13	14	27	Swimming/Diving	0	0	0
Tennis	0	0	0	Tennis	0	0	0
Track and Field	29	22	51	Track and Field	0	0	0
Volleyball	0	0	0	Volleyball	0	0	0
Wrestling	0	0	0	Wrestling	0	0	0
Weightlifting	0	0	0	Weightlifting	0	0	0
			0				0
			0				0
			0				0
<i>Total Varsity Participants</i>	83	70	153	<i>Total JV Participants</i>	0	0	0
<i>% of Varsity Participants</i>	54%	46%	100%	<i>% of JV Participants</i>	0%	0%	100%
<b>Total Student Enrollment by Gender 2014-15</b>	471	453	924	<b>Total Student Enrollment by Gender 2014-15</b>	471	453	924
<b>% Student Enrollment by Gender 2014-15</b>	51%	49%	100%	<b>% Student Enrollment by Gender 2014-15</b>	51%	49%	100%

**This form must be submitted for each school. Be sure to fill-in the enrollment data. The total percentage of male and female student enrollment should equal 100%.**

**PART IV  
GENDER EQUITY IN ATHLETICS**

School: Escambia High School

**Athletic Compliance Verification Form**

1. Sports and levels of competition effectively accommodate the interests and abilities of members of both sexes. [Section 1000.05(3)(d)(1), F.S.; Rule 6A-19.004(2), FAC; Title IX: 106.41(c)(1)]

IN COMPLIANCE       NOT IN COMPLIANCE

2. Equipment and supplies are provided equitably to female and male teams. [Section 1000.05(3)(d)(2), F.S.; Rule 6A-19.004(4), FAC; Title IX: 106.41(c)(2)]

IN COMPLIANCE       NOT IN COMPLIANCE

3. Scheduling of games and practice times provide equal opportunities. [Section 1000.05(3)(d)(3), F.S.; Rule 6A-19.004(5), FAC; Title IX: 106.41(c)(3)]

IN COMPLIANCE       NOT IN COMPLIANCE

4. Travel and Per Diem allowances are provided for athletes in an equitable manner. [Section 1000.05(3)(d)(4), F.S.; Rule 6A-19.004(6), FAC; Title IX: 106(c)(4)]

IN COMPLIANCE       NOT IN COMPLIANCE

5. Opportunities to receive coaching are provided in an equitable manner. [Section 1000.05(3)(d)(5), F.S.; Rule 6A-19.004(7), FAC; Title IX: 106.41(c)(5)]

IN COMPLIANCE       NOT IN COMPLIANCE

6. Locker rooms, practice facilities and competitive facilities are of comparable quality for male and female teams. [Section 1000.05(3)(d)(7), F.S.; Rule 6A-19.004(8), FAC; Title IX: 106.41(c)(7)]

IN COMPLIANCE       NOT IN COMPLIANCE

7. Medical and training facilities and services, including insurance, are provided in an equitable manner. [Section 1000.05(3)(d)(8), F.S.; Rule 6A-19.004(9), FAC; Title IX: 106.41(c)(8)]

IN COMPLIANCE       NOT IN COMPLIANCE



8. Publicity and promotion of male and female teams support equal opportunity. [Section 1000.05(3)(d)(10), F.S.; Rule 6A-19.004(10), FAC; Title IX: 106.41(c)(10)]

IN COMPLIANCE

NOT IN COMPLIANCE

9. Support services are equitable for male and female teams. [Rule 6A-19.004(11), FAC; Title IX: 106.41(a)]

IN COMPLIANCE

NOT IN COMPLIANCE

I hereby verify that the district is in compliance with the identified components of our athletics program, as required by Title IX and the Florida Educational Equity Act.

Michael Herold

Signature, Principal

5-7-2015

Date

## 2014-15 MONITORING FORMS

**Component 1:** NOTE: OCR defines a participant as anyone who (1) participated in competition or (2) participated with the team and was eligible for competition but did not play. Participation is determined as of the date of the first competitive event for the sport.

School: Escambia High	<i>Number of Participants</i>			<i>Number of Participants</i>			
<i>Varsity Teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>JV, Freshman, B-teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Baseball	16	0	16	Baseball	27	0	27
Basketball	15	14	29	Basketball	27	7	34
Cross Country	11	9	20	Cross Country	0	0	0
Flag Football/ Football	40	0	40	Flag Football/ Football	76	0	76
Golf	0	4	4	Golf	0	0	0
Soccer	20	21	41	Soccer	16	0	16
Softball	0	16	16	Softball	0	15	15
Swimming/Diving	9	6	15	Swimming/Diving	0	0	0
Tennis	16	8	24	Tennis	0	0	0
Track and Field	25	15	40	Track and Field	0	0	0
Volleyball	0	12	12	Volleyball	0	22	22
Wrestling	0	0	0	Wrestling	0	0	0
Weightlifting	33	24	57	Weightlifting	0	0	0
			0				0
			0				0
			0				0
<i>Total Varsity Participants</i>	185	129	314	<i>Total JV Participants</i>	146	44	190
<i>% of Varsity Participants</i>	59%	41%	100%	<i>% of JV Participants</i>	77%	23%	100%
<b>Total Student Enrollment by Gender 2014-15</b>	870	768	1,638	<b>Total Student Enrollment by Gender 2014-15</b>	870	768	1,638
<b>% Student Enrollment by Gender 2014-15</b>	53%	47%	100%	<b>% Student Enrollment by Gender 2014-15</b>	53%	47%	100%

**This form must be submitted for each school. Be sure to fill-in the enrollment data. The total percentage of male and female student enrollment should equal 100%.**

**PART IV  
GENDER EQUITY IN ATHLETICS**

District: **ESCAMBIA**

School Name: **ESCAMBIA HIGH SCHOOL**

**Gender Equity in Athletics Corrective Action Plan**

(1) Gender Equity in Athletics Component	(2) Planned Actions To Address Deficiencies Found in Athletics	(3) Responsible Person(s) and Contact Information	(4) Timelines
<p><b>Participation in our JV-Freshman teams is not in compliance based on student population.</b></p>	<p>1. Escambia High School will increase female student participation in our junior varsity and freshman programs through increased promotion of EHS programs at all of our feeder middle schools.</p>	<p><b>Michael Sherrill, Principal</b>   <u><a href="mailto:Msherrill@escambia.k12.fl.us">Msherrill@escambia.k12.fl.us</a></u>                      (850) 453-3221 ext 222</p>	<p><b>Currently ongoing</b></p>
	<p>2. EHS will continue to negotiate with our district to add a female coach for swimming. EHS is also adding Lacrosse to provide another opportunity for student participation.</p>	<p><b>Roger Mayo, Athletic Director</b>   <u><a href="mailto:Rmayo@escambia.k12.fl.us">Rmayo@escambia.k12.fl.us</a></u>                      (850) 453-7705</p>	<p><b>Currently ongoing</b></p>
	<p>3. EHS will continue to recruit and employ more qualified female coaches when positions become available. Fall of 2014 Escambia hired a qualified female as a girls tennis coach.</p>		<p><b>As positions become open.</b></p>

We hereby verify that the above corrective action plan will be implemented to bring the institution into compliance within the time frame indicated in the Plan.

