

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY

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MALCOLM THOMAS, SUPERINTENDENT

MEMORANDUM

TO: Mr. Norm Ross, Deputy Superintendent *NR*

FROM: Dr. Alan Scott, Assistant Superintendent, Human Resource Services *Alan Scott*

DATE: July 13, 2016

RE: Amend Item Backup to the July 2016 Regular School Board Meeting Agenda

This memo represents a request to amend, as appended, the item backup for agenda Item V.b.3.E.1. 2015-2016 Annual Educational Equity Update to add the following pages:

Page 30	Northview High 2015-2016 Monitoring Forms
Page 31	Northview High 2015-2016 Corrective Action Plan
Page 37	Tate High 2015-2016 Corrective Action Plan



These pages were inadvertently left out of the report during compilation. The entire report is being replaced since the addition of these pages changed page numbers referenced in the table of contents as well as the page number footer included in the document.

AS/rb

c: Administrative Recording Secretary

AR/R 7-13-16

RECEIVED
JUL 13 2016
SUPERINTENDENT'S OFFICE
SCAMBIA COUNTY SCHOOL DISTRICT

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY Human Resource Services		SCHOOL BOARD AGENDA EXECUTIVE SUMMARY	
TITLE 2015-2016 Annual Educational Equity Update		Submitted by: Dr. Alan Scott Assistant Superintendent Human Resource Services	
PERIOD OF GRANT/CONTRACT/REQUEST N/A	FUNDING SOURCE N/A	PROJECT COORDINATOR AND DEPARTMENT Dr. Alan Scott Assistant Superintendent Human Resource Services	
AMOUNT OF FUNDING REQUEST N/A		TOTAL PROJECT N/A	
PURPOSE Request School Board approval.			
IMPLEMENTATION PLAN N/A			
PARTICIPATING SCHOOLS/AGENCIES Escambia County School District			
ACTION REQUIRED Board Approval			
STRATEGIC ALIGNMENT PILLAR: People GOAL: P.2.: Retain and Sustain a Viable Competent Work Force MEASURABLE OBJECTIVE: N/A			
MANAGER 		DATE 7.6.16	
ASSISTANT SUPERINTENDENT 		DATE 7/6/16	DATE OF BOARD APPROVAL

FLORIDA EDUCATIONAL EQUITY ACT

ESCAMBIA COUNTY SCHOOL DISTRICT

2015-2016 ANNUAL EDUCATIONAL EQUITY UPDATE

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PART I

PROCEDURAL REQUIREMENTS

2015-16 Annual Equity Update

PART I: PROCEDURAL REQUIREMENTS

A. Changes to Policies or Procedures

There were No Changes to Policies or Procedures

B. Annual Notification of Nondiscrimination for Vocational Educational Programs

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 E. Texar Drive, Pensacola, FL 32503. The notice is also placed on all career academy and PSAV program brochures/catalogs.

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

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://ecsd-fl.schoolloop.com/file/1327738240674/1289140583901/6056450031170480118.pdf>



Mr. Malcolm Thomas, Superintendent of Schools

POLICY OF NONDISCRIMINATION

District Rule 6Gx17-1.17 The School Board does not discriminate against any person on the basis of gender, age, race, religious creed, color, sexual orientation, marital status, national origin, disability, or pregnancy in violation of applicable state or federal law or these rules 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 Y. 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

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

Grades 9-12 Total Enrollment 2015-16 (10,894)

<i>White</i>	<i>Black</i>	<i>Hispanic</i>		
6,394 (58.7%)	4,236 (38.9%)	562 (5.2%)		
Whites In AP/IB/AICE 2011-12 17% (5,866)	Whites In AP/IB/AICE 2012-13 15% (6,108)	Whites In AP/IB/AICE 2013-14 15% (6,073)	Whites In AP/IB/AICE 2014-15 19% (5,605)	Whites In AP/IB/AICE 2015-16 22% (6,394)
White Males In AP/IB/AICE 2011-12 14% (3,174)	White Males In AP/IB/AICE 2012-13 13% (3,020)	White Males In AP/IB/AICE 2013-14 12% (2,995)	White Males In AP/IB/AICE 2014-15 15% (2,842)	White Males In AP/IB/AICE 2015-16 18% (3,176)
Blacks In AP/IB/AICE 2011-12 4% (3,856)	Blacks In AP/IB/AICE 2012-13 4% (3,790)	Blacks In AP/IB/AICE 2013-14 4% (3,925)	Blacks In AP/IB/AICE 2014-15 5% (3,777)	Blacks In AP/IB/AICE 2015-16 8% (4,236)
Black Males In AP/IB/AICE 2011-12 3% (1,957)	Black Males In AP/IB/AICE 2012-13 3% (1,859)	Black Males In AP/IB/AICE 2013-14 2% (1,967)	Black Males In AP/IB/AICE 2014-15 4% (1,871)	Black Males In AP/IB/AICE 2015-16 6% (2,130)
Hispanics In AP/IB/AICE 2011-12 16% (508)	Hispanics In AP/IB/AICE 2012-13 15% (506)	Hispanics In AP/IB/AICE 2013-14 12% (654)	Hispanics In AP/IB/AICE 2014-15 16% (536)	Hispanics In AP/IB/AICE 2015-16 19% (562)
Hisp. Males In AP/IB/AICE 2011-12 15% (235)	Hisp. Males In AP/IB/AICE 2012-13 12% (237)	Hisp. Males In AP/IB/AICE 2013-14 11% (292)	Hisp. Males In AP/IB/AICE 2014-15 11% (271)	Hisp. Males In AP/IB/AICE 2015-16 11% (290)

Evidence of Success

Increase in both raw numbers and percentage of Blacks, Black Males and Hispanics in enrollment in AP/IB/AICE over the previous year. Hispanic males showed an increase in numbers participating but not in percentage. At the same the gap for the previous year was not reduced in any area due to an overall corresponding increase in both Whites and White Males.

