



Title IX Internal Review – Progress Update

Policy Issue/Situation

Title IX of the Education Amendments of 1972 protects people from discrimination based on sex in education programs that receive federal funding. The types of discrimination that are included under Title IX include sexual harassment, the failure to provide equal opportunity in athletics, and discrimination based on pregnancy. Given a strong desire by the Beaverton School Board and Administration to ensure that students are being appropriately served the Beaverton School District has begun an internal review of Title IX compliance.

Implementation & Status

To ensure compliance with Title IX the district will be using two key approaches. The first is a set of trainings that will be tailored to ensuring that key individuals in BSD are fully versed on what Title IX is and what true compliance means. The second approach is a targeted internal review of the district's high school athletic programs.

Trainings

Given that Title IX is broader than simply athletic parity the training component is critical to compliance. We are implementing a series of trainings that will across the organization and are targeted to specific circumstances. The first was a multi-hour training of the district Cabinet team on December 13, 2016. This training consisted of a broad overview of Title IX, what Title IX compliance in athletics looks like, and how the district might conduct an internal review. A full-day training followed this on all aspects of Title IX on March 28 by the district's Administrator for Government Relations, David Williams who will also begin serving as the district's Title IX officer on July 1. This training covered all aspects of Title IX and fulfills the training requirement for Title IX officers.

We have scheduled a targeted training for the district's athletic directors on June 13 that will cover Title IX compliance within an individual school's athletic programs. Title IX further requires that the district designate a Title IX point for each building, as such we will be making that designation this summer and providing comprehensive training to those individuals in the coming year. By implementing such a broad spectrum training program we will reset the knowledge base of the district as a way of advancing the culture of thought but will also fulfill very specific Title IX requirements.

Athletic Review

The second main component of our Title IX work is an internal review of the district's high school athletic programs. This will undoubtedly be the more complicated component of the work. Athletics are often the focal point of Title IX questions and as such a full review of compliance status is warranted. We are conducting this work through a unique partnership with the Oregon Department of Education (ODE) and the Oregon School Activities Association (OSAA). The work began in earnest on May 25, when we hosted ODE/OSAA for a full day of site visits to each of the comprehensive high schools (including Mountainside

District Goal: WE empower all students to achieve post-high school success.

The Beaverton School District recognizes the diversity and worth of all individuals and groups. It is the policy of the Beaverton School District that there will be no discrimination or harassment of individuals or groups based on race, color, religion, gender, sexual orientation, gender identity, gender expression, national origin, marital status, age, veterans' status, genetic information or disability in any educational programs, activities or employment.

HS). These site visits included an approximately 90 minute walk-through of the athletic facilities at each of the schools along with an informal conversation with each athletic director. They were a productive and insightful review of the state of our athletic facilities as it relates to Title IX. While there are areas that will need our attention, the apparent level of equity was impressive to the team.

The second major component of the review will be a programmatic analysis. To conduct this analysis self-evaluation worksheets were produced by ODE/OSAA. The worksheets are being completed by each head coach (or athletic director) of a school-sponsored sport. The sport-specific worksheets are then used by the school athletic director to complete a school-level worksheet, and all are then used to complete a district-level worksheet. The compiled worksheets will be delivered to the ODE/OSAA team in the next month.

Using the completed worksheets, knowledge from the site visits, and likely follow-up questions the ODE/OSAA team will then complete a compliance report with areas of suggestion for the district. The report will be delivered to the district and the board by the end of the year. As this is an internal review and not a formal ODE audit there will not be findings or corrective action, but suggested areas of focus and work to be completed. Following receipt of the report the district will analyze the suggestions and develop an internal plan to correct any possible deficiencies.