*Michael Sherrill*

Signature, Principal

*5-7-2015*

Date

*Malcolm Thomas*

Signature, Superintendent

*07/06/2015*

Date



**PART IV  
GENDER EQUITY IN ATHLETICS**

School: Northview H.S.

**Athletic Compliance Verification Form**

1. Sports and levels of competition effectively accommodate the interests and abilities of members of both sexes. [Section 1000.05(3)(d)(1), F.S.; Rule 6A-19.004(2), FAC; Title IX: 106.41(c)(1)]

IN COMPLIANCE

NOT IN COMPLIANCE

2. Equipment and supplies are provided equitably to female and male teams. [Section 1000.05(3)(d)(2), F.S.; Rule 6A-19.004(4), FAC; Title IX: 106.41(c)(2)]

IN COMPLIANCE

NOT IN COMPLIANCE

3. Scheduling of games and practice times provide equal opportunities. [Section 1000.05(3)(d)(3), F.S.; Rule 6A-19.004(5), FAC; Title IX: 106.41(c)(3)]

IN COMPLIANCE

NOT IN COMPLIANCE

4. Travel and Per Diem allowances are provided for athletes in an equitable manner. [Section 1000.05(3)(d)(4), F.S.; Rule 6A-19.004(6), FAC; Title IX: 106(c)(4)]

IN COMPLIANCE

NOT IN COMPLIANCE

5. Opportunities to receive coaching are provided in an equitable manner. [Section 1000.05(3)(d)(5), F.S.; Rule 6A-19.004(7), FAC; Title IX: 106.41(c)(5)]

IN COMPLIANCE

NOT IN COMPLIANCE

6. Locker rooms, practice facilities and competitive facilities are of comparable quality for male and female teams. [Section 1000.05(3)(d)(7), F.S.; Rule 6A-19.004(8), FAC; Title IX: 106.41(c)(7)]

IN COMPLIANCE

NOT IN COMPLIANCE

7. Medical and training facilities and services, including insurance, are provided in an equitable manner. [Section 1000.05(3)(d)(8), F.S.; Rule 6A-19.004(9), FAC; Title IX: 106.41(c)(8)]

IN COMPLIANCE

NOT IN COMPLIANCE

8. Publicity and promotion of male and female teams support equal opportunity. [Section 1000.05(3)(d)(10), F.S.; Rule 6A-19.004(10), FAC; Title IX: 106.41(c)(10)]

IN COMPLIANCE       NOT IN COMPLIANCE

9. Support services are equitable for male and female teams. [Rule 6A-19.004(11), FAC; Title IX: 106.41(a)]

IN COMPLIANCE       NOT IN COMPLIANCE

I hereby verify that the district is in compliance with the identified components of our athletics program, as required by Title IX and the Florida Educational Equity Act.

*Angela Bowdler*  
Signature, Principal

05/08/2015  
Date

## 2014-15 MONITORING FORMS

**Component 1:** NOTE: OCR defines a participant as anyone who (1) participated in competition or (2) participated with the team and was eligible for competition but did not play. Participation is determined as of the date of the first competitive event for the sport.

School: Northview H.S.	Number of Participants			Number of Participants			
<i>Varsity Teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>JV, Freshman, B-teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Baseball	15	0	15	Baseball	13	0	13
Basketball	8	11	19	Basketball	11	7	18
Cross Country	7	7	14	Cross Country	0	0	0
Flag Football/ Football	0	0	0	Flag Football/ Football	0	0	0
Golf	9	4	13	Golf	0	0	0
Soccer	0	0	0	Soccer	0	0	0
Softball	0	16	16	Softball		12	12
Swimming/Diving	0	0	0	Swimming/Diving	0	0	0
Tennis	0	0	0	Tennis	0	0	0
Track and Field	17	22	39	Track and Field	0	0	0
Volleyball	0	11	11	Volleyball	0	7	7
Wrestling	0	0	0	Wrestling	0	0	0
Weightlifting	19	28	47	Weightlifting	0	0	0
	0	0	0				0
			0				0
			0				0
<i>Total Varsity Participants</i>	75	99	174	<i>Total JV Participants</i>	24	26	50
<i>% of Varsity Participants</i>	43%	57%	100%	<i>% of JV Participants</i>	48%	52%	100%
<b>Total Student Enrollment by Gender 2014-15</b>	240	233	473	<b>Total Student Enrollment by Gender 2014-15</b>	240	233	473
<b>% Student Enrollment by Gender 2014-15</b>	51%	49%	100%	<b>% Student Enrollment by Gender 2014-15</b>	51%	49%	100%

**This form must be submitted for each school. Be sure to fill-in the enrollment data. The total percentage of male and female student enrollment should equal 100%.**



**PART IV  
GENDER EQUITY IN ATHLETICS**

District: Escambia

School Name: Northview H.S.

**Gender Equity in Athletics Corrective Action Plan**

(1) Gender Equity in Athletics Component	(2) Planned Actions To Address Deficiencies Found in Athletics	(3) Responsible Person(s) and Contact Information	(4) Timelines
1. Informative	1. Athletic Director will talk to parents and students at 8th grade orientation. Will also talk to students and encourage them to participate at the school assembly held on the first day of school. Coaches will also speak to parents and students at open house at the beginning of the school year.	Athletic Director P.E./Head Coaches	2014-2015
2. Strategies	2. Announcements will be made on CCTV, morning and afternoon intercom announcements, and P.E./Head coaches will encourage participation during all P.E. and weight lifting classes. Articles involving sports participation will also be posted on NorthEscambia.com and Northviewchiefs.com.	Athletic Director P.E./Head Coaches	2014-2015

We hereby verify that the above corrective action plan will be implemented to bring the institution into compliance within the time frame indicated in the Plan.