For the entire time period (2011-12 to 2015-16) the number of Black and Black males has increased, but more importantly the percentage of participation has doubled in that time frame. Hispanic and Hispanic males raw numbers have both increased in the time interval. Percentage increase of Hispanics has increased by almost 20%, but for Hispanic males, the percentage participation has decreased from 15% to 11%.

Methods and Strategies

All high schools have increased the number of students completing Algebra 1 by the end of 9th grade by scheduling all incoming freshman who are scoring level 1 and 2 on 8th grade FCAT Math into both Algebra 1A and Algebra 1B. This should allow more students to complete Algebra 2 by 11th grade and open the opportunity for AP courses in the senior year. Several high schools have decided to end Honors English at the 11th and 12th grade level and offer AP English in place of these courses. Students who were in the honors track will be required to take AP English Language, AP English Literature or DE English. Escambia County has become the first district in Northwest Florida to join with NMSI (National Math and Science Initiative) to encourage more student participation in AP course work in English, Math and Science. Teachers and students will receive a monetary incentive to successfully complete AP exams. AP teachers will receive extra summer training and mentoring during the school year. Elementary, middle, and non-AP high school teachers will all receive training in skills and techniques to better prepare students for AP coursework in high school.

The District implemented an opportunity for rising 6th graders to take 6th grade math course during the summer. This opportunity allows students multiple pathways for accelerating in the field of mathematics.

In 2015-2016 the opportunity was opened for all middle school students to accelerate through a virtual option. Elementary and secondary mathematics specialists offered a parent information nights to provide information on math advancement. Elementary schools identified all rising sixth grade students that met the criteria for an advance math program

Accountability Measure and Timelines

As part of the NMSI grant, all participating high schools must show increased participation and results on the exams in each year of the three year program. The expectation of increased participation is focused on encouraging underrepresented groups to undertake the level of rigor found in the AP curriculum.

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

Grades 9-12 Total Enrollment 2015-16 (10,894)

<i>White</i> 6,394 (58.7%)	<i>Black</i> 4,236 (38.9%)	<i>Hispanic</i> 562 (5.2%)		
Whites In DE 2011-12 7% (5,866)	Whites In DE 2012-13 7% (6,108)	Whites In DE 2013-14 8% (6,073)	Whites In DE 2014-15 7% (5,605)	Whites In DE 2015-16 7% (6,394)
White Males In DE 2011-12 6% (3,174)	White Males In DE 2012-13 6% (3,020)	White Males In DE 2013-14 12% (2,995)	White Males In DE 2014-15 5% (536)	White Males In DE 2015-16 6% (3,176)
Blacks In DE 2011-12 1% (3,856)	Blacks In DE 2012-13 1% (3,790)	Blacks In DE 2013-14 4% (3,925)	Blacks In DE 2014-15 1% (3,777)	Blacks In DE 2015-16 2% (4,236)
Black Males In DE 2011-12 1% (1,957)	Black Males In DE 2012-13 1% (1,859)	Black Males In DE 2013-14 2% (1,967)	Black Males In DE 2014-15 1% (1,871)	Black Males In DE 2015-16 1% (2,2130)
Hispanics In DE 2011-12 4% (508)	Hispanics In DE 2012-13 5% (506)	Hispanics In DE 2013-14 5% (654)	Hispanics In DE 2014-15 5% (536)	Hispanics In DE 2015-16 4% (280)
Hisp. Males In DE 2011-12 3% (235)	Hisp. Males In DE 2012-13 3% (237)	Hisp. Males In DE 2013-14 3% (292)	Hisp. Males In DE 2014-15 3% (271)	Hisp. Males In DE 2015-16 3% (290)

Evidence of Success

For the past year, there was an increase in raw number of Blacks, Black Males, and Hispanic Males participating in DE, but only Blacks showed a percentage increase. Hispanics overall showed a decrease in participation.

For the entire time period (2011-12 to 2015-16), the only area that shows an increase in both numbers and percentage is Blacks overall. Hispanics and Hispanic Males both maintained their percentage of participation but Hispanics actually showed a decrease in participation.

Methods/Strategies from the 2013-14 Update

All high schools have increased the number of students completing Algebra 1 by the end of 9th grade by scheduling all incoming freshman who are scoring Level 1 and Level 2 on 8th grade FCAT Math into both Algebra 1A and Algebra 1B. This should allow more students to complete Algebra 2 by 11th grade and open the opportunity for DE math courses in the senior year. Several high schools have decided to end Honors English at the 11th and 12th grade level and offer AP English or DE English in place of these courses. Students who were in the honors track will be required to take AP English Language, AP English Literature or DE English. Although not related to the goals of the NMSI program, many students will benefit from the program and may opt for DE over AP coursework.

