

# Compliance Actions Taken on Title IX Issues since the 2008 Review

December 31, 2010

Following are the questions concerning recommendations from the March 4, 2008 Title IX Athletic Program Compliance Review. The following actions have been taken to eliminate the finding or correct the disparity.

## 1. Interests and Abilities

- What have we done to add 118 girls' to participation? Have we added a girls sport or expanded participation in an existing sport?

During the 2008-09 school year the Athletic Director implemented a recruitment plan for the girls' athletic program. The program is implemented at both the middle and high schools.

During the 2009-10 school year the Athletic Director is working with the Booster Clubs to have them fund some of the boys' sports coaching positions so that district funding can be used to fund additional girls' sports. We are recruiting girls for the 2010-11 basketball, volleyball, soccer and softball seasons and have planned a summer camp for both girls' soccer and basketball. The district is prepared to add an additional coach for two of these sports if turnout requires team expansion.

We have also added an additional coach for gymnastics, an additional coach for the junior varsity team in golf, an additional team for girl's soccer when sufficient girls turn out, and an additional team for volleyball. We are committed to and follow the practice of automatically adding a girl's team whenever there are sufficient girls that turn out to make an additional team.

Currently we have:

12 Boys Sports	50%	32 Boys Teams	51.6 %
12 Girls sports	50%	30 Girls Teams	48.4%

Middle School:

At the middle school level we have a limited number of sports available for student participation. Because of the strong community sports programs, IMS chooses to support these community programs while offering programs for students that the community does not offer.

For the past several years, we have offered the following interscholastic sports:

Fall- Cross Country (approximately 45 girls and 55 boys all grades)  
Girls Volleyball (approximately 45 7th and 8th grade girls)  
Winter- Boys Wrestling (approximately 45 boys all grades)  
Spring- Track and Field (approximately 35 girls and 45 boys all grades)

IMS does not cut in any of these sports. For these sports, we have adequate coaching staffing to ensure safety of athletes and proper coaching and supervision. We have had discussion for the 2011/12 school year about adding a third coach to the volleyball teams to create a jamboree team to encourage more participation in this sport.

In addition, IMS has offered some supplemental programs to these sports over the past several years that have enhanced participation of student athletes. This past year, we have instituted a running club for all students who wish to participate in the winter and a summer girls volleyball clinic for students. We also promote the participation of all athletes through morning announcements, recognition at assemblies/announcements, and meeting during the year.

- Have we conducted a new student interest survey? Make sure students only identify interest in sports that they are not already playing. Distinguish between interest in competitive team sports and intra-mural sports.

We conducted a new student interest survey during the spring of 2008 to identify interests. Badminton and bowling emerged as possible new sports programs. We are conducting another survey in the spring of 2011.

*Bowling:* There is not a bowling alley on the island, no other bowling team in the league and no bowling team in our WIAA district. We have asked conference members about the possibility of adding bowling as one of our sports, but no other school wishes to pursue this.

*Badminton:* Bellevue School District has four public schools which play badminton. Despite our requests, they do not wish to expand the membership and no other school in the league is interested in adding badminton. No other school in the state offers badminton.

## **2. Equipment and Supplies**

- What have we done to eliminate the disparity of providing 9 out of 12 boys' teams with uniforms and only 6 out of 12 girls' teams?

We are now providing uniforms for girls' volleyball and purchased new uniforms for girls' basketball. The boys' and girls' golf programs are now following an identical process when purchasing uniforms.

- What have we done to provide personal safety gear for an additional girls' sport team?

New safety equipment (helmets, face guards and catchers gear) was provided for the girls' softball team for the spring of 2009.

### 3. Scheduling

- Have we resolved the girls' volleyball prime time scheduling problem?

For the Fall 2009 sports season girls' are scheduled to play in prime time on Tuesday and Thursday. This is the preferred time and we will alternate prime time playing days with other leagues from year to year.

### 4. Facilities

- What have we done to improve the girls' softball facilities?

We entered into an interlocal agreement with the City of Mercer Island to provide:

Covered Batting Cage (Completed – December 2010)  
Covered Dug-Out (Completed - Spring of 2009)  
Scoreboards – (Completed – November 2010)  
Outfield Fencing (Completed – Spring of 2010)  
Warning Track (Completed – Spring of 2010)

The interlocal agreement has been approved by both the City Council and School Board. This work has been completed.

- What have we done to add permanent lines for girls' lacrosse?

The artificial turf was replaced in August of 2009. The girls' lacrosse lines have been added as permanent lines.

- What have we done to provide the girls' volleyball team with a facility that allows regulation play without interference from the basketball hoops?

This project is currently being designed and installation was completed in the summer of 2010.

- What have we done to provide a suitable Vaulting Facility?

We are building a facility with the Boys & Girls Club and studying the potential of moving the Gymnastics (Vaulting) Program to be housed in the North Mercer Gym in the fall of 2011. Final decision has not been made.

### 5. Coaching

- What have we done to recruit and encourage volunteer coaches for the girls' athletic program?

The Athletic Director has worked with coaches and been successful in adding more coaches for the girls' basketball and softball programs.

- What have we done to manage, control and track gifts and payments to coaches by booster clubs?

Booster Clubs are now required to submit all funds to the district so that we can monitor and manage salaries and positions. A gift form is submitted along with the funds, which are deposited through the district's business office. An account code is assigned to track the expenditure of these funds.

- What have we done to develop and communicate a formal process for coaches to select assistant coaches and request support and resources for their teams?

We have implemented a formal process for filling paid and volunteer coaching positions involving:

- Posting of positions
- Formal application Process
- Interviews
- Reference Checks
- Hiring/Appointment

At formal pre-season and post-season meetings the process for requesting support and resources is reviewed with the coaches.

- Have we written job descriptions for coaches, which specifically identify their authority to manage their programs?

Job descriptions are included in the Coaching Handbook and are provided to all coaches.

## 6. Publicity

- What steps have we taken to ensure that the support provided by spirit groups is comparable?

Pep Clubs are now scheduled for attendance at both boys' and girls' events. They submit the schedule to the Athletic Director to be monitored for equity.

- What steps have we taken to expand band support for girls' events to compensate for the support provided to football?

Band is now scheduled equally between boys' and girls' basketball. They submit the schedule to the Athletic Director to be monitored for equity.

- What guidelines do we have for scheduling of the cheerleaders and/or to expand existing spirit clubs to provide support to girls' teams in order to ensure equity?

Cheer Leaders are now scheduled for varsity girl's events. They submit the schedule to the Athletic Director to be monitored for equity.

- What guidelines have we developed for the school newspaper and the yearbook to ensure that comparable coverage is provided to girls' and boys' teams?

Athletic Director met with the newspaper and yearbook staffs to discuss comparable coverage. We will continue to monitor the coverage.

## **7. Medical and Training Services**

- What steps did the district take to off-set the disparity created by the Trainer attending the boys' basket ball winter break tournament, to provide similar support opportunities to a girls' team?

We are no longer sending the trainer to either of the boys' or girls' winter break tournaments.