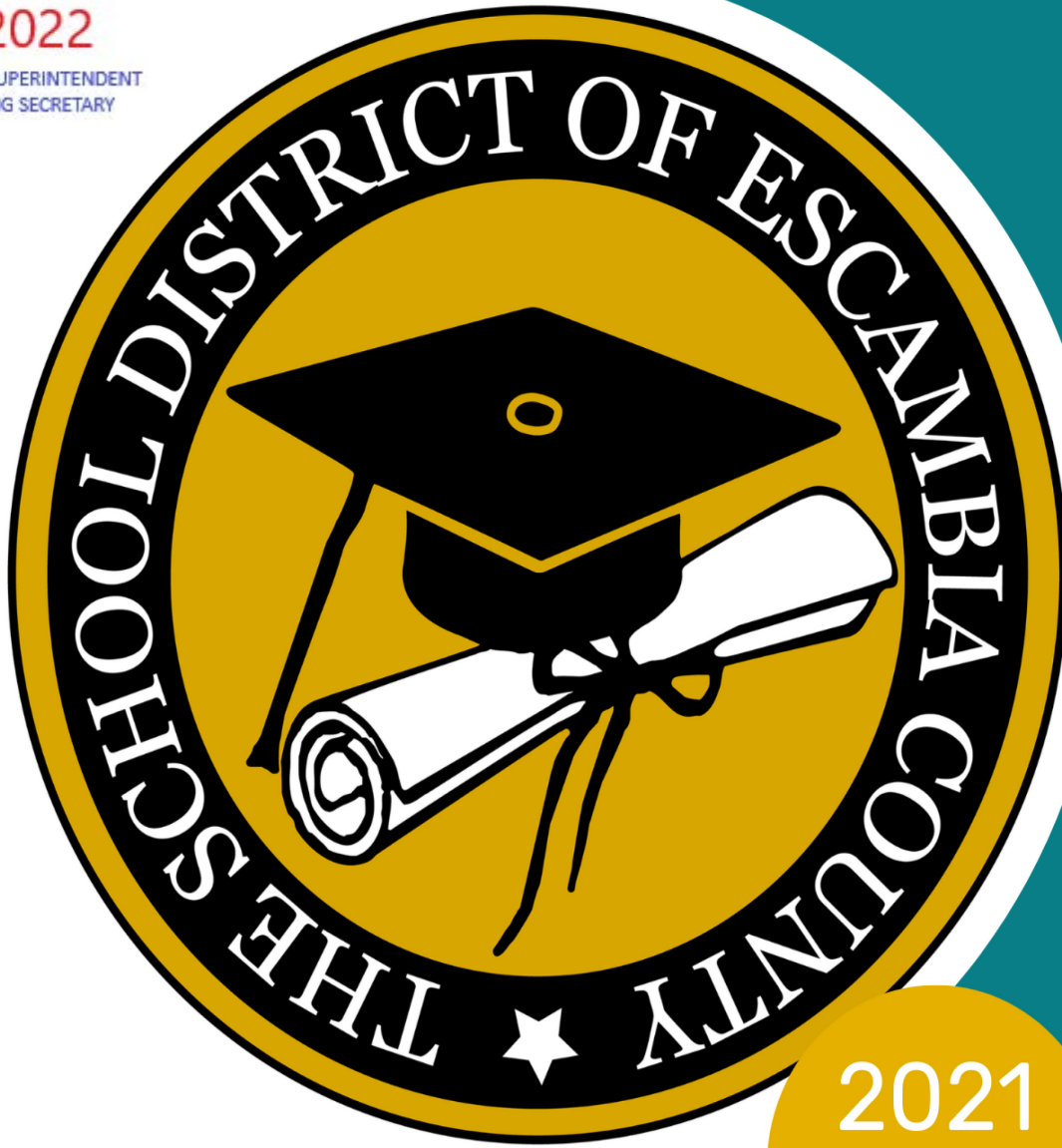


APPROVED  
ESCAMBIA COUNTY SCHOOL BOARD

**JUL 19 2022**

DR. TIMOTHY A. SMITH, SUPERINTENDENT  
VERIFIED BY RECORDING SECRETARY



2021  
2022

# ANNUAL EDUCATIONAL EQUITY UPDATE

## FLORIDA EDUCATIONAL EQUITY ACT

TIMOTHY A. SMITH, Ed.D  
SUPERINTENDENT



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The Florida Educational Equity Act (FEEA) and other federal and state legislation, such as Title IX, Title VI, Title II (ADAA) and Section 504, prohibit discrimination on the basis of race, color, national origin, sex, disability, age or marital status against students and employees. The FEEA and the State Board of Education Rules 6A-19.001 – 19.010 require OEE0 to monitor public school districts' compliance with the statute. The annual Educational Equity Update is a reporting tool that enables OEE0 to monitor and ensure adherence to provisions of the laws, and that educational resources are equitably distributed.

---

## **SCHOOL BOARD OF ESCAMBIA COUNTY**

75 North Pace Boulevard  
Pensacola, Florida 32505

## **SCHOOL BOARD MEMBERS**

Kevin Adams, Chair  
Paul H. Fetsko, Vice Chair  
Dr. Laura D. Edler  
Patricia Hightower  
William Slayton

## **SUPERINTENDENT**

Timothy A. Smith, Ed.D.

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## PART I: PROCEDURAL REQUIREMENTS:

### A. Changes to Nondiscrimination and Anti-Harassment Policies or Grievance Procedures

There were **No Changes** to Policies or Procedures

### B. Annual Notification of Nondiscrimination for Vocational Education Programs and Continuous Notice

#### 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>

## WORKFORCE EDUCATION

### LINKS

[Home](#)

[Career Academics](#)

[ATTN PARENTS: Industry  
Certifications ROI](#)

[Articulation To College Credit](#)

[Educator Resources](#)

[George Stone Technical College](#)

[School Age Child Care](#)

[2021-2022 Advisory Meeting Dates](#)

[CAPE Strategic Plan 2019-2022](#)

[CAPE Bright Futures Scholarship](#)

[Florida DOE Textbook Adoption](#)



**Workforce Education**  
**ESCAMBIA COUNTY SCHOOL DISTRICT**

**MyCareerShines**  
powered by Kuder®



The Escambia County School District is a proud member of the



The goal of George Stone Technical College is to serve the community as the premier provider of career and technical education by preparing individuals for rewarding careers and to provide businesses with a highly skilled workforce. We provide quality academic, career, and technical education opportunities for all learners through rigorous and relevant instruction.