Accountability Measure and Timelines

The impact of both the Algebra 1A/1B block and the NMSI grant will take up to three years to see the impact on DE. The change in English assignments in 11th and 12th grade should show an increase in participation this year at schools with DE English programs in place.

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

Grades 9-12 Total Enrollment 2015-16 (10,894)

<i>White</i>	<i>Black</i>	<i>Hispanic</i>
6,394 (58.7%)	4,236 (38.9%)	562 (5.2%)
Whites	Whites	Whites
All Level 3	All Level 3	All Level 3
2013-14	2014-15	2015-16
54% (6,073)	56% (5,605)	68% (6,394)
White Males	White Males	White Males
All Level 3	All Level 3	All Level 3
2013-14	2014-15	2015-16
47% (2,995)	52% (2,842)	65% (3,176)
Blacks	Blacks	Blacks
All Level 3	All Level 3	All Level 3
2013-14	2014-15	2015-16
25% (3,925)	30% (1,127)	39% (4,236)
Black Males	Black Males	Black Males
All Level 3	All Level 3	All Level 3
2013-14	2014-15	2015-16
20% (1,967)	25% (1,871)	36% (2,130)
Hispanics	Hispanics	Hispanics
All Level 3	All Level 3	All Level 3
2013-14	2014-15	2015-16
46% (654)	50% (536)	64% (562)
Hisp. Males	Hisp. Males	Hisp. Males
All Level 3	All Level 3	All Level 3
2013-14	2014-15	2015-16
39% (292)	47% (271)	60% (280)

Evidence of Success

Significant increase in number participating for Blacks (over 100%) and Black Males (29.7%) and moderate increases in raw numbers in both Hispanics and Hispanic Males. All four areas showed significant increases in percentage of participation and although Whites and White Males increased, the gap decreased in all four areas.

Methods/Strategies from the 2013-14 Update

The additional training from NMSI, the blocking of Algebra 1A and Algebra 1B, plus the increased requirements for Scholar Diploma for the state of Florida, will all increase participation in Level 3 courses for all groups over the next three years.

Accountability Measure and Timelines

Enrollment in Level 3 classes as well as AP/IB/ACE/DE will all be monitored over the three year time frame of the NMSI grant. Performance will also be monitored since that is now a larger component of the new high school grade in Florida.

PART IV

GENDER EQUITY IN ATHLETICS

PART IV: GENDER EQUITY IN ATHLETICS

Athletics Compliance Verification

- A.** Attach a **Compliance Verification Form** for the district (only one for the district, **not** one for each school), signed by the superintendent.

PART IV GENDER EQUITY IN ATHLETICS

Athletic Compliance Verification Form

District: Escambia County School District

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

7/13/16
Date

- B. Attach a **Participation Monitoring Form** for each school with an interscholastic athletics program, signed by the principal.
- C. If the monitoring forms indicate that schools are 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**, signed by the principal.
- D. If the district submitted corrective action plans as part of the 2014-15 Equity Update, it should submit updated **Corrective Action Plans** to show the current status/progress of the corrective actions and evidence of completion.

2015-16 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	19	15	34	Basketball	18		18
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	12	21	33	Swimming/Diving			0
Tennis			0	Tennis			0
Track and Field	16	26	42	Track and Field			0
Volleyball			0	Volleyball		15	15
Wrestling			0	Wrestling			0
Weightlifting			0	Weightlifting			0
			0				0
			0				0
			0				0
<i>Total Varsity Participants</i>	47	62	109	<i>Total JV Participants</i>	18	15	33
<i>% of Varsity Participants</i>	43%	57%	100%	<i>% of JV Participants</i>	55%	45%	100%
Total Student Enrollment by Gender 2015-16	65	77	142	Total Student Enrollment by Gender 2015-16	65	77	142
% Student Enrollment by Gender 2015-16	46%	54%	100%	% Student Enrollment by Gender 2015-16	46%	54%	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%.

2015-16 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: 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	0	0	Baseball	0	0	0
Basketball	24	14	38	Basketball	24	14	38
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	3	3	6	Swimming/Diving	3	3	6
Tennis	0	0	0	Tennis	0	0	0
Track and Field	23	23	46	Track and Field	23	23	46
Volleyball	15	15	30	Volleyball	15	15	30
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>	65	55	120	<i>Total JV Participants</i>	65	55	120
<i>% of Varsity Participants</i>	54%	46%	100%	<i>% of JV Participants</i>	54%	46%	100%
Total Student Enrollment by Gender 2015-16	512	445	957	Total Student Enrollment by Gender 2015-16	512	445	957
% Student Enrollment by Gender 2015-16	54%	47%	100%	% Student Enrollment by Gender 2015-16	54%	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%.