*Bayle Weaver*  
Signature, Principal

05/08/2015  
Date

*Malcolm Thomas*  
Signature, Superintendent

07/06/2015  
Date

**PART IV  
GENDER EQUITY IN ATHLETICS**

School: Pensacola High

**Athletic Compliance Verification Form**

1. Sports and levels of competition effectively accommodate the interests and abilities of members of both sexes. [Section 1000.05(3)(d)(1), F.S.; Rule 6A-19.004(2), FAC; Title IX: 106.41(c)(1)]

IN COMPLIANCE       NOT IN COMPLIANCE

2. Equipment and supplies are provided equitably to female and male teams. [Section 1000.05(3)(d)(2), F.S.; Rule 6A-19.004(4), FAC; Title IX: 106.41(c)(2)]

IN COMPLIANCE       NOT IN COMPLIANCE

3. Scheduling of games and practice times provide equal opportunities. [Section 1000.05(3)(d)(3), F.S.; Rule 6A-19.004(5), FAC; Title IX: 106.41(c)(3)]

IN COMPLIANCE       NOT IN COMPLIANCE

4. Travel and Per Diem allowances are provided for athletes in an equitable manner. [Section 1000.05(3)(d)(4), F.S.; Rule 6A-19.004(6), FAC; Title IX: 106(c)(4)]

IN COMPLIANCE       NOT IN COMPLIANCE

5. Opportunities to receive coaching are provided in an equitable manner. [Section 1000.05(3)(d)(5), F.S.; Rule 6A-19.004(7), FAC; Title IX: 106.41(c)(5)]

IN COMPLIANCE       NOT IN COMPLIANCE

6. Locker rooms, practice facilities and competitive facilities are of comparable quality for male and female teams. [Section 1000.05(3)(d)(7), F.S.; Rule 6A-19.004(8), FAC; Title IX: 106.41(c)(7)]

IN COMPLIANCE       NOT IN COMPLIANCE

7. Medical and training facilities and services, including insurance, are provided in an equitable manner. [Section 1000.05(3)(d)(8), F.S.; Rule 6A-19.004(9), FAC; Title IX: 106.41(c)(8)]

IN COMPLIANCE       NOT IN COMPLIANCE

8. Publicity and promotion of male and female teams support equal opportunity. [Section 1000.05(3)(d)(10), F.S.; Rule 6A-19.004(10), FAC; Title IX: 106.41(c)(10)]

IN COMPLIANCE

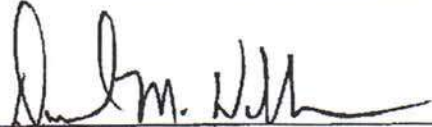
NOT IN COMPLIANCE


9. Support services are equitable for male and female teams. [Rule 6A-19.004(11), FAC; Title IX: 106.41(a)]

IN COMPLIANCE

NOT IN COMPLIANCE

I hereby verify that the district is in compliance with the identified components of our athletics program, as required by Title IX and the Florida Educational Equity Act.

  
\_\_\_\_\_  
Signature, Principal

  
\_\_\_\_\_  
Date



## 2014-15 MONITORING FORMS

**Component I:** NOTE: OCR defines a participant as anyone who (1) participated in competition or (2) participated with the team and was eligible for competition but did not play. Participation is determined as of the date of the first competitive event for the sport.

School: Pensacola High	Number of Participants			Number of Participants			
Varsity Teams	Males	Females	Total	JV, Freshman, B-teams	Males	Females	Total
Baseball	16		16	Baseball	16		16
Basketball	16	15	31	Basketball	31	16	47
Cross Country	15	13	28	Cross Country			0
Flag Football/ Football			0	Flag Football/ Football			0
Golf	8	6	14	Golf			0
Soccer	25	21	46	Soccer	24	20	44
Softball		17	17	Softball			0
Swimming/Diving	23	18	41	Swimming/Diving			0
Tennis	13	11	24	Tennis			0
Track and Field	25	22	47	Track and Field			0
Volleyball		15	15	Volleyball		8	8
Wrestling			0	Wrestling			0
Weightlifting	25	16	41	Weightlifting			0
Lacrosse	39	25	64	Lacrosse			0
			0				0
			0				0
<b>Total Varsity Participants</b>	205	179	384	<b>Total JV Participants</b>	71	44	115
<b>% of Varsity Participants</b>	53%	47%	100%	<b>% of JV Participants</b>	62%	38%	100%
<b>Total Student Enrollment by Gender 2014-15</b>	616	738	1,354	<b>Total Student Enrollment by Gender 2014-15</b>	616	738	1,354
<b>% Student Enrollment by Gender 2014-15</b>	45%	55%	100%	<b>% Student Enrollment by Gender 2014-15</b>	45%	55%	100%

**This form must be submitted for each school. Be sure to fill-in the enrollment data. The total percentage of male and female student enrollment should equal 100%.**

**PART IV  
GENDER EQUITY IN ATHLETICS**

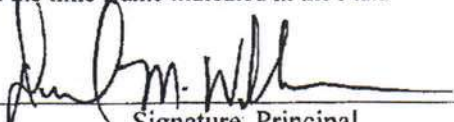
District: Escambia

School Name: Pensacola High School

**Gender Equity in Athletics Corrective Action Plan**

(1) Gender Equity in Athletics Component	(2) Planned Actions To Address Deficiencies Found in Athletics	(3) Responsible Person(s) and Contact Information	(4) Timelines
Number of participating females on Varsity, JV, & Freshmen teams.	Promote female sports; Send flyers to Middle Schools and try to schedule assemblies to speak with females about sports opportunities at the high school level; Participate in Pathway to Success Nigh to promote female athletics; Have a school message sent to in-coming 9th grade females encouraging them to participate in athletics; have middles school coaches promote athletics; speak at 9th grade assembly promoting athletics for females.	Marsha R. Regina, Athletic Director at Pensacola High -contact #595-1500, ext 239 - Have completed all planned actions but still continuing to work to encourage and promote sports for more female participation for the 2015-16 school year.	During the 2015-2016 school year.

We hereby verify that the above corrective action plan will be implemented to bring the institution into compliance within the time frame indicated in the Plan.

  
\_\_\_\_\_  
Signature, Principal

05/01/2015  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Signature, Superintendent

07/06/2015  
\_\_\_\_\_  
Date



**PART IV  
GENDER EQUITY IN ATHLETICS**

School: Pine Forest H.S.