## 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.

**English Language Proficiency** - The School Board does not discriminate against any student, or applicant for admission, belonging to a national origin minority group, unnecessarily based on limited-English-language skills.

[Click here for the FLDOE Accommodations and Modifications for Students with Disabilities in Career Education and Adult General Education](#)

### EQUAL OPPORTUNITY OFFICER

Melia Adams

(MAdams@ecsdfl.us)

EEO / Title IX Compliance Officer / Teacher Recruitment

75 North Pace Boulevard

Pensacola, Florida 32505

Phone: (850) 469-6102 Fax: (850) 469-6264

# NONDISCRIMINATION POLICY

George Stone Technical College offers programs in the following career clusters:

*Architecture & Construction ▪ Business, Management & Administration ▪ Health Science ▪ Hospitality & Tourism ▪ Human Services ▪ Information Technology ▪ Law, Public Safety & Security ▪ Manufacturing ▪ Transportation, Distribution & Logistics*

George Stone Technical College is an open-entry institution and is committed to a policy of nondiscrimination in employment and educational opportunity. No person shall be discriminated against or harassed in any educational program, services or activities, or employment conditions or practices on the basis of race, color, national origin, religion, sex, age, disability, marital status, or sexual orientation.

Admission is open to students with limited English proficiency. In order to eliminate barriers, the college assesses each student's ability to participate and benefit through placement testing and counseling. Based on assessments, services or referrals are provided to help prepare students for successful participation.

Questions, complaints, or requests for additional information regarding discrimination or harassment may be sent to:

*Melia Adams*

*Equal Opportunity Officer / Title IX Compliance Officer / Teacher Recruitment*

*75 North Pace Blvd*

*Pensacola, FL 32505*

*Phone: (850) 469-6102 Fax: (850) 469-6264*

*madams@ecsdfl.us*

---

# High School Career Academies

## Building a Future

- Deeply explore and pursue a career pathway through rigorous academic and technical curricula
- Participate in accelerated learning, such as dual enrollment and articulated college credit
- Develop skills that lead to higher paying positions after high school and during college
- Earn nationally recognized industry certifications
- Support the local community and industry needs with high-wage/high-skill occupations

## School Choice EXPO

**TENTATIVE: Tuesday, October 26, 2021 • 6-7:30PM**

Event is tentative and dependent on district COVID protocol.

Booker T. Washington High School  
6000 College Pkwy Pensacola, FL 32504

[ECSD-FL.SchoolLoop.com/Career](https://www.ecsd-fl.schoolloop.com/Career)



### Booker T. Washington

- Aviation Technology
- Culinary Arts
- Early Childhood Education
- Health Sciences
- Marketing & Entrepreneurship
- Media
- Sports Medicine

### Escambia

- Culinary Arts
- Digital Design
- Early Childhood Education
- Engineering
- Escambia County Criminal Justice
- Financial Services
- Media Production
- NFA-ACE Flight
- Pharmacy Services

### J.M. Tate\*

- Agriscience
- Early Childhood Education
- Game Simulation & Animation
- Health Science
- Multimedia (TV Production)
- Veterinary Science

### Pensacola

- Culinary Arts
- Digital/Social Media
- Early Childhood Education
- Health Professions
- iTech
- Sports Medicine

### Pine Forest

- Culinary Arts
- Cybersecurity
- Design Services
- Escambia County Fire Fighter
- Home Builders Association of West Florida Green Construction Trades
- New Media (Digital Video)

### Northview

- Culinary Arts
- Graphic Arts
- iTech

### West Florida

- Academy of Critical Care & Emergency Medicine
- Academy of Information Technology
- Aerospace Engineering
- Agriculture Biotechnology
- Biomedical Sciences
- Civil Engineering & Architecture
- Cox Telecommunications
- Criminal Justice Operations
- Energy Academy
- Multimedia Technology
- Pre-Professional Nursing
- Sports Medicine



**Workforce Education**  
Empower Your Mind

\*Site is of capacity. Only open to students who live in Tate's residential zone.

## School Choice EXPO

**TENTATIVE: Tuesday, October 26, 2021 • 6-7:30PM**

Event is tentative and dependent on district COVID protocol.

Booker T. Washington High School  
6000 College Pkwy Pensacola, FL 32504

[ECSD-FL.SchoolLoop.com/Career](https://www.ecsd-fl.schoolloop.com/Career)



### Attention: 2022 High School Students and Parents

You are invited to the Escambia County School District's **School Choice EXPO**. This year's EXPO features complete information on the district's career academies, magnet schools and academic choice programs. Computers will be available to complete applications for those who are ready to apply at the EXPO.

Join us at this free event to learn about each of the District's academies. Meet teachers and School Choice representatives who can answer your questions about the different programs and help with the online application process.



### ONLINE APPLICATION DATES

**Monday, October 25, 2021:**  
Online Application **OPENS** for middle and high schools

**Friday, December 3, 2021:**  
Online Application **CLOSES** for middle and high schools

Get the Application:



Escambia County School District does not discriminate on the basis of race, color, religion, sex, age, national origin, disability, genetic information, or marital status in employment practices or in the admission and treatment of students.