2015-16 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	0	0	Baseball	0	0	0
Basketball	11	9	20	Basketball	11	0	11
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	16	27	43	Swimming/Diving	0	0	0
Tennis	0	0	0	Tennis	0	0	0
Track and Field	38	35	73	Track and Field	0	0	0
Volleyball	0	12	12	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>	65	83	148	<i>Total JV Participants</i>	11	0	11
<i>% of Varsity Participants</i>	44%	56%	100%	<i>% of JV Participants</i>	100%	0%	100%
Total Student Enrollment by Gender 2015-16	260	262	522	Total Student Enrollment by Gender 2015-16	260	262	522
% Student Enrollment by Gender 2015-16	50%	50%	100%	% Student Enrollment by Gender 2015-16	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%.

2015-16 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: Ernest Ward Middle	<i>Number of Participants</i>			<i>JV, Freshman, B-teams</i>	<i>Number of Participants</i>		
	<i>Males</i>	<i>Females</i>	<i>Total</i>		<i>Males</i>	<i>Females</i>	<i>Total</i>
<i>Varsity Teams</i>							
Baseball			0	Baseball			0
Basketball	15	11	26	Basketball			0
Cross Country	7	7	14	Cross Country			0
Flag Football/ Football	39		39	Flag Football/ Football			0
Golf			0	Golf			0
Soccer			0	Soccer			0
Softball			0	Softball			0
Swimming/Diving	4	10	14	Swimming/Diving			0
Tennis			0	Tennis			0
Track and Field	9	12	21	Track and Field			0
Volleyball		11	11	Volleyball			0
Wrestling			0	Wrestling			0
Weightlifting			0	Weightlifting			0
			0				0
			0				0
			0				0
<i>Total Varsity Participants</i>	74	51	125	<i>Total JV Participants</i>	0	0	0
<i>% of Varsity Participants</i>	59%	41%	100%	<i>% of JV Participants</i>	0%	0%	100%
Total Student Enrollment by Gender 2015-16	230	231	461	Total Student Enrollment by Gender 2015-16	230	231	461
% Student Enrollment by Gender 2015-16	50%	50%	100%	% Student Enrollment by Gender 2015-16	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%.

2015-16 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	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	12	13	25	Basketball	13		13
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	9	9	18	Swimming/Diving			0
Tennis			0	Tennis			0
Track and Field	24	24	48	Track and Field			0
Volleyball		13	13	Volleyball			0
Wrestling			0	Wrestling			0
Weightlifting			0	Weightlifting			0
			0				0
			0				0
			0				0
<i>Total Varsity Participants</i>	45	59	104	<i>Total JV Participants</i>	13	0	13
<i>% of Varsity Participants</i>	43%	57%	100%	<i>% of JV Participants</i>	100%	0%	100%
Total Student Enrollment by Gender 2015-16	523	489	1,012	Total Student Enrollment by Gender 2015-16	523	489	1,012
% Student Enrollment by Gender 2015-16	52%	48%	100%	% Student Enrollment by Gender 2015-16	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%.

2015-16 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	<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	12	24	Basketball	14		14
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	22	26	48	Track and Field			0
Volleyball		14	14	Volleyball			0
Wrestling			0	Wrestling			0
Weightlifting			0	Weightlifting			0
			0				0
			0				0
			0				0
<i>Total Varsity Participants</i>	45	68	113	<i>Total JV Participants</i>	14	0	14
<i>% of Varsity Participants</i>	40%	60%	100%	<i>% of JV Participants</i>	100%	0%	100%
Total Student Enrollment by Gender 2015-16	697	646	1,343	Total Student Enrollment by Gender 2015-16	697	646	1,343
% Student Enrollment by Gender 2015-16	52%	48%	100%	% Student Enrollment by Gender 2015-16	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%.

2015-16 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	9	12	21	Basketball	10		10
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	8	12	Swimming/Diving			0
Tennis			0	Tennis			0
Track and Field	30	30	60	Track and Field			0
Volleyball		13	13	Volleyball			0
Wrestling			0	Wrestling			0
Weightlifting			0	Weightlifting			0
			0				0
			0				0
			0				0
<i>Total Varsity Participants</i>	43	63	106	<i>Total JV Participants</i>	10	0	10
<i>% of Varsity Participants</i>	41%	59%	100%	<i>% of JV Participants</i>	100%	0%	100%
Total Student Enrollment by Gender 2015-16	323	327	650	Total Student Enrollment by Gender 2015-16	323	327	650
% Student Enrollment by Gender 2015-16	50%	50%	100%	% Student Enrollment by Gender 2015-16	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%.

2015-16 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: Woodham 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	15	12	27	Basketball	15		15
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	6	19	25	Swimming/Diving			0
Tennis			0	Tennis			0
Track and Field	30	35	65	Track and Field			0
Volleyball		12	12	Volleyball			0
Wrestling			0	Wrestling			0
Weightlifting			0	Weightlifting			0
			0				0
			0				0
			0				0
<i>Total Varsity Participants</i>	51	78	129	<i>Total JV Participants</i>	15	0	15
<i>% of Varsity Participants</i>	40%	60%	100%	<i>% of JV Participants</i>	100%	0%	100%
Total Student Enrollment by Gender 2015-16	411	396	807	Total Student Enrollment by Gender 2015-16	411	396	807
% Student Enrollment by Gender 2015-16	51%	49%	100%	% Student Enrollment by Gender 2015-16	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%.