**Athletic Compliance Verification Form**

1. Sports and levels of competition effectively accommodate the interests and abilities of members of both sexes. [Section 1000.05(3)(d)(1), F.S.; Rule 6A-19.004(2), FAC; Title IX: 106.41(c)(1)]

IN COMPLIANCE       NOT IN COMPLIANCE

2. Equipment and supplies are provided equitably to female and male teams. [Section 1000.05(3)(d)(2), F.S.; Rule 6A-19.004(4), FAC; Title IX: 106.41(c)(2)]

IN COMPLIANCE       NOT IN COMPLIANCE

3. Scheduling of games and practice times provide equal opportunities. [Section 1000.05(3)(d)(3), F.S.; Rule 6A-19.004(5), FAC; Title IX: 106.41(c)(3)]

IN COMPLIANCE       NOT IN COMPLIANCE

4. Travel and Per Diem allowances are provided for athletes in an equitable manner. [Section 1000.05(3)(d)(4), F.S.; Rule 6A-19.004(6), FAC; Title IX: 106(c)(4)]

IN COMPLIANCE       NOT IN COMPLIANCE

5. Opportunities to receive coaching are provided in an equitable manner. [Section 1000.05(3)(d)(5), F.S.; Rule 6A-19.004(7), FAC; Title IX: 106.41(c)(5)]

IN COMPLIANCE       NOT IN COMPLIANCE

6. Locker rooms, practice facilities and competitive facilities are of comparable quality for male and female teams. [Section 1000.05(3)(d)(7), F.S.; Rule 6A-19.004(8), FAC; Title IX: 106.41(c)(7)]

IN COMPLIANCE       NOT IN COMPLIANCE

7. Medical and training facilities and services, including insurance, are provided in an equitable manner. [Section 1000.05(3)(d)(8), F.S.; Rule 6A-19.004(9), FAC; Title IX: 106.41(c)(8)]

IN COMPLIANCE       NOT IN COMPLIANCE



8. Publicity and promotion of male and female teams support equal opportunity. [Section 1000.05(3)(d)(10), F.S.; Rule 6A-19.004(10), FAC; Title IX: 106.41(c)(10)]

IN COMPLIANCE

NOT IN COMPLIANCE

9. Support services are equitable for male and female teams. [Rule 6A-19.004(11), FAC; Title IX: 106.41(a)]

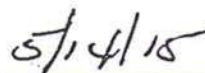
IN COMPLIANCE

NOT IN COMPLIANCE

I hereby verify that the district is in compliance with the identified components of our athletics program, as required by Title IX and the Florida Educational Equity Act.



Signature, Principal



Date

## 2014-15 MONITORING FORMS

**Component 1:** NOTE: OCR defines a participant as anyone who (1) participated in competition or (2) participated with the team and was eligible for competition but did not play. Participation is determined as of the date of the first competitive event for the sport.

School: Pine Forest H.S.	<i>Number of Participants</i>			<i>Number of Participants</i>			
<i>Varsity Teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>JV, Freshman, B-teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Baseball	14	0	14	Baseball	13	0	13
Basketball	15	13	28	Basketball	27	6	33
Cross Country	8	7	15	Cross Country			0
Flag Football/ Football	51	0	51	Flag Football/ Football	61	0	61
Golf	4	2	6	Golf			0
Soccer	16	20	36	Soccer			0
Softball	0	15	15	Softball		12	12
Swimming/Diving	1	5	6	Swimming/Diving			0
Tennis	5	8	13	Tennis			0
Track and Field	26	25	51	Track and Field			0
Volleyball	0	11	11	Volleyball		19	19
Wrestling			0	Wrestling			0
Weightlifting	18	20	38	Weightlifting			0
Cheerleading	0	16	16	Cheerleading			0
			0				0
			0				0
<i>Total Varsity Participants</i>	158	142	300	<i>Total JV Participants</i>	101	37	138
<i>% of Varsity Participants</i>	53%	47%	100%	<i>% of JV Participants</i>	73%	27%	100%
<b>Total Student Enrollment by Gender 2014-15</b>	808	813	1,621	<b>Total Student Enrollment by Gender 2014-15</b>	808	813	1,621
<b>% Student Enrollment by Gender 2014-15</b>	50%	50%	100%	<b>% Student Enrollment by Gender 2014-15</b>	50%	50%	100%

**This form must be submitted for each school. Be sure to fill-in the enrollment data. The total percentage of male and female student enrollment should equal 100%.**

## PART IV GENDER EQUITY IN ATHLETICS

District: Escambia

School Name: Pine Forest H.S.

### Gender Equity in Athletics Corrective Action Plan

(1) Gender Equity in Athletics Component	(2) Planned Actions To Address Deficiencies Found in Athletics	(3) Responsible Person(s) and Contact Information	(4) Timelines
	<p><b>2014-2015</b> Our deficiencies are with our J.V. and freshmen teams.</p> <p>Our plans are:</p> <ol style="list-style-type: none"> <li>1. Promote our programs at the middle and elementary schools to female students.</li> <li>2. Encourage our 9th grade female students to participate at the J.V. level and continue to participate at the varsity level.</li> <li>3. As coaches, build our programs so that the female athlete will be enticed to participate.</li> </ol>		

We hereby verify that the above corrective action plan will be implemented to bring the institution into compliance within the time frame indicated in the Plan.

  
\_\_\_\_\_  
Signature, Principal

6/22/15  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Signature, Superintendent

07/06/2015  
\_\_\_\_\_  
Date



**PART IV  
GENDER EQUITY IN ATHLETICS**

School: Tate High

**Athletic Compliance Verification Form**

1. Sports and levels of competition effectively accommodate the interests and abilities of members of both sexes. [Section 1000.05(3)(d)(1), F.S.; Rule 6A-19.004(2), FAC; Title IX: 106.41(c)(1)]

IN COMPLIANCE       NOT IN COMPLIANCE

2. Equipment and supplies are provided equitably to female and male teams. [Section 1000.05(3)(d)(2), F.S.; Rule 6A-19.004(4), FAC; Title IX: 106.41(c)(2)]

IN COMPLIANCE       NOT IN COMPLIANCE

3. Scheduling of games and practice times provide equal opportunities. [Section 1000.05(3)(d)(3), F.S.; Rule 6A-19.004(5), FAC; Title IX: 106.41(c)(3)]

IN COMPLIANCE       NOT IN COMPLIANCE

4. Travel and Per Diem allowances are provided for athletes in an equitable manner. [Section 1000.05(3)(d)(4), F.S.; Rule 6A-19.004(6), FAC; Title IX: 106(c)(4)]

IN COMPLIANCE       NOT IN COMPLIANCE

5. Opportunities to receive coaching are provided in an equitable manner. [Section 1000.05(3)(d)(5), F.S.; Rule 6A-19.004(7), FAC; Title IX: 106.41(c)(5)]

IN COMPLIANCE       NOT IN COMPLIANCE

6. Locker rooms, practice facilities and competitive facilities are of comparable quality for male and female teams. [Section 1000.05(3)(d)(7), F.S.; Rule 6A-19.004(8), FAC; Title IX: 106.41(c)(7)]

IN COMPLIANCE       NOT IN COMPLIANCE

7. Medical and training facilities and services, including insurance, are provided in an equitable manner. [Section 1000.05(3)(d)(8), F.S.; Rule 6A-19.004(9), FAC; Title IX: 106.41(c)(8)]

IN COMPLIANCE       NOT IN COMPLIANCE

8. Publicity and promotion of male and female teams support equal opportunity. [Section 1000.05(3)(d)(10), F.S.; Rule 6A-19.004(10), FAC; Title IX: 106.41(c)(10)]

IN COMPLIANCE

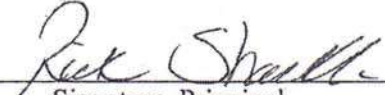
NOT IN COMPLIANCE

9. Support services are equitable for male and female teams. [Rule 6A-19.004(11), FAC; Title IX: 106.41(a)]

IN COMPLIANCE

NOT IN COMPLIANCE

I hereby verify that the district is in compliance with the identified components of our athletics program, as required by Title IX and the Florida Educational Equity Act.