## Workforce Education

For more information about career academies, call the Workforce Education Office: **(850) 469-5357**

[ecsd-fl.schoolloop.com/career](https://www.ecsd-fl.schoolloop.com/career)



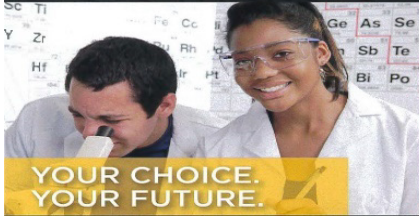
**THE SCHOOL DISTRICT OF ESCAMBIA COUNTY**  
Workforce Education  
30 East Texar Drive  
Pensacola, FL 32503

NONPROFIT  
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**PAID**  
PERMIT NO. 421  
PENSACOLA, FL

## Academy Benefits

Students enrolled in a career academy have the opportunity to...

- gain exposure to specific high school career academy opportunities,
- develop the skills needed for success in high school,
- participate in project-based learning opportunities designed to simulate real-world situations,
- earn high school credit while in selected academies, and
- earn digital tool and industry certification.



**YOUR CHOICE.  
YOUR FUTURE.**

## How to Apply

The School Choice Application will be available on the Workforce Education website during the application window at:  
[ecsd-fl.schoolloop.com/career](http://ecsd-fl.schoolloop.com/career)

All applicants will receive notification of their acceptance status from the Office of School Choice once all applications have been reviewed.

## Requirements

- All students must have a "C" average, no recurring or serious discipline problems, and acceptable attendance.
- Students must have room in their schedules to accommodate career academy courses.

Parents may appeal if the student does not meet one or more of the requirements. Space is limited. If school is at capacity, in-zone student applications receive preference.



**THE SCHOOL DISTRICT OF ESCAMBIA COUNTY**  
Workforce Education  
30 East Texas Drive  
Pensacola, FL 32503  
850.469.5357



## Middle School Career Academies

Building a Future



Escambia County School District

A school district where parents want to send their children, students want to learn, teachers want to teach, and employees want to work.

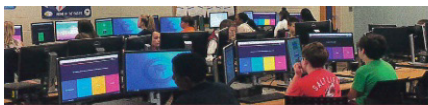
[ecsd-fl.schoolloop.com/career](http://ecsd-fl.schoolloop.com/career)

No matter what your plans, we offer the opportunities your child needs to succeed. If you have questions call:

**Office of School Choice**  
850.469.5580 or 850.469.5448

## Education for All Real Work. Real World. Real Learning. Workforce Education

Escambia County School District does not discriminate on the basis of race, color, religion, sex, age, national origin, disability, genetic information, or marital status in its employment practices or in the admission and treatment of students.  
Brochure Revised 2020-2021



## Career Academies



### Bailey

- Information Technology
- NFA-ACE Flight



### Bellview

- Cyber-IT

### Beulah

- Agriscience Technology
- Culinary Arts
- Health
- Information Technology
- Pre-Engineering
- Veterinary Assisting



### Ernest Ward

- Culinary Arts
- Fabrication & Engineering
- Graphic Arts



### Ferry Pass

- Game & Application Development



### Ransom

- Multimedia



### Warrington

- Cyber-IT



### Workman

- Health
- Multimedia
- Robotics & Energy

## Career Academy Descriptions

### ■ Agriscience

Through the use of Science, Technology Engineering, and Mathematics (STEM) activities focusing on agriculture, food, and natural resources, students will be prepared to transfer into high school Agriscience coursework.

### ■ Architecture & Construction

Students will explore the world of civil engineering and construction. Curriculum includes learning how to read and create building plans, and design structures for civil use. Students will design and build structures to illustrate a variety of construction methods.

### ■ Culinary Arts

Students explore the career field of Hospitality and Tourism. Curriculum includes nutrition and wellness, basic food preparation, food safety and sanitation, proper use of culinary tools and equipment, interpreting recipes, developing menus, and using technology in the culinary field.

### ■ Cyber-IT

Students are given the opportunity to learn about computers and IT. Curriculum includes Keyboarding, Internet Business Associate certification, digital tool certification and CyberSecurity Essentials.

### ■ Fabrication & Engineering

This program focuses on transferable skills and stresses understanding and demonstration of the technological tools, machines, instruments, materials, processes and systems in business and industry.

### ■ Game & Application Development

Students explore game and simulation conceptualization, design, storyboarding, development methods and software. Mathematics and physics are integrated into the curriculum. Internet Business Associate certification is offered. High school credit available.

### ■ Graphic Arts

Students gain knowledge related to the world of visual design and learn how to use Adobe. Curriculum also includes Internet Business Associate certification.

### ■ Health

Students are provided with an opportunity to explore a number of health and nutrition careers. Medical skills, consumerism, characteristics of health care workers, community health agencies, culinary arts, and basic computer literacy are a focus in the curriculum.

### ■ Information Technology (IT)

Students are given the opportunity to learn about computers and IT. Curriculum includes keyboarding, Internet Business Associate certification, ICT Gaming and Computer Fundamentals digital tool certification. High school credit available.

### ■ Multimedia

Students learn to incorporate graphics, sound, video, animation, text, and still images to produce fine art, marketing presentations, digital designs, web publishing, and TV production. Software training includes Adobe Photoshop and Premiere Pro Elements. Internet Business Associate certification is offered. High school credit available.

### ■ NFA-ACE Flight

Students solve problems in an immersive, game-based learning environment, applying the fundamentals of STEM. In the classroom, students are challenged with "missions," or assignments where they acquire new skills and discover real world applications for math, science, and physics skills.

### ■ Pre-Engineering/STEM

Students are introduced to the field of Science, Technology, Engineering, and Mathematics (STEM) through applied learning and hands-on projects. Curriculum includes the design and completion of engineering-related projects.

### ■ Robotics & Energy

In the Robotics and Energy Academy, students will explore the scientific fundamentals of various forms of energy and their usage in technical applications. Students will explore robotics as they design, build, and program robots in both classroom activities and robotics competitions.

### ■ Veterinary Assisting

This program offers a broad overview of veterinary science and the role of animals in society. Exploration of veterinary science terminology, animal safety, animal behaviors, and careers in the animal industry will be provided. Students will have the opportunity to participate in FFA as the student career and technical organization.