2015-16 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	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	0	0	Baseball			0
Basketball	12	12	24	Basketball	12		12
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	14	28	42	Swimming/Diving			0
Tennis			0	Tennis			0
Track and Field	26	28	54	Track and Field			0
Volleyball		17	17	Volleyball			0
Wrestling			0	Wrestling			0
Weightlifting			0	Weightlifting			0
			0				0
			0				0
			0				0
<i>Total Varsity Participants</i>	52	85	137	<i>Total JV Participants</i>	12	0	12
<i>% of Varsity Participants</i>	38%	62%	100%	<i>% of JV Participants</i>	100%	0%	100%
Total Student Enrollment by Gender 2015-16	50	50	100	Total Student Enrollment by Gender 2015-16	50	50	100
% Student Enrollment by Gender 2015-16	50%	50%	100%	% Student Enrollment by Gender 2015-16	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%.

2015-16 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	24	0	24
Basketball	15	13	28	Basketball	26	15	41
Cross Country	5	7	12	Cross Country	0	0	0
Flag Football/ Football	48	46	94	Flag Football/ Football	64	0	64
Golf	7	5	12	Golf	0	0	0
Soccer	20	19	39	Soccer	13	16	29
Softball	0	16	16	Softball	0	14	14
Swimming/Diving	6	8	14	Swimming/Diving	0	0	0
Tennis	11	14	25	Tennis	0	0	0
Track and Field	23	18	41	Track and Field	0	0	0
Volleyball	0	16	16	Volleyball	0	23	23
Wrestling	0	0	0	Wrestling	0	0	0
Weightlifting	24	38	62	Weightlifting	0	0	0
			0				0
			0				0
			0				0
<i>Total Varsity Participants</i>	175	200	375	<i>Total JV Participants</i>	127	68	195
<i>% of Varsity Participants</i>	47%	53%	100%	<i>% of JV Participants</i>	65%	35%	100%
Total Student Enrollment by Gender 2015-16	865	821	1,686	Total Student Enrollment by Gender 2015-16	865	821	1,686
% Student Enrollment by Gender 2015-16	51%	49%	100%	% Student Enrollment by Gender 2015-16	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

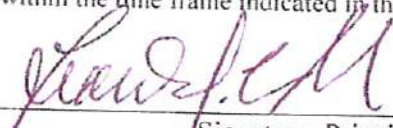
District: Escambia

School Name: Escambia 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
Participation in our JV/Freshman teams is not in compliance based on student population.	1. Escambia High will increase female student participation in our JV/Freshman programs through increased promotion of all of our programs at all of our feeder middle schools.	Frank Murphy, Principal Fmurphy@escambia.k12.fl.us (850) 453-3221 x222	Currently ongoing.
	2. Escambia High will add Boys and Girls Lacrosse teams next year (2016-2017) to increase athletic opportunities for student participation.		Currently ongoing.
	3. Escambia High added Girls Flag Football this year (2015) to address varsity participation and will add JV as interest continues to build.	Roger Mayo, Athletic Director Rmayo@escambia.k12.fl.us (850) 453-3221 x261	Spring 2016
	4. Escambia High will continue to recruit and employ more qualified female coaches when positions become available.		Spring 2016 Currently advertising for Volleyball and Basketball Head Coaches

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

3/28/16

Date



Signature, Superintendent

7/5/16

Date

2015-16 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 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	14	0	14	Baseball	12	0	12
Basketball	14	12	26	Basketball	12	8	20
Cross Country	9	8	17	Cross Country	0	0	0
Flag Football/ Football	42	0	42	Flag Football/ Football	0	0	0
Golf	8	2	10	Golf	0	0	0
Soccer	0	0	0	Soccer	0	0	0
Softball	0	12	12	Softball	0	12	12
Swimming/Diving	0	0	0	Swimming/Diving	0	0	0
Tennis	0	0	0	Tennis	0	0	0
Track and Field	20	20	40	Track and Field	0	0	0
Volleyball	0	10	10	Volleyball	0	10	10
Wrestling	0	0	0	Wrestling	0	0	0
Weightlifting	6	25	31	Weightlifting	0	0	0
			0				0
			0				0
			0				0
<i>Total Varsity Participants</i>	113	89	202	<i>Total JV Participants</i>	24	30	54
<i>% of Varsity Participants</i>	56%	44%	100%	<i>% of JV Participants</i>	44%	56%	100%
Total Student Enrollment by Gender 2015-16	259	257	516	Total Student Enrollment by Gender 2015-16	259	257	516
% Student Enrollment by Gender 2015-16	50%	50%	100%	% Student Enrollment by Gender 2015-16	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**

