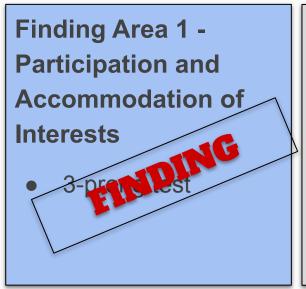
Title IX Gender Equity in Athletics Audit, 90 Days Update

Bradley Smet, Director of Athletics Sukanya Goswami, Principal PHS Stephanie Griffin, Title IX Compliance School Board 9.28.2022

Title IX Athletics Compliance Review



Finding Area 2 - Athletic Scholarships

Not applicable



Addressing 55 Player Slot Participation Gap

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

Fall Participation Details

2022-23	SUMMARY	Male	Female	
	Total # Athletes (Varsity/JV/Fr)		151	
	% Athletes	42.4%	57.6%	
	Total # Students in this school	425	402	
	% Students	51.4%	48.6%	
	OVERALL FEMALE PARTICIPATION GAP		-46	
	SUMMARY	Male	Female	
2021-22	Total # Athletes (Varsity/JV/Fr)	85	115	
	% Athletes	42.5%	57.5%	
	Total # Students in this school	446	425	
	% Students	51.2%	48.8%	
	OVERALL FEMALE DARTICIDATION CAR		-24	

Findings in Benefits and Treatment

	٧	JV	FR		
Competition Schedule	В	В	В		
Equipment and Supplies		ОК	В		
Uniforms*		В	В	54 areas reviewed by level	
Practice / Contest Times In-Season*		В	В		
Practice Facilities	ОК	В	В		
Competition Facilities	ОК	ОК	ОК		
Locker Rooms*	ОК	ОК	ОК		
Coach - Athlete Instructional FTE Ratios	ОК	ОК	ОК		
Coach - Athlete Instructional Total Ratios	ОК	ОК	ОК	16/54 advantage boys	
Coach Quality /Years Experience (preliminary)	ОК	INC	INC		
Coach Employment Status	В	ОК	ОК	1	
Travel - Meals	ОК	В	ОК		
MD, Trainers	ОК	ОК	ОК		
Spectator Accommodations	ОК	ОК	ОК]	
Training and Weight Training Facilities	В	В	ОК	1/F4 advantage girls	
Publicity/Promotion		ОК	ОК	1/54 advantage girls	
Awards/Recognition	ОК	ОК	ОК		
Administrative Support Services (preliminary)	ОК	ОК	ОК		

Actions taken to address Benefits so far:

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

Actions taken so far, continued

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

Irons in the fire

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

Next steps

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

Participation Gap Plan



Benefit Remedy Plan



Monitoring and Reporting Plan

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

Address
disparities
identified in
baseline Benefit
Analysis

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

Respect, Value, Equity

Questions and Feedback?

Monitoring and Reporting Plan

Ongoing

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

Fall:

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

2. Completed Items

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