[ecsd-fl.schoolloop.com/career](http://ecsd-fl.schoolloop.com/career)



## Academy Benefits

Students enrolled in a career academy have the opportunity to

- deeply explore and pursue a career pathway through rigorous academic and technical curricula,
- take part in accelerated learning, such as dual enrollment and articulated college credit,
- develop skills that lead to higher-paying positions after high school and during college,
- obtain unique opportunities through work-based learning experiences,
- earn nationally-recognized industry certifications,
- support the local and industry needs in high-wage/high-skill occupations.



### Get Certified:

Students earn nationally-recognized industry certifications.



## Requirements

To be eligible for career academy admission, students currently in grades 8-10 must have

- a grade of at least 70 in all core academic subjects,
  - satisfactory attendance, and
  - no serious discipline infraction and no history of repeated infractions.
- Parents may appeal if the student does not meet one or more of the requirements.  
 - Space is limited. If school is at capacity, in-zone student applications receive preference.  
 - West Florida High School accepts current 8th grade students only.

## How To Apply

The School Choice Application will be available on the Workforce Education website during the application window at:

[ecsd-fl.schoolloop.com/career](http://ecsd-fl.schoolloop.com/career)

All applicants will receive notification of their acceptance status from the Office of School Choice once all applications have been reviewed.



### THE SCHOOL DISTRICT OF ESCAMBIA COUNTY

Workforce Education  
 30 East Texar Drive  
 Pensacola, FL 32503  
 850.469.5357

## Education for All Real Work. Real World. Real Learning. Workforce Education

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Brochure Revised 2020-2021



## High School Career Academies

### Building a Future



Workforce Education  
 Empower Your Mind

### Escambia County School District

A school district where parents want to send their children, students want to learn, teachers want to teach, and employees want to work

[ecsd-fl.schoolloop.com/career](http://ecsd-fl.schoolloop.com/career)

Earn Merit Designation on your High School Diploma and earn Math and/or Science Credits by obtaining Industry Certifications!

Opportunities vary depending on career academy.

### Escambia High School 850.453.3221



- Culinary Arts
- Digital Design
- Early Childhood Education
- Engineering
- Escambia County Criminal Justice
- Financial Services
- Media Production
- NFA-ACE Flight
- Pharmacy Services

### Booker T. Washington High School 850.475.5257



- Aviation Technology
- Culinary Arts
- Early Childhood Education
- Health Sciences
- Marketing & Entrepreneurship
- Media
- Sports Medicine

### Pine Forest High School 850.941.6150



- Culinary Arts
- Cybersecurity
- Design Services
- Escambia County Fire Fighter
- Future Teacher
- Home Builders Association of West Florida Green Construction Trades
- New Media (Digital Video)
- Pharmacy Services

### West Florida High School 850.876.7360



- Academy of Critical Care & Emergency Medicine
- Academy of Information Technology
- Aerospace Engineering
- Agriculture Biotechnology
- Biomedical Sciences
- Civil Engineering & Architecture
- Cox Telecommunications
- Criminal Justice Operations
- Gulf Power
- Multimedia Technology
- Pre-Professional Nursing
- Sports Medicine

For information regarding the academies at West Florida High School, visit [www.wfhs.net](http://www.wfhs.net)

### J.M. Tate High School 850.937.2300



- Agriscience
- Early Childhood Education
- Game Simulation & Animation
- Health Science
- Multimedia (TV Production)
- Veterinary Science

### Pensacola High School 850.595.1500



- Culinary Arts
- Digital/Social Media
- Dr. Sarah J. Ussery Law & Public Service
- Early Childhood Education
- Health Professions
- iTech
- Sports Medicine

### Northview High School 850.327.6681



- Culinary Arts
- Graphic Arts
- iTech

For information regarding any of these academies, please visit: [ecsd-fl.schoolloop.com/career](http://ecsd-fl.schoolloop.com/career)



## 2. **Continuous Notification of Nondiscrimination**

The Escambia County School District uses the district's website, procedures, pamphlets, student handbooks and catalogs to ensure that the notice of nondiscrimination is visible in various locations. All offices, classrooms, and buildings must post the notice. When there is any publication in the newspaper, the policy of nondiscrimination is included.

### **Policy of Nondiscrimination:**

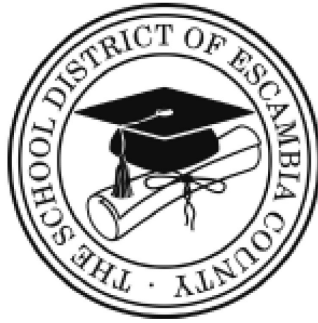
#### **Policy of Nondiscrimination**

[https://ecsd-fl.schoolloop.com/file/1500178971306/1289140583901/700868089763749017.pdf?filename=Policy\\_of\\_Nondiscrimination\\_2022%2Bupdated\\_MA\\_01072022.pdf](https://ecsd-fl.schoolloop.com/file/1500178971306/1289140583901/700868089763749017.pdf?filename=Policy_of_Nondiscrimination_2022%2Bupdated_MA_01072022.pdf)

### **Title IX and Sex Discrimination:**

#### **Title IX**

[https://ecsd-fl.schoolloop.com/file/1500178971306/1289140583901/2812298037367059107.pdf?filename=Title\\_IX\\_Escambia\\_School\\_District.pdf](https://ecsd-fl.schoolloop.com/file/1500178971306/1289140583901/2812298037367059107.pdf?filename=Title_IX_Escambia_School_District.pdf)



## **POLICY OF NONDISCRIMINATION**

**District Rule 6Gx17-1.17** The 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. The Board provides equal access to the Boy Scouts, Girl Scouts, and other designated youth groups. Complaints alleging violation of this policy shall be made to the Equal Employment Officer (EEO).