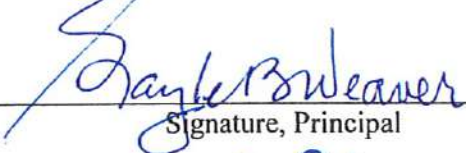
District: Escambia

School Name: Northview 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
1. Informative	1. Athletic Director will talk to parents and future NHS students at the 8th grade orientation. A.D. will also talk to students and encourage them to participate at the school assembly the first day of school. Coaches will also speak to parents and students at open house to encourage participation in athletics.	A) Gary Mattes - A.D. B) Head Coaches	2015-2016
2. Strategies	2. Announcements using Northview's CCTV and morning and afternoon intercom will be made notifying students of all sports/activities that will be beginning at NHS. Articles and important dates will be announced and posted on Northview's CCTV, Northview's school website and at NorthEscambia.com.	A) Gary Mattes - A.D. B) Head Coaches C) NHS Administration	2015-2016
3. Results	3. As a result of talking to parents and students and using our school and community resources, we plan on seeing a rise in female participation for the current school year. NHS hopes to add Flag Football in 2016-2017 to again increase female participation at NHS.	A) Gary Mattes - A.D.	2015-2016

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

03/28/2016
Date


Signature, Superintendent

7/13/16
Date

2015-16 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: Pensacola 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	20		20	Baseball			0
Basketball	18	15	33	Basketball	35	7	42
Cross Country	16	14	30	Cross Country			0
Flag Football/ Football	55	0	55	Flag Football/ Football	25	0	25
Golf	7	4	11	Golf			0
Soccer	23	18	41	Soccer	14	18	32
Softball	0	14	14	Softball			0
Swimming/Diving	19	18	37	Swimming/Diving			0
Tennis	12	11	23	Tennis			0
Track and Field	25	26	51	Track and Field			0
Volleyball	0	11	11	Volleyball	0	13	13
Wrestling			0	Wrestling			0
Weightlifting	22	14	36	Weightlifting			0
Lacrosse	25	20	45	Lacrosse			0
			0				0
			0				0
<i>Total Varsity Participants</i>	242	165	407	<i>Total JV Participants</i>	74	38	112
<i>% of Varsity Participants</i>	59%	41%	100%	<i>% of JV Participants</i>	66%	34%	100%
Total Student Enrollment by Gender 2015-16	650	705	1,355	Total Student Enrollment by Gender 2015-16	650	705	1,355
% Student Enrollment by Gender 2015-16	48%	52%	100%	% Student Enrollment by Gender 2015-16	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**

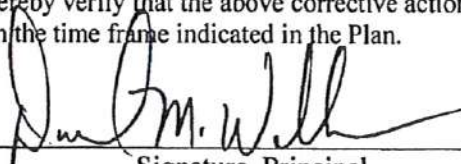
District: Escambia

School Name: Pensacola

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 Night to promote female athletics; Have a school message sent to in-coming 9th grade females encouraging them to participate in athletics; have middle school coaches promote athletics; speak at 9th grade assembly promote athletics for females.	Mike Bennett, Athletic Director at Pensacola High -contact # 595-1500, ext 247 - Have completed all planned actions but still continuing to work to encourage and promote sports for more female participation for the 2016-2017 school year.	During the 2016-2017 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

03/30/2016

Date



Signature, Superintendent



Date

2015-16 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 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	11	0	11	Baseball	13	0	13
Basketball	14	12	26	Basketball	29	10	39
Cross Country	10	9	19	Cross Country			0
Flag Football/ Football	56	0	56	Flag Football/ Football	78	0	78
Golf	4	2	6	Golf			0
Soccer	19	21	40	Soccer			0
Softball	0	16	16	Softball			0
Swimming/Diving	3	6	9	Swimming/Diving			0
Tennis	6	9	15	Tennis			0
Track and Field	30	25	55	Track and Field			0
Volleyball	0	9	9	Volleyball	0	19	19
Wrestling			0	Wrestling			0
Weightlifting	23	25	48	Weightlifting			0
			0				0
			0				0
			0				0
<i>Total Varsity Participants</i>	176	134	310	<i>Total JV Participants</i>	120	29	149
<i>% of Varsity Participants</i>	57%	43%	100%	<i>% of JV Participants</i>	81%	19%	100%
Total Student Enrollment by Gender 2015-16	830	790	1,620	Total Student Enrollment by Gender 2015-16	830	790	1,620
% Student Enrollment by Gender 2015-16	51%	49%	100%	% Student Enrollment by Gender 2015-16	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**

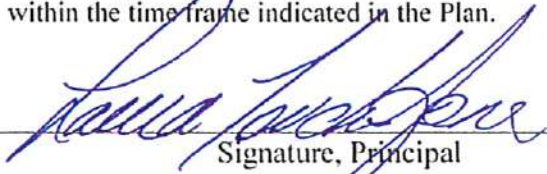
District: Escambia

School Name: Pine Forest 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>2015 - 2016</p> <p>Our biggest deficiencies are with our J.V. and freshmen teams.</p> <p>Our plans are:</p> <ol style="list-style-type: none"> 1. Promote our athletic teams and sports to the younger students in the middle schools and elementary schools. 2. Encourage middle school female students to continue to participate in athletics as they have in the middle schools. 3. Educate our coaches about the importance of 9th grade and J.V. female athletes. 	<p>Jerry Pollard 850-748-9369</p> <p>Laura Touchstone 850-941-6150 ext.222</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

