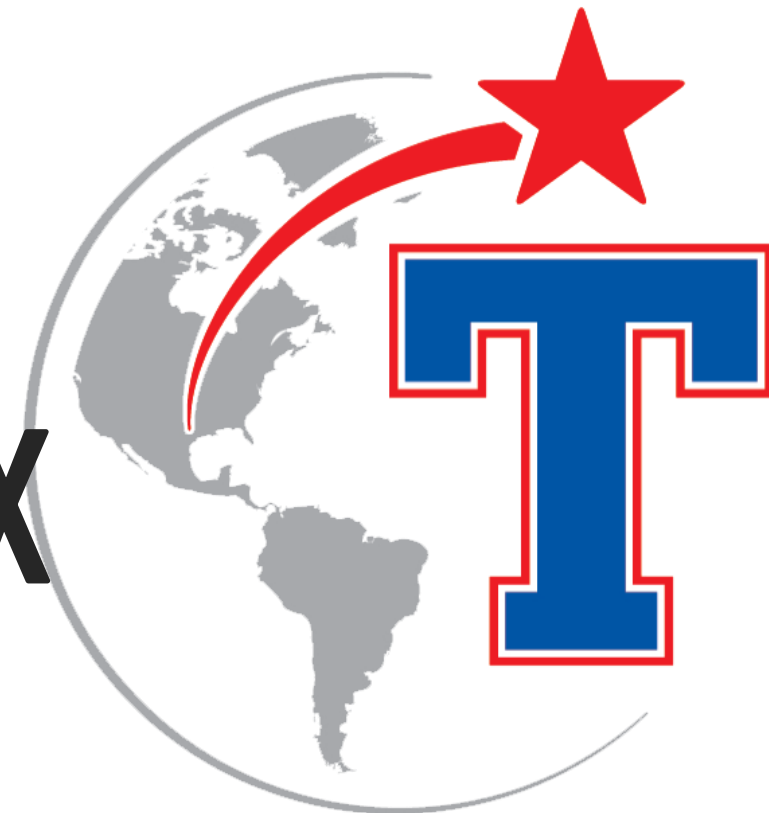


TEMPLE ISD GENDER EQUITY PLAN/TITLE IX REVIEW



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PURPOSE

The purpose of this plan is to guide Temple Independent School District (TISD) in its continuing efforts to maintain gender equity in its middle and high school programs. The plan was developed to ensure that TISD continues to comply with the University of Interscholastic League (UIL) operating principles regarding participation of girls' and boys in middle and high school athletics and with Title XI regulations interpreted to date by the United States Department of Education, Office for Civil Rights (“OCR”).



Definitions

What is Gender Equity?

“ the fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities” (Mencarini, 1970)

What is Title IX?

Title IX is a Federal civil rights law. It prohibits schools that receive Federal funds from discriminating based on sex in their programs or activities.



What does Title IX require for schools' athletic programs

Requires schools to provide equal opportunity based on sex. It is measure by the following:

- 1. How a school is meeting students' athletic interest and abilities and**
- 2. The benefits, opportunities, and treatment given to boys and girls teams**

Components of Title IX Athletic Requirements



Meeting students' athletic interests and abilities:

- Accommodations of interest and abilities
 - Three Part Test
 - Proportionality
 - History of Continuing Practice
 - Interest and Abilities of Students

Benefits, opportunities, and treatment for boys' and girls' teams

- Equipment and Supplies
- Scheduling of Games and Practice Time
- Travel and Daily Allowances
- Budgets
- Coaching
- Locker Rooms and Practice & Competition Facilities
- Medical and Training Facilities and Services
- Support Services
- Publicity

PART 1

MEETING STUDENTS' ATHLETIC INTEREST AND ABILITIES



Three-Part Test

Part One- Proportionality

Part Two- History of Continuing Practice of Program Expansion

Part Three- Interest and Abilities of Students



Test One- Proportionality

This test looks to see if school athletic programs have a number of male and female students enrolled that is proportional to their overall representation in the student body. The OCR will generally tolerate a difference between two and five percent.

EX: A district is 50% male and 50% female, the athletics should be 50/50 or close to it.



TISD HS Population vs Athletic Participation

Program	Rate of Enrollment	Rate of Participation	Difference
Female	49% (1134)	35% (308)	-14%
Male	51% (1157)	65% (562)	+14%
Total	100% (2291)	100% (2291)	

Note: The high school does not meet the proportionality test do to female athletic participation being 14% compared to female student body enrollment. The OCR will generally tolerate a difference between 2% and 5%.



TISD MS Population vs Athletic Participation

Program	Rate of Enrollment	Rate of Participation	Difference
Female	49% (595)	45% (524)	-4%
Male	51% (620)	55% (649)	+4%
Total	100% (2291)	100% (2291)	

Note: TISD Middle School athletics meet the proportionality test due to female athletic participation being 4% compared to female student body enrollment. The OCR will generally tolerate a difference between 2% and 5%

TISD Athletic Participation and Full-Time Student Enrollment



Program	Rate of Enrollment	Rate of Participation	Difference
Female	49% (1729)	41% (832)	-8%
Male	51% (1777)	59% (1211)	+8%
Total	100% (3506)	100% (2043)	

Note: This data only consist of 7th-12th grade students, do to that being the only classifications allowed to participate in UIL sports.