**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 EMPLOYMENT OFFICER**

Melia Adams

[madams@ecsdfl.us](mailto:madams@ecsdfl.us)

EEO / Title IX Compliance Officer / Teacher Recruitment

75 North Pace Boulevard

Pensacola, Florida 32505

Phone: (850) 469-6102 Fax: (850) 469-6176

Revised Adoption SBR 6Gx17-1.17: 12/15/15

Updated: 1/07/2022

### 3. Notice for Availability of Reasonable Accommodations to Applicants for Employment

<http://links.schoolloop.com/link/rd?href=736c5f6c696e6b666630316363306562326668747470733a2f2f61707073322e77696e6f63756c61722e636f6d2f657363616d6269612f776f726b73706163652f>



**ESCAMBIA COUNTY SCHOOL DISTRICT**  
ESCAMBIA COUNTY, FLORIDA

Welcome to the School District of Escambia County WinOcular Workspace

**Login:**  **New User?**  
User ID:   
Password:  Click [here](#) to register.  
  
Forgot your login information? Click [here](#).

#### NOTICE TO JOB APPLICANTS WITH DISABILITIES

The Escambia County School District provides reasonable accommodations to job applicants with disabilities in the application and interview process. Please contact the Human Resources Department (Phone: 850-469-6281; e-mail: [kkrostag@ecsdf1.us](mailto:kkrostag@ecsdf1.us)), for additional information and assistance.

## **PART II: INCOMPLETE ITEMS OR PENDING ACTIONS**

- A. Any Items identified during equity on-site review which are on the Voluntary Compliance Plan (VCP).**

Not applicable

- B. Any other items identified on the current or past monitoring work plans as incomplete.**

No Incomplete Items

# PART III: STUDENT PARTICIPATION

## EVALUATION OF METHODS AND STRATEGIES:

### **(1) Grades 9-12, Advanced Placement (AP), IB and AICE**

#### **Grades 9-12 Total Enrollment 2021-22 (11,177)**

<i>White</i> 5,221 & 47%	<i>Black</i> 3,812 & 34%	<i>Hispanic</i> 896 & 8%	<i>ELL Students</i> 192 & 2%	
Whites In AP/IB/AICE 2017-18 29% (1,569,)	Whites In AP/IB/AICE 2018-19 26% (1,417)	Whites In AP/IB/AICE 2019-20 25% (1,340)	Whites In AP/IB/AICE 2020-21 23% (1,248)	Whites In AP/IB/AICE 2021-22 21% (1,096)
White Males In AP/IB/AICE 2017-18 24% (674)	White Males In AP/IB/AICE 2018-19 22% (616)	White Males In AP/IB/AICE 2019-20 20% (558)	White Males In AP/IB/AICE 2020-21 19% (529)	White Males In AP/IB/AICE 2021-22 18% (481)
Blacks In AP/IB/AICE 2017-18 11% (424)	Blacks In AP/IB/AICE 2018-19 11% (408)	Blacks In AP/IB/AICE 2019-20 9% (338)	Blacks In AP/IB/AICE 2020-21 8% (307)	Blacks In AP/IB/AICE 2021-22 7% (271)
Black Males In AP/IB/AICE 2017-18 8% (159)	Black Males In AP/IB/AICE 2018-19 6% (122)	Black Males In AP/IB/AICE 2019-20 5% (94)	Black Males In AP/IB/AICE 2020-21 5% (97)	Black Males In AP/IB/AICE 2021-22 5% (88)
Hispanics In AP/IB/AICE 2017-18 26% (182)	Hispanics In AP/IB/AICE 2018-19 23% (163)	Hispanics In AP/IB/AICE 2019-20 20% (156)	Hispanics In AP/IB/AICE 2020-21 16% (134)	Hispanics In AP/IB/AICE 2021-22 15% (133)
Hisp. Males In AP/IB/AICE 2017-18 21% (75)	Hisp. Males In AP/IB/AICE 2018-19 18% (63)	Hisp. Males In AP/IB/AICE 2019-20 15% (63)	Hisp. Males In AP/IB/AICE 2020-21 14% (55)	Hisp. Males In AP/IB/AICE 2021-22 13% (55)
ELL Students In AP/IB/AICE 2017-18 2% (3)	ELL Students In AP/IB/AICE 2018-19 1% (2)	ELL Students In AP/IB/AICE 2019-20 1% (1)	ELL Students In AP/IB/AICE 2020-21 3% (4)	ELL Students In AP/IB/AICE 2021-22 3% (5)

### **Evidence of Success**

AP participation has decreased across almost every category for the third consecutive year. White students' participation has decreased from 29% to 21% since 2017-18, with a 2% drop in the past year, Black students' overall participation has decreased from 11% to 7% in the same period, a 1% drop in the last year. Black males did maintain the same percentage as last year at 5% after dropping from 8% in 2017-2018, but did have nine fewer students participating which was a 10% decrease in raw numbers (97 to 88). Hispanic students overall have the greatest percent decrease over the same time period dropping from 26% to 15% with a 1.5% drop in the last year. Hispanic males have a large participation decrease from 21% to 13%, but only a 1% decrease in the last year. ELL students are the only group that has shown an increase, from 2% to 3% but this only represents an increase of two students. Achievement gap has increased for Hispanic students and the change for Black students was minimal due to decrease participation of White students.

## **Methods and Strategies**

Employ an Equity Coach to work with all high school administrators and school staff to increase enrollment of underrepresented students (black, Hispanic, black males, Hispanic males, and ELL students).

The Equity Coach will work to improve systems and structures that contribute to the closing of opportunity and achievement gaps while increasing the sense of belonging for underrepresented students.

The Equity Coach will collaborate with IT staff, the district Data Scientist and school administration and staff to provide the tools, insights, and strategies to help high schools increase enrollment of underrepresented students in AP and/or IB.

The Equity Coach will collaborate with school administration and staff to identify and remove system barriers that affect student enrollment in AP and/or IB.

School equity teams will use AP Potential to identify underrepresented students who may have success in rigorous AP or IB coursework.

Schools will offer AP Computer Science Principles, which can be considered an introductory course to other rigorous courses.

Identified underrepresented students will receive an invitation to an advanced coursework information night provided by the district and in conjunction with college representatives.