3/18/16
Date


Signature, Superintendent

7/5/16
Date

2015-16 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: Tate High School	<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	22	0	22	Baseball	27	0	27
Basketball	12	9	21	Basketball	22	9	31
Cross Country	8	6	14	Cross Country			0
Flag Football/ Football	44	0	44	Flag Football/ Football	79	0	79
Golf	11	4	15	Golf			0
Soccer	19	22	41	Soccer	21	20	41
Softball	0	13	13	Softball	0	14	14
Swimming/Diving	5	14	19	Swimming/Diving			0
Tennis	20	15	35	Tennis			0
Track and Field	46	23	69	Track and Field			0
Volleyball	0	11	11	Volleyball	0	25	25
Wrestling	30	0	30	Wrestling			0
Weightlifting	41	21	62	Weightlifting			0
Cheerleading	0	17	17	Cheerleading	0	19	19
			0				0
			0				0
<i>Total Varsity Participants</i>	258	155	413	<i>Total JV Participants</i>	149	87	236
<i>% of Varsity Participants</i>	62%	38%	100%	<i>% of JV Participants</i>	63%	37%	100%
Total Student Enrollment by Gender 2015-16	1,043	1,108	2,151	Total Student Enrollment by Gender 2015-16	1,043	1,108	2,151
% Student Enrollment by Gender 2015-16	48%	52%	100%	% Student Enrollment by Gender 2015-16	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/Goal- Increase Femal Athletic Participation	Athletic Director and coaches will speak with parents and students at 9th grade orientation and curriculum fair. Will also utilize social media to encourage participation.	Mitch Ashford and coaches	2016-2017
Strategies	Coaches will submit a list of techniques and strategies used to encourage more female participation.	Coaches may be contacted via Athletic Director	2016-2017
Informational Interests	We will continue to advertise and make announcements via CCTV and website encouraging females to participate in various sports, exploring the possibility of female lacross.	Mitch Ashford, Athletic Director pashford@escambia.k12.fl.us	2016-2017

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.

Rick Shackle

Digitally signed by Rick Shackle
DN: cn=Rick Shackle, o=Tate High School, ou,
email=rshackle@escambia.k12.fl.us, c=US
Date: 2016.07.13 10:29:17 -0500

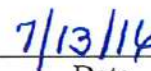
Signature, Principal



Signature, Superintendent

07/13/2016

Date



Date

2015-16 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: Washington 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	16	0	16
Basketball	13	10	23	Basketball	22	12	34
Cross Country	11	7	18	Cross Country			0
Flag Football/ Football	46	0	46	Flag Football/ Football	88	0	88
Golf	9	7	16	Golf			0
Soccer	22	22	44	Soccer	20	18	38
Softball	0	12	12	Softball	0	14	14
Swimming/Diving	14	25	39	Swimming/Diving			0
Tennis	9	14	23	Tennis			0
Track and Field	23	24	47	Track and Field			0
Volleyball	0	15	15	Volleyball	0	22	22
Wrestling			0	Wrestling			0
Weightlifting	36	23	59	Weightlifting			0
Lacrosse	39	28	67	Lacrosse			0
			0				0
			0				0
<i>Total Varsity Participants</i>	238	187	425	<i>Total JV Participants</i>	146	66	212
<i>% of Varsity Participants</i>	56%	44%	100%	<i>% of JV Participants</i>	69%	31%	100%
Total Student Enrollment by Gender 2015-16	836	915	1,751	Total Student Enrollment by Gender 2015-16	836	915	1,751
% Student Enrollment by Gender 2015-16	48%	52%	100%	% Student Enrollment by Gender 2015-16	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**

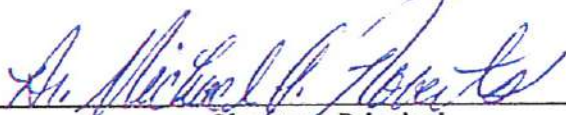
District: Escambia

School Name: 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
The number of female participants in athletic programs is lower than male participation in athletic programs within our school.	We will promote female athletic opportunities through school call-outs, morning and afternoon announcements, and literature distributed to students and families. In addition, we plan to add girls flag football as an independent sport in the spring of 2017. We also plan to continue to develop our girls lacrosse program which is now in its second year of existence and first year as an FHSAA certified sport. Finally, we will focus on adding female participants to our softball and girls basketball programs.	Athletic Director Dredrick Bell: (850) 475-5257, ext. 239; dbell1@escambia.k12.fl.us	April 2016-April 2017

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

03/29/2016

Date



Signature, Superintendent

7/5/16

Date

2015-16 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 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	15	0	15	Baseball	29	0	29
Basketball	14	12	26	Basketball	27	11	38
Cross Country	15	11	26	Cross Country	0	0	0
Flag Football/ Football	60	0	60	Flag Football/ Football	49	0	49
Golf	6	7	13	Golf	0	0	0
Soccer	18	16	34	Soccer	20	23	43
Softball	0	13	13	Softball	0	11	11
Swimming/Diving	12	18	30	Swimming/Diving	0	0	0
Tennis	8	8	16	Tennis	0	0	0
Track and Field	26	27	53	Track and Field	0	0	0
Volleyball	0	10	10	Volleyball	0	20	20
Wrestling	0	0	0	Wrestling	0	0	0
Weightlifting	21	21	42	Weightlifting	0	0	0
Competitive Cheerleading	0	22	22	Competitive Cheerleading	0	14	14
Lacrosse	30	31	61	Lacrosse	0	0	0
			0				0
<i>Total Varsity Participants</i>	225	196	421	<i>Total JV Participants</i>	125	79	204
<i>% of Varsity Participants</i>	53%	47%	100%	<i>% of JV Participants</i>	61%	39%	100%
Total Student Enrollment by Gender 2015-16	647	657	1,304	Total Student Enrollment by Gender 2015-16	647	657	1,304
% Student Enrollment by Gender 2015-16	50%	50%	100%	% Student Enrollment by Gender 2015-16	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: WEST FLORIDA