  
\_\_\_\_\_  
Signature, Principal

  
\_\_\_\_\_  
Date

## 2014-15 MONITORING FORMS

**Component 1:** NOTE: OCR defines a participant as anyone who (1) participated in competition or (2) participated with the team and was eligible for competition but did not play. Participation is determined as of the date of the first competitive event for the sport.

School: Tate High	<i>Number of Participants</i>			<i>Number of Participants</i>			
<i>Varsity Teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>JV, Freshman, B-teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Baseball	17	0	17	Baseball	29	0	29
Basketball	13	13	26	Basketball	26	14	40
Cross Country	10	7	17	Cross Country	0	0	0
Flag Football/ Football	45	0	45	Flag Football/ Football	94	0	94
Golf	11	4	15	Golf	0	0	0
Soccer	22	19	41	Soccer	24	23	47
Softball	0	19	19	Softball	0	12	12
Swimming/Diving	8	12	20	Swimming/Diving	0	0	0
Tennis	15	17	32	Tennis	0	0	0
Track and Field	53	35	88	Track and Field	0	0	0
Volleyball	0	10	10	Volleyball	0	22	22
Wrestling	21	0	21	Wrestling	0	0	0
Weightlifting	48	34	82	Weightlifting	0	0	0
Comp Cheer	0	17	17	Comp Cheer	0	12	12
			0				0
			0				0
<i>Total Varsity Participants</i>	263	187	450	<i>Total JV Participants</i>	173	83	256
<i>% of Varsity Participants</i>	58%	42%	100%	<i>% of JV Participants</i>	68%	32%	100%
<b>Total Student Enrollment by Gender 2014-15</b>	980	1,044	2,024	<b>Total Student Enrollment by Gender 2014-15</b>	980	1,044	2,024
<b>% Student Enrollment by Gender 2014-15</b>	48%	52%	100%	<b>% Student Enrollment by Gender 2014-15</b>	48%	52%	100%

**This form must be submitted for each school. Be sure to fill-in the enrollment data. The total percentage of male and female student enrollment should equal 100%.**



**PART IV  
GENDER EQUITY IN ATHLETICS**

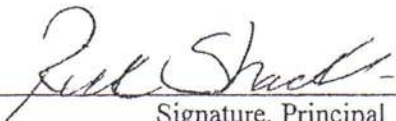
District: Escambia

School Name: Tate High

**Gender Equity in Athletics Corrective Action Plan**

(1) Gender Equity in Athletics Component	(2) Planned Actions To Address Deficiencies Found in Athletics	(3) Responsible Person(s) and Contact Information	(4) Timelines
Informational	Athletic Director and coaches will speak with parents and students at 8th grade orientation and curriculum fair.	David Venettozzi and coaches	2015-16
Strategies	Coaches will submit a list of techniques and strategies used to encourage more female participation.	Coaches may be contacted via Athletic Director	2015-16
Informational Interests	We will continue to make announcements via CCTV and website encouraging females to participate in various sports.	David Venettozzi, Athletic Director	2015-16

We hereby verify that the above corrective action plan will be implemented to bring the institution into compliance within the time frame indicated in the Plan.

  
Signature, Principal

5/10/15  
Date

  
Signature, Superintendent

07/06/15  
Date

**PART IV  
GENDER EQUITY IN ATHLETICS**

School: Booker T. Washington High School

**Athletic Compliance Verification Form**

1. Sports and levels of competition effectively accommodate the interests and abilities of members of both sexes. [Section 1000.05(3)(d)(1), F.S.; Rule 6A-19.004(2), FAC; Title IX: 106.41(c)(1)]

IN COMPLIANCE

NOT IN COMPLIANCE

2. Equipment and supplies are provided equitably to female and male teams. [Section 1000.05(3)(d)(2), F.S.; Rule 6A-19.004(4), FAC; Title IX: 106.41(c)(2)]

IN COMPLIANCE

NOT IN COMPLIANCE

3. Scheduling of games and practice times provide equal opportunities. [Section 1000.05(3)(d)(3), F.S.; Rule 6A-19.004(5), FAC; Title IX: 106.41(c)(3)]

IN COMPLIANCE

NOT IN COMPLIANCE

4. Travel and Per Diem allowances are provided for athletes in an equitable manner. [Section 1000.05(3)(d)(4), F.S.; Rule 6A-19.004(6), FAC; Title IX: 106(c)(4)]

IN COMPLIANCE

NOT IN COMPLIANCE

5. Opportunities to receive coaching are provided in an equitable manner. [Section 1000.05(3)(d)(5), F.S.; Rule 6A-19.004(7), FAC; Title IX: 106.41(c)(5)]

IN COMPLIANCE

NOT IN COMPLIANCE

6. Locker rooms, practice facilities and competitive facilities are of comparable quality for male and female teams. [Section 1000.05(3)(d)(7), F.S.; Rule 6A-19.004(8), FAC; Title IX: 106.41(c)(7)]

IN COMPLIANCE

NOT IN COMPLIANCE

7. Medical and training facilities and services, including insurance, are provided in an equitable manner. [Section 1000.05(3)(d)(8), F.S.; Rule 6A-19.004(9), FAC; Title IX: 106.41(c)(8)]

IN COMPLIANCE

NOT IN COMPLIANCE

8. Publicity and promotion of male and female teams support equal opportunity. [Section 1000.05(3)(d)(10), F.S.; Rule 6A-19.004(10), FAC; Title IX: 106.41(c)(10)]

IN COMPLIANCE

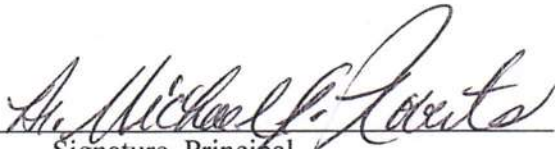
NOT IN COMPLIANCE

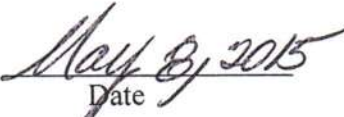
9. Support services are equitable for male and female teams. [Rule 6A-19.004(11), FAC; Title IX: 106.41(a)]

IN COMPLIANCE

NOT IN COMPLIANCE

I hereby verify that the district is in compliance with the identified components of our athletics program, as required by Title IX and the Florida Educational Equity Act.