District Data Scientist and Equity Coach will meet quarterly with the administration and the equity team at each high school to review data and modify strategies for areas that need improvement.

Schools will increase enrollment in AP Human Geography by targeting Reading Level 4 and 5 students and selected Level 3 students based on student potential, input and interest.

## **Accountability Measure and Timelines**

Increase the number of Black students in grades 9-12 enrolling in AP and IB courses ten (10) percent by the 2022-2023 school.

Increase the number of Black male students in grades 9-12 enrolling in AP and IB courses fifteen (15) percent by the 2022-2023 school year.

Increase the number of Hispanic students in grades 9-12 enrolling in AP and IB courses ten (10) percent by the 2022-2023 school year.

Increase the number of Hispanic male students in grades 9-12 enrolling in AP and IB courses fifteen (15) percent by the 2022-2023 school year.

Increase the number of ELL students in grades 9-12 enrolling in AP and IB courses twenty-five (25) percent by the 2022-2023 school year.

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

**Grades 9-12 Total Enrollment 2021-22 (11,177)**

<i>White</i> 5,221 & 47%	<i>Black</i> 3,812 & 34%	<i>Hispanic</i> 896 & 8%	<i>ELL Students</i> 192 & 2%		
Whites In DE 2017-18 6% (327)	Whites In DE 2018-19 7% (389)	Whites In DE 2019-20 7% (359)	Whites In DE 2020-21 8% (438)	Whites In DE 2021-22 6% (330)	
White Males In DE 2017-18 5% (141)	White Males In DE 2018-19 6% (162)	White Males In DE 2019-20 6% (172)	White Males In DE 2020-21 7% (189)	White Males In DE 2021-22 5% (143)	
Blacks In DE 2017-18 1% (41)	Blacks In DE 2018-19 1% (45)	Blacks In DE 2019-20 2% (65)	Blacks In DE 2020-21 3% (95)	Blacks In DE 2021-22 1% (40)	
Black Males In DE 2017-18 1% (12)	Black Males In DE 2018-19 1% (16)	Black Males In DE 2019-20 1% (18)	Black Males In DE 2020-21 1% (22)	Black Males In DE 2021-22 1% (12)	
Hispanics In DE 2017-18 3% (22)	Hispanics In DE 2018-19 5% (36)	Hispanics In DE 2019-20 5% (36)	Hispanics In DE 2020-21 4% (32)	Hispanics In DE 2021-22 3% (22)	
Hisp. Males In DE 2017-18 2% (8)	Hisp. Males In DE 2018-19 5% (19)	Hisp. Males In DE 2019-20 3% (14)	Hisp. Males In DE 2020-21 2% (7)	Hisp. Males In DE 2021-22 2% (9)	
ELL Students In DE 2017-18 0% (0)	ELL Students In DE 2018-19 1% (1)	ELL Students In DE 2019-20 1% (2)	ELL Students In DE 2020-21 2% (3)	ELL Students In DE 2021-22 1% (1)	

**Evidence of Success**

The evaluation does not reveal progress in DE participation. Dual Enrollment participation dropped back to 2017-18 levels this year, with percentage enrollments low for all groups. This year the number of students participating decreased for all groups except Hispanic Male students, that group increased from seven to nine students. Black Male students’ percent participation decreased from 1.1% to .6% dropping from 22 to 12 students enrolled. The number of students participating is nearly identical in 2021-22 as it was in 2017-2018 with significant one-year drops in participation by almost all groups.

**Methods and Strategies**

Employ an Equity Coach to work with all high school administrators and school staff to increase enrollment of underrepresented students (black, Hispanic, black males, Hispanic males, and ELL students).



The Equity Coach will work to improve systems and structures that contribute to the closing of opportunity and achievement gaps while increasing the sense of belonging for underrepresented students.

Identified underrepresented students will receive an invitation to an advanced coursework information night provided by the district and in conjunction with college representatives.

The Equity Coach in collaboration with high school administrators and Pensacola State College will develop a pilot program for underrepresented students to participate in Dual Enrollment using, as needed, the alternative methods of eligibility.

The Equity Coach in collaboration with the district Math Specialist will invite underrepresented students and parents to participate in math acceleration beginning in the 5th grade.

District Data Scientist and Equity Coach will meet quarterly with the administration and equity team at each high school to review data and adjust as needed.

### **Accountability Measure and Timelines**

Increase the number of Black students in grades 9-12 enrolling in DE courses twenty (20) percent by the 2022-2023 school year.

Increase the number of Black male students in grades 9-12 enrolling in DE courses twenty (20) percent by the 2022-2023 school year.

Increase the number of Hispanic students in grades 9-12 enrolling in DE courses ten (10) percent by the 2022-2023 school year.

Increase the number of Hispanic male students in grades 9-12 enrolling in DE courses ten (10) percent by the 2022-2023 school year.

Increase the number of ELL students participating (only one ELL student in 2021-2022) in DE courses in the 2022-2023 school year.