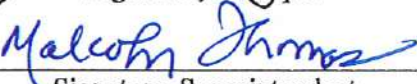
Gender Equity in Athletics Corrective Action Plan

(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, 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 Added JV Competitive Cheer - 2016	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

3/17/16
Date


Signature, Superintendent

7/5/16
Date

PART V

EMPLOYMENT EQUITY

PART V: EMPLOYMENT EQUITY

- A. Complete the following chart 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: Escambia County		2015-16 School District Administrative Positions					
Administrative Positions	Total	# & % Black	# & % Hispanic	# & % White	# & % Other	# & % Female	# & % Male
Student Demographics	40,531	14,230 (35%)	2,323(6%)	19,768 (49%)	4,210 (10%)	19,588 (48%)	20,943 (52%)
District-Level Administrators	60	7(12%)	0(0%)	52(87%)	1 (2%)	36(60%)	24(40%)
Principals	50	10(20%)	1(2%)	38(76%)	1 (2%)	39(78%)	11(22%)
Asst. Principals	58	14(24%)	1(2%)	41(71%)	2(3%)	43(74%)	15(26%)
Teachers	2,934	379(13%)	60(2%)	2432 (83%)	63(2%)	2,352 (80%)	582(20%)
Guidance Counselors	89	26(29%)	2(2%)	56(63%)	5(6%)	77(87%)	12(13%)

- B. Review the employment data to identify any racial/ethnic or gender underrepresentation in administrative and faculty 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 strategies to stress the importance to each site-based administrator's role in employing a diversified work force as evidenced by School Board Rule 2.04 (14) (Diversity Component).

Despite the difficult economic situation in the State of Florida, the District gave an average 2% pay raise during the 2015-2016 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 financial position to determine if we can address our salary issue for the 2016-2017 academic year.

The data contained in the report reflect an increase in hiring black teachers from 330 to 379, an increase in Hispanic teachers from 54 to 60, an increase in other from 51 to 63 and an increase in male teachers from 498 to 582 over the 2015-2016 academic year. We showed increases in hiring black District Administrators from 5 to 7 and increase in black principals from 9 to 10 during the same time period. We have also continued 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.

C. Identify specific methods and strategies used to address any racial/ethnic or gender underrepresentation in administrative, instructional and guidance positions.

In the spring of 2016, we sent recruiting teams to 16 institutions. Part of our recruit efforts were to attract minority/underrepresented graduates into our teaching positions. The recruiting team provided teaching contracts to 47 individual to include 7 black, 6 males and 2 Hispanic/Other underrepresented graduates from the college recruiting trips. We also had over 500 individuals attend our teacher fair and hiring event looking for teaching jobs within Escambia County School District. As a result of the teacher hiring event we hired 78 teachers including 11 black teachers, 1 Native American teacher, 10 male teachers and 1 Hispanic teacher. 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

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

- Does the district offer single-sex education?

No.

- How is single-sex education being justified?

Title IX states that you can separate genders when offering contact sport classes and those are the only physical education classes the district would allow to be single gender.

- How does the district keep track of single-sex public education?

The physical education specialist monitors the district's physical education program.

- What does the district do to insure there is no illegal sex segregation in education?
All students are offered the same choices regardless of gender.

- Is single-sex education intended to decrease sex discrimination in the outcomes?
The physical education courses that might separate students do so only when sports that are offered present a safety concern because of the contact involved in the sport.

- Do the schools provide comparable co-educational options?
Yes. Most physical education classes are co-educational, especially the activity classes that do not require considerable contact.

- How are single-sex educational options reviewed, monitored, and evaluated to insure that they are legal?
The district's physical education specialist monitors all physical education program.

- Who is involved in the evaluations and guidance on the implementation of single-sex education?
The district's physical education specialist monitors all physical education program.

- What assurances are provided to insure that single-sex or co-educational options are completely voluntary?
Students have total choice in selecting physical education classes. Students who do not want to participate in a single sex class may choose to take the class online from either FLVS, our district online provider (Escambia Virtual School), or Compass Learning.

- Are there pre-implementation reviews of proposed single-sex education?
No.

- What entities review and approve single-sex options, and what standards do they use?
If additional classes were to be proposed, the school administration, the district director of high school education, and the appropriate subject are specialist would review the request.

- Is there assistance from external groups for training or consultation?
If additional classes were being suggested, input from all impacted groups would be considered.

- 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?

No data has been collected. All monitoring of physical education classes is done by the district physical education specialist.

- 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?

The district's physical education specialist monitors all physical education classes to ensure equality.

- 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.**

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

E. 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

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.