Test Two- History and Continuing Practice

To comply with part two a school district must show a history and continuing practice of program expansion which is demonstrably responsive to the developing interests and abilities of the members of the underrepresented sex. Program expansion can be achieved by adding new teams or by adding more opportunities on existing female teams or improving the already existing opportunities. As long as the expansion is in line with the interest shown in joining athletic programs of the underrepresented sex, the district meets the Title IX's requirement even if they are still behind having equal male and female programs.



Test Three- Interest and Abilities of Students

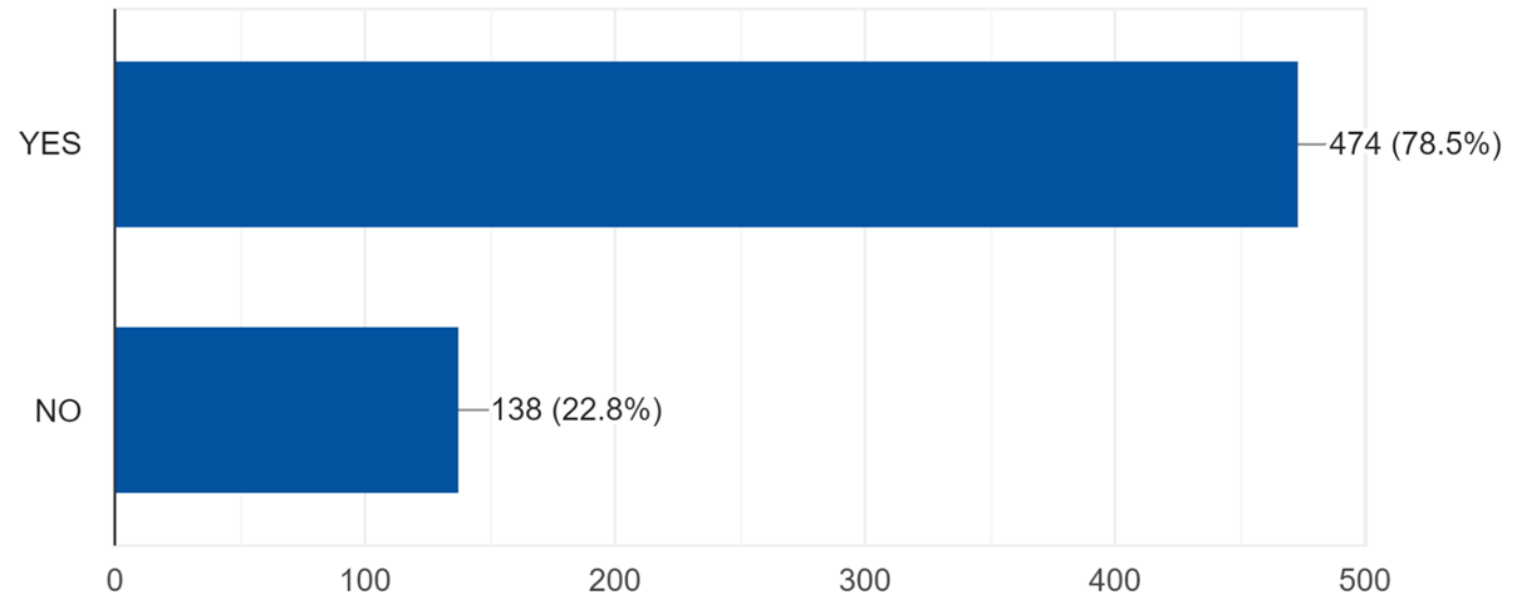
To comply with part three, a school district must show they are meeting the interest and abilities of the underrepresented sex despite the disproportionality.



Athletic Interest Survey Results

Does your school offer all the sports you are interested in playing?

604 responses



PART 2

BENEFITS, OPPORTUNITIES, AND TREATMENT FOR BOYS AND GIRLS TEAMS



Equipment and Supplies

- Updated equipment to reflect equity between the softball and baseball programs
- Purchased Shooting machine for girls' basketball



Scheduling of games and practices

TISD will continue to provide equivalent opportunities for the female and male teams in all aspects of competition and practice times including number of contest, practice opportunities and time of the day for each sport



Travel and Daily Allowance

- Develop a plan to analyze income generated by each sport that could affect travel and daily allowances.
- TISD will continue to provide equitable travel and daily allowances for comparable teams by annually reviewing and modifying budgets, as needed.



Coaching Staff

- TISD has added a female coach to all coed sports
- TISD will continue to monitor participation numbers to determine when adding an assistant softball coach is appropriate



Facilities

- Added a press box to softball field
- Added a cover and lighting to softball batting cages
- Developed a schedule for maintenance of softball field



Medical and training facilities and services

- Moved freshman girls' athletics to 7th period. This allows equitable time for use of training facilities and access to the athletic training staff services
- Developed a plan to build a new Athletic Training Facilities



Student Services

TISD will continue to provide equitable student service opportunities for student- athletes



Publicity

- TISD will continue to promote the male and female sports through different social media outlets.
- The athletic department should plan to review marketing decisions by coaches that may result in inequitable outcomes on an annual basis