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

**Grades 9-12 Total Enrollment 2021-22 (11,177)**

<i>White</i>	<i>Black</i>	<i>Hispanic</i>	<i>ELL Students</i>	
5,221 & 47%	3,812 & 34%	896 & 8%	192 & 2%	
Whites All Level 3 2017-18 67% (3,676)	Whites All Level 3 2018-19 67% (3,586)	Whites All Level 3 2019-20 65% (3,466)	Whites All Level 3 2020-21 71% (3,783)	Whites All Level 3 2021-22 67% (3,510)
White Males All Level 3 2017-18 64% (1,794)	White Males All Level 3 2018-19 64% (1,784)	Whites All Level 3 2019-20 62% (1,725)	White Males All Level 3 2020-21 68% (1,895)	White Males All Level 3 2021-22 64% (1,760)
Blacks All Level 3 2017-18 38% (1,527)	Blacks All Level 3 2018-19 39% (1,502)	Blacks All Level 3 2019-20 40% (1,516)	Blacks All Level 3 2020-21 56% (2,156)	Blacks All Level 3 2021-22 51% (1,954)
Black Males All Level 3 2017-18 31% (628)	Black Males All Level 3 2018-19 34% (652)	Black Males All Level 3 2019-20 33% (626)	Black Males All Level 3 2020-21 51% (969)	Black Males All Level 3 2021-22 46% (850)
Hispanics All Level 3 2017-18 59% (408)	Hispanics All Level 3 2018-19 56% (390)	Hispanics All Level 3 2019-20 52% (403)	Hispanics All Level 3 2020-21 64% (522)	Hispanics All Level 3 2021-22 60% (533)
Hisp. Males All Level 3 2017-18 56% (198)	Hisp. Males All Level 3 2018-19 52% (181)	Hisp. Males All Level 3 2019-20 48% (199)	Hisp. Males All Level 3 2020-21 63% (256)	Hisp. Males All Level 3 2021-22 59% (253)
ELL Students All Level 3 2017-18 23% (30)	ELL Students All Level 3 2018-19 22% (30)	ELL Students All Level 3 2019-20 18% (30)	ELL Students All Level 3 2020-21 27% (43)	ELL Students All Level 3 2021-22 23% (44)

**Evidence of Success**

Level 3 course participation decreased for almost every subgroup in the past year. Overall Black and Black Male students still have significantly higher participation in 2021-2022 than in 2017-2018. Hispanic and Hispanic Males percentages are nearly the same as 2017-2018, but the number of students participating are significantly higher increasing from 408 to 533 overall for Hispanic students and from 198 to 253 for Hispanic Males. There were significant decreases in all four groups (Black, Black Male, Hispanic, and Hispanic Male) in the percent participating and number participating this year compared to 2020-2021 where all four groups reached their 5-year highs. White, White Male, and ELL student percent participation is now the same as it was in 2017-2018 after reaching their five-year highs in 2020-2021. The number of White students participating has decreased significantly (3676 to 3510) while the number of ELL students participating has increased (30 to 44) in the time period.

## **Methods and Strategies**

Employ an Equity Coach to work with all high school administrators and school staff to increase enrollment of underrepresented students (black, Hispanic, black males, Hispanic males, and ELL students).

The Equity Coach will work with all high schools and Human Resources to recruit minority teachers to teach Level 3 courses.

The Equity Coach will participate in Job Fairs to expand recruitment efforts for hiring teachers to teach advanced level courses (AP, DE, IB and CTE).

The teacher on special assignment (TSA) for World Languages and TSA for Secondary ELL will collaborate to develop a process to identify middle school ELL and Heritage student participation in higher level World Language courses and AP Spanish Literature courses in high school.

Identified underrepresented students will receive an invitation to an advanced coursework information night provided by the district and in conjunction with college representatives.

Revise and update the district created video to educate families about student opportunities for advanced coursework and the benefits of participating in advanced (Level 3) courses.

The Equity Coach will collaborate with school administration to provide on campus recruitment at all middle and high schools for AP, IB, DE and Level 3 courses.

Revise and update the Minority Course Enrollment Report for the student registration process.

The Equity Coach and the Subject Specialist for School Counseling will collaborate with admissions officials from Pensacola State College (PSC) and University of West Florida (UWF) to increase underrepresented enrollment via sharing information to middle and high school counselors. This includes professional development for counselors on the college campus, increasing their knowledge of programs available to students.

## **Accountability Measure and Timelines**

Increase the number of Black students in grades 9-12 enrolling in Level 3 courses five (5) percent by the 2022-2023 school year.

Increase the number of Black male students in grades 9-12 enrolling in Level 3 courses five (5) percent by the 2022-2023 school year.

Increase the number of Hispanic students in grades 9-12 enrolling in Level 3 courses five (5) percent by the 2022-2023 school year.

Increase the number of Hispanic male students in grades 9-12 enrolling in Level 3 courses five (5) percent by the 2022-2023 school year.

Increase the number of ELL students in grades 9-12 enrolling in Level 3 courses fifteen (15) percent by the 2022-2023 school year.

## **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

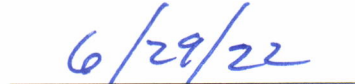
9. Support services are equitable for male and female teams. [Rule 6A-19.004(11), FAC; Title IX: 106.41(a)]

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.

  
\_\_\_\_\_  
Signature, Superintendent

  
\_\_\_\_\_  
Date

APPROVED  
ESCAMBIA COUNTY SCHOOL BOARD

**JUL 19 2022**

DR. TIMOTHY A. SMITH, SUPERINTENDENT  
VERIFIED BY RECORDING SECRETARY

- B.** Attach a **Participation Monitoring Form** for each school with an interscholastic athletics program, signed by the principal. Enter the number of male and female athletes for each sport. For varsity teams, enter the number of athletes. For junior varsity/freshmen/B-teams, enter the number of athletes and, if there is more than one team, enter the number of teams.
- C.** If the Participation 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 2020-21 Equity Update, it should submit updated Corrective Action Plans to show the current status/progress of the corrective actions and evidence of completion.



## 2021-22 Athletic Participation Monitoring Form

**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. For varsity teams, enter the number of athletes. **For junior varsity, freshmen, and B-teams, enter the number of athletes and, if there is more than one team, enter the number of teams.**

School: Bailey MS	Number of Participants			Number of Participants					
Varsity Teams	Males	Females	Total	Non-Varsity Teams	#	Males	#	Females	Total
Baseball			0	Baseball					0
Basketball	13	10	23	Basketball		12		9	21
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			0	Swimming/Diving		10		15	25
Tennis			0	Tennis					0
Track and Field	24	23	47	Track and Field					0
Volleyball		8	8	Volleyball					0
Wrestling			0	Wrestling					0
Weightlifting			0	Weightlifting					0
			0						0
			0						0
			0						0
<i>Total Varsity Participants</i>	37	41	78	<i>Total JV Participants</i>		22		24	46
<i>% of Varsity Participants</i>	47%	53%	100%	<i>% of JV Participants</i>		48%		52%	100%
<b>Total Student Enrollment by Gender 2021-22</b>	573	546	1,119	<b>Total Student Enrollment by Gender 2021-22</b>		573		546	1,119
<b>% Student Enrollment by Gender 2021-22</b>	51%	49%	100%	<b>% Student Enrollment by Gender 2021-22</b>		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%.**