  
Signature, Principal

  
Date



## 2014-15 MONITORING FORMS

**Component I:** NOTE: OCR defines a participant as anyone who (1) participated in competition or (2) participated with the team and was eligible for competition but did not play. Participation is determined as of the date of the first competitive event for the sport.

School: B. T. Washington	Number of Participants			Number of Participants			
<i>Varsity Teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>JV, Freshman, B-teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Baseball	19		19	Baseball	17		17
Basketball	15		15	Basketball	16		16
Cross Country	11	8	19	Cross Country			0
Flag Football/ Football			0	Flag Football/ Football			0
Golf	7	6	13	Golf			0
Soccer	25	24	49	Soccer	12	11	23
Softball		14	14	Softball		10	10
Swimming/Diving	16	25	41	Swimming/Diving			0
Tennis	9	18	27	Tennis			0
Track and Field	25	25	50	Track and Field			0
Volleyball		14	14	Volleyball		15	15
Wrestling			0	Wrestling			0
Weightlifting	23	17	40	Weightlifting			0
			0				0
			0				0
			0				0
<i>Total Varsity Participants</i>	150	151	301	<i>Total JV Participants</i>	45	36	81
<i>% of Varsity Participants</i>	50%	50%	100%	<i>% of JV Participants</i>	56%	44%	100%
<b>Total Student Enrollment by Gender 2014-15</b>	801	891	1,692	<b>Total Student Enrollment by Gender 2014-15</b>	801	891	1,692
<b>% Student Enrollment by Gender 2014-15</b>	47%	53%	100%	<b>% Student Enrollment by Gender 2014-15</b>	47%	53%	100%

**This form must be submitted for each school. Be sure to fill-in the enrollment data. The total percentage of male and female student enrollment should equal 100%.**

**PART IV  
GENDER EQUITY IN ATHLETICS**

District: Escambia

School Name: Booker T. Washington High School

**Gender Equity in Athletics Corrective Action Plan**

(1) Gender Equity in Athletics Component	(2) Planned Actions To Address Deficiencies Found in Athletics	(3) Responsible Person(s) and Contact Information	(4) Timelines
	There are no current deficiencies for the 2014-2015 school year.		

We hereby verify that the above corrective action plan will be implemented to bring the institution into compliance within the time frame indicated in the Plan.

*Dr. Michael J. Smith*  
Signature, Principal

*May 8, 2015*  
Date

*Malcolm Thomas*  
Signature, Superintendent

*07/06/2015*  
Date

**PART IV  
GENDER EQUITY IN ATHLETICS**

School: West Florida High School

**Athletic Compliance Verification Form**

1. Sports and levels of competition effectively accommodate the interests and abilities of members of both sexes. [Section 1000.05(3)(d)(1), F.S.; Rule 6A-19.004(2), FAC; Title IX: 106.41(c)(1)].

IN COMPLIANCE

NOT IN COMPLIANCE

2. Equipment and supplies are provided equitably to female and male teams. [Section 1000.05(3)(d)(2), F.S.; Rule 6A-19.004(4), FAC; Title IX: 106.41(c)(2)]

IN COMPLIANCE

NOT IN COMPLIANCE

3. Scheduling of games and practice times provide equal opportunities. [Section 1000.05(3)(d)(3), F.S.; Rule 6A-19.004(5), FAC; Title IX: 106.41(c)(3)]

IN COMPLIANCE

NOT IN COMPLIANCE

4. Travel and Per Diem allowances are provided for athletes in an equitable manner. [Section 1000.05(3)(d)(4), F.S.; Rule 6A-19.004(6), FAC; Title IX: 106(c)(4)]

IN COMPLIANCE

NOT IN COMPLIANCE

5. Opportunities to receive coaching are provided in an equitable manner. [Section 1000.05(3)(d)(5), F.S.; Rule 6A-19.004(7), FAC; Title IX: 106.41(c)(5)]

IN COMPLIANCE

NOT IN COMPLIANCE

6. Locker rooms, practice facilities and competitive facilities are of comparable quality for male and female teams. [Section 1000.05(3)(d)(7), F.S.; Rule 6A-19.004(8), FAC; Title IX: 106.41(c)(7)]

IN COMPLIANCE

NOT IN COMPLIANCE

7. Medical and training facilities and services, including insurance, are provided in an equitable manner. [Section 1000.05(3)(d)(8), F.S.; Rule 6A-19.004(9), FAC; Title IX: 106.41(c)(8)]

IN COMPLIANCE

NOT IN COMPLIANCE



8. Publicity and promotion of male and female teams support equal opportunity. [Section 1000.05(3)(d)(10), F.S.; Rule 6A-19.004(10), FAC; Title IX: 106.41(c)(10)]

IN COMPLIANCE


NOT IN COMPLIANCE

9. Support services are equitable for male and female teams. [Rule 6A-19.004(11), FAC; Title IX: 106.41(a)]

IN COMPLIANCE

NOT IN COMPLIANCE

I hereby verify that the district is in compliance with the identified components of our athletics program, as required by Title IX and the Florida Educational Equity Act.

  
\_\_\_\_\_  
Signature, Principal

  
\_\_\_\_\_  
Date

## 2014-15 MONITORING FORMS

**Component 1:** NOTE: OCR defines a participant as anyone who (1) participated in competition or (2) participated with the team and was eligible for competition but did not play. Participation is determined as of the date of the first competitive event for the sport.

School: West Florida	Number of Participants			Number of Participants			
<i>Varsity Teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>JV, Freshman, B-teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Baseball	12	0	12	Baseball	30	0	30
Basketball	15	13	28	Basketball	22	8	30
Cross Country	15	10	25	Cross Country	0	0	0
Flag Football/ Football	60	0	60	Flag Football/ Football	0	0	0
Golf	6	5	11	Golf	0	0	0
Soccer	22	21	43	Soccer	16	19	35
Softball	0	14	14	Softball	0	11	11
Swimming/Diving	10	20	30	Swimming/Diving	0	0	0
Tennis	9	6	15	Tennis	0	0	0
Track and Field	43	25	68	Track and Field	0	0	0
Volleyball	0	10	10	Volleyball	0	21	21
Wrestling	0	0	0	Wrestling	0	0	0
Weightlifting	18	10	28	Weightlifting	0	0	0
Comp. Cheerleading	0	19	19	Comp. Cheerleading	0	0	0
Lacrosse	25	17	42	Lacrosse	0	0	0
			0				0
<i>Total Varsity Participants</i>	235	170	405	<i>Total JV Participants</i>	68	59	127
<i>% of Varsity Participants</i>	58%	42%	100%	<i>% of JV Participants</i>	54%	46%	100%
<b>Total Student Enrollment by Gender 2014-15</b>	614	641	1,255	<b>Total Student Enrollment by Gender 2014-15</b>	614	641	1,255
<b>% Student Enrollment by Gender 2014-15</b>	49%	51%	100%	<b>% Student Enrollment by Gender 2014-15</b>	49%	51%	100%

**This form must be submitted for each school. Be sure to fill-in the enrollment data. The total percentage of male and female student enrollment should equal 100%.**

**PART IV  
GENDER EQUITY IN ATHLETICS**

District: Escambia

School Name: West Florida High School

**Gender Equity in Athletics Corrective Action Plan**

(1) Gender Equity in Athletics Component	(2) Planned Actions To Address Deficiencies Found in Athletics	(3) Responsible Person(s) and Contact Information	(4) Timelines
A - Information	Continue to communicate and encourage coaches to speak with female students about participating in sports	Athletic Director, Head and Assistant Coaches	At the end of each sporting season
B - Strategies	Making sure coaches or an athletic representative is present at student and parent functions such as Open House, Orientation, etc.	Athletic Director, Head and Assistant Coaches	On-going throughout the year
C - Information and Interest	Run media advertisements through CCTV, School web page, and School Mail-outs and Call-outs	Coaches, CCTV team, and Administration	On-going throughout the year
Prong 2 Compliance	Added Girls Tennis - 2010 Added Competitive Cheer - 2011 Added Girls Lacrosse - 2015	Athletic Director and Administration	On-going throughout the year

We hereby verify that the above corrective action plan will be implemented to bring the institution into compliance within the time frame indicated in the Plan.

  
\_\_\_\_\_  
Signature, Principal

5/4/15  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Signature, Superintendent

07/06/2015  
\_\_\_\_\_  
Date



**PART V**

**EMPLOYMENT EQUITY**

## PART V: EMPLOYMENT EQUITY

- A. Complete the following charts for administrative and instructional positions in the school district. Enter the number and percent for each race/ethnicity and gender. Count each person only once under one category.

District: <u>Escambia</u>		2014-15 School District Administrative Positions					
Administrative Positions	Total 155	27 & 17.42 % Black	2 & 1.29 % Hispanic	123 & 79.35% White	3 & 1.94 % Other	106 & 68.39 % Female	49 & 31.61% Male
Student Demographics	44280	15389 (34.75)	2426 (5.48)	21996 (49.67)	4469 (10.10)	21266 (48.03)	23014 (51.97)
District-Level Administrators	52	5 (9.62)	1 (1.92)	46 (88.46)	0 (0.00)	29 (55.77)	23 (44.23)
New Hires for 2014	6	1 (16.67)	1 (16.67)	4 (66.67)	0 (0.00)	4 (66.67)	2 (33.33)
<b>Principals</b>							
Elementary	31	5 (16.13)	0 (0.0)	26 (83.97)	0 (0.00)	28 (90.32)	3 (9.68)
Middle	9	1 (11.11)	0 (0.00)	7 (77.78)	1 (11.11)	7 (77.78)	2 (22.22)
High School	7	2 (28.57)	0(0.00)	5 (71.43)	0 (0.00)	1 (14.29)	6 (85.71)
Other Schools	3	1 (33.33)	0 (0.00)	2 (66.67)	0 (0.00)	2 (66.67)	1 (33.33)
<b>Total Principals</b>	50	9 (18.00)	0 (0.00)	40 (80.00)	1 (2.00)	38 (76.00)	12 (24.00)
<b>Asst. Principals</b>							
Elementary	26	5 (19.23)	0 (0.00)	20 (76.92)	1 (3.85)	23 (88.46)	3 (11.54)
Middle	12	4 (33.33)	1(8.33)	6 (50.00)	1 (8.33)	9 (75.00)	3 (25.00)
High School	13	4 (30.77)	0 (0.00)	9 (69.23)	0 (0.00)	6 (46.15)	7 (53.85)
Other School	2	1 (50.00)	0 (0.00)	1 (50.00)	0 (00.00)	1 (50.00)	1 (50.00)
<b>Total Asst. Principals</b>	53	13 (24.53)	1 (1.89)	37 (69.81)	2(3.77)	39 (73.58)	14 (26.42)

District: <u>Escambia</u>		2014-15 School District Instructional Positions					
Teachers Fall 2014	Total 2727	356 & 13.05% Black	55 & 2.02 % Hispanic	2261 & 82.91% White	55 & 2.02% Other	2218 & 81.33% Female	509 & 18.67 % Male
Student Demographics	44280	15389 (34.75)	2426 (5.48)	21996 (49.67)	4469 (10.10)	21266 (4803)	23014 (51.97)
Classroom Teachers							
Elementary	1155	126 (10.91)	14 (1.21)	996 (86.23)	19(1.65)	1068(92.47)	87 (7.53)
Middle	377	69 (18.30)	6 (1.59)	293 (77.72)	9 (2.39)	277 (73.47)	100 (26.53)
High	567	73 (12.87)	19 (3.35)	463 (81.66)	12 (2.12)	323 (56.97)	244 (43.09)
Other	542	62 (11.44)	15 (2.77)	454 (83.76)	11 (2.03)	476 (87.82)	66(12.18)
Total	2641	330 (12.50)	54 (2.04)	2206 (83.53)	51 (1.93)	2144(81.18)	497 (18.82)
New Hires Fall 2014	405	53 (13.09)	17 (4.20)	323 (79.75)	12 (2.96)	308(76.05)	97 (23.95)
Guidance Counselors							
Elementary	35	9 (25.71)	1 (2.86)	23 (65.71)	2 (5.71)	31 (88.57)	4 (11.43)
Middle	18	6 (33.33)	0 (0.00)	12 (66.67)	0 (0.00)	16 (88.89)	2(11.11)
High	27	9 (33.33)	0 (0.00)	17 (62.96)	1 (3.70)	23 (85.19)	4 (14.81)
Other	6	2 (33.33)	0 (0.00)	3 (50.00)	1 (16.67)	4 (66.67)	2 (33.33)
Total	86	26 (30.23)	1 (1.16)	55 (63.95)	4 (4.65)	74 (86.05)	12 (13.95)
New Hires Fall 2014	7	4(57.14)	0 (0.00)	3 (42.85)	0 (0.00)	7 (100)	0 (0.00)



- B. The district should submit methods and strategies to address any ethnic or gender underrepresentation in administrative, instructional and guidance positions.

The data in the report does represent the District's demographic data. However, the District's data reveals a disparity between the make-up of the District's student population and the workforce employed by the District in the administrative and instructional areas.

The District implemented a new procedure for the 2009-2010 academic year concerning annual contract non-renewal which is continuing. All annual contract non-renewals are reviewed during the staffing process to ensure compliance with all Federal, State and District laws, case law, guidelines, initiatives (including Florida Equity Act) and rules. The review process is an effort to continue the District's initiative to recruit and retain certified/highly qualified gender specific and minority instructors. Superintendent Thomas considers the District's diversity plan objectives formulated under the Florida Equity Act when reviewing selections for administrative and professional appointments.

The District continues to use the administrative evaluative instrument to assess each site based administrator's progress in employing a diversified work force as evidenced by School Board Rule 2.04 (14) (Diversity Component) requiring the Diversity Component be a part of all principals' evaluation.

Despite the difficult economic situation in the State of Florida, the District gave a 4% pay raise during the 2014-2015 academic year which assisted in boosting our starting teacher salaries closer to the state average. This raise allows the District to become more competitive in our effort to recruit minority instructors into the District. We are continuing to address the District's position financially to determine if we can address our salary issue for the 2015-2016 academic year.

The data contained in the report reflect an increase in hiring black teachers from 322 to 356 an increase from 16% to 17.42% an increase of 1.42% and an increase in Hispanic teachers by .51% over the 2013-2014 academic year. We showed increases in hiring black guidance counselors from 50% to 57.14%, an increase of 7.14% during the same time period. We also showed increases in hiring black district administrators from 6% to 9.62%, an increase of 3.62%, and an increase in Hispanic district administrators by 1.49%. We have also instituted a training component for individuals seeking entrance into our principal pool (prerequisite for school based administrative positions). This component is to ensure individuals previously not successful the opportunity to increase their ability to make the cut scores for entrance into the pool. This training component has been highly successful.

In the spring of 2015, we sent recruiting teams to 16 institutions and held a teacher fair in Escambia County. Part of our recruit efforts was to attract minority graduates into our teaching positions. The recruiting team provided teaching contracts to many individuals including 33 minority graduates from the college recruiting trips. We also had over 500 individuals attend our teacher fair looking for teaching jobs within Escambia County School District. We continue to place great emphasis on attracting individuals typically underrepresented in our teaching ranks into the profession.

**PART VI**

**SINGLE-GENDER SCHOOLS AND CLASSES**

## PART VI: SINGLE-SEX SCHOOLS AND CLASSES

Does the district operate single-sex schools or classes? Yes  No

If applicable, please complete the charts and respond to the questions below regarding single-sex education in your district.

A. In the chart below enter the names of any single-sex schools operating in the district and the number of students enrolled.

District:	2014-15 Single-Sex Schools	
School Name	Male Enrollment	Female Enrollment

B. In the chart below enter the number of classes and enrollments in all classes for courses for which single-sex classes are offered at co-educational schools in the district.

School Name:	2014-15 Single-Sex Classes					
	Male students only		Female students only		Co-Ed students	
Grade/Course	# of Classes/Sections	# of Students	# of Classes/Sections	# of Students	# of Classes/Sections	# of Students

A. Questions about the implementation of Title IX as it applies to single-sex education:

- Does the district offer single-sex education?
- How is single-sex education being justified?
- How does the district keep track of single-sex public education?
- What does the district do to insure there is no illegal sex segregation in education?
- Is single-sex education intended to decrease sex discrimination in the outcomes?
- Do the schools provide comparable co-educational options?
- How are single-sex educational options reviewed, monitored, and evaluated to insure that they are legal?
- Who is involved in the evaluations and guidance on the implementation of single-sex education?
- What assurances are provided to insure that single-sex or co-educational options are completely voluntary?
- Are there pre-implementation reviews of proposed single-sex education?



- What entities review and approve single-sex options, and what standards do they use?
- Is there assistance from external groups for training or consultation?
- How does the district monitor to insure that single-sex education is not contributing to gender stereotypes or sex discrimination in outcomes? For example, is data provided on girls compared to boys, or on any other populations, such as low-income minority boys compared to low-income minority girls?
- Do you or anyone else monitor to learn if there is equity between and among the single-sex groupings and the mixed-sex alternatives on equity measures?
- Please share information on why the district or school decided to eliminate single-sex education? **\*This is only for those district(s) or school(s) that discontinued single-sex education.**

**B. Please attach copies of notices to parents/students that co-education options are available and the participation in single-sex classes is completely voluntary.**

**C. Please submit the completed signed Single-Sex Evaluation Verification Form. (See page 20 of the Technical Assistance Manual.)**

**PART VII**

**PREGNANT AND PARENTING STUDENTS**

## **PART VII: PREGNANT AND PARENTING STUDENTS**

To ensure that pregnant and parenting students are treated in compliance with the requirements of Title IX and Section 1003.54, F.S., districts are asked to respond to the following questions regarding programs for pregnant and parenting students:

- (1) How does the district make provisions for pregnant and parenting students to complete the coursework necessary to earn a high school diploma? How are ancillary services (such as child care, health care, social services, parent education, and transportation) provided?

**Pregnant and parenting students remain at their zoned district school to continue their education. Students are placed on home instruction after giving birth. When they return to school, if needed, the District provides child care services through contracted day care providers in our county. If the student should need transportation to the day care and school, then the school district provides this option as well. Our district contracts with Children's Home Society to provide to pregnant and parenting teens. This contract provides a full time Case Manager to conduct a group instruction with pregnant and parenting students in monthly support groups to cover such topics as: pregnancy/prenatal care, labor and delivery, medical services for parents and infants, child development, parenting skills, infant care, Healthy Start program, substance abuse prevention, child abuse/neglect prevention, relationships and domestic violence, employment skills, family planning with emphasis on sexual abstinence, and available community resources/contacts/locations.**

- (2) If the district operates a separate facility for pregnant and parenting students, how are students informed of the different curricula, services or other options available at the facility versus what is available at their home schools? (Attach brochure(s) used to inform pregnant and parenting students of their educational options.)

**Our district does not operate a single facility for pregnant and parenting students.**

- (3) How are school counselors and administrators trained to effectively advise pregnant or parenting students of their options to participate in regular classroom activities or enroll in a special program, and their access to curricular, extracurricular, and ancillary service programs?

**Professional development, regarding the services for pregnant and parenting students, is provided during preschool to school counselors and administrators. Topics include the referral process for Children's Home Society and child care services.**