**JUL 19 2022**

DR. TIMOTHY A. SMITH, SUPERINTENDENT  
VERIFIED BY RECORDING SECRETARY

**PART IV  
GENDER EQUITY IN ATHLETICS**

**Corrective Action Plan**

District: Escambia

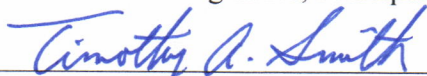
School Name: Bailey Middle School

(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 athletic teams is in compliance based on the interests and abilities of our student population.	Bailey Middle School will continue to promote equity by soliciting/advertising for professional, qualified coaches.  Bailey Middle School will continue to support athletic programs that are equitable for male and female teams. This will be promoted via social media, Bailey's Facebook and on our school website.	Janet Penrose, Principal (850) 492-6136 ext. 401010  Regina Sanders, AP (850) 806-5906	As positions become available. This is an ongoing process.

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.

**Janet Penrose** Digitally signed by Janet Penrose  
Date: 2022.05.10 15:16:04 -05'00'

Signature, Principal



Signature, Superintendent

05/10/2022

Date



Date

## 2020-21 Athletic Participation Monitoring Form

**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. For varsity teams, enter the number of athletes. **For junior varsity, freshmen, and B-teams, enter the number of athletes and, if there is more than one team, enter the number of teams.**

School: Bellview MS <input type="text"/>	Number of Participants			Number of Participants					
Varsity Teams	Males	Females	Total	Non-Varsity Teams	#	Males	#	Females	Total
Baseball	0	0	0	Baseball		0		0	0
Basketball	10	8	18	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	3	4	7	Swimming/Diving		0		0	0
Tennis	0	0	0	Tennis		0		0	0
Track and Field	6	14	20	Track and Field		0		0	0
Volleyball	0	12	12	Volleyball		0		12	12
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>	19	38	57	<i>Total JV Participants</i>		11		12	23
<i>% of Varsity Participants</i>	33%	67%	100%	<i>% of JV Participants</i>		48%		52%	100%
<b>Total Student Enrollment by Gender 2020-21</b>	535	483	1,018	<b>Total Student Enrollment by Gender 2020-21</b>		535		483	1,018
<b>% Student Enrollment by Gender 2020-21</b>	53%	47%	100%	<b>% Student Enrollment by Gender 2020-21</b>		53%		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%.**

## 2021-22 Athletic Participation Monitoring Form

**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. For varsity teams, enter the number of athletes. **For junior varsity, freshmen, and B-teams, enter the number of athletes and, if there is more than one team, enter the number of teams.**

School: Beulah MS	Number of Participants			Number of Participants					
Varsity Teams	Males	Females	Total	Non-Varsity Teams	#	Males	#	Females	Total
Baseball	0	0	0	Baseball		0		0	0
Basketball	15	10	25	Basketball		12			12
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	7	24	31	Swimming/Diving		0		0	0
Tennis	0	0	0	Tennis		0		0	0
Track and Field	23	26	49	Track and Field		18		19	37
Volleyball	0	11	11	Volleyball		0		12	12
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>	45	71	116	<i>Total JV Participants</i>		30		31	61
<i>% of Varsity Participants</i>	39%	61%	100%	<i>% of JV Participants</i>		49%		51%	100%
<b>Total Student Enrollment by Gender 2021-22</b>	475	503	978	<b>Total Student Enrollment by Gender 2021-22</b>		475		503	978
<b>% Student Enrollment by Gender 2021-22</b>	49%	51%	100%	<b>% Student Enrollment by Gender 2021-22</b>		49%		51%	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%.**

**JUL 19 2022**

DR. TIMOTHY A. SMITH, SUPERINTENDENT  
VERIFIED BY RECORDING SECRETARY

**PART IV  
GENDER EQUITY IN ATHLETICS**

**Corrective Action Plan**

District: Escambia

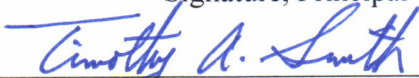
School Name: Beulah Middle School

(1) Gender Equity in Athletics Component	(2) Planned Actions to Address Deficiencies Found in Athletics	(3) Responsible Person(s) and Contact Information	(4) Timelines
Gender inequity in males for swimming varsity.	The coaches and principal will continue to recruit more males to participate in swim and dive teams.	Susan Rowland Lindsay Fandrick Marietta McCaskill	November 2022

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.

Marietta Britt-McCaskill Digitally signed by Marietta Britt-McCaskill  
Date: 2022.05.11 15:32:08 -05'00'

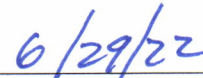
Signature, Principal



Signature, Superintendent

05/11/2022

Date



Date

## 2021-22 Athletic Participation Monitoring Form

**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. For varsity teams, enter the number of athletes. **For junior varsity, freshmen, and B-teams, enter the number of athletes and, if there is more than one team, enter the number of teams.**

School: Brown-Barge MS	Number of Participants			Number of Participants					
Varsity Teams	Males	Females	Total	Non-Varsity Teams	#	Males	#	Females	Total
Baseball			0	Baseball					0
Basketball	9	8	17	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	12	13	25	Swimming/Diving					0
Tennis			0	Tennis					0
Track and Field	29	18	47	Track and Field					0
Volleyball		10	10	Volleyball				10	10
Wrestling			0	Wrestling					0
Weightlifting			0	Weightlifting					0
			0						0
			0						0
			0						0
<i>Total Varsity Participants</i>	50	49	99	<i>Total JV Participants</i>		0		22	22
<i>% of Varsity Participants</i>	51%	49%	100%	<i>% of JV Participants</i>		0%		100%	100%
<b>Total Student Enrollment by Gender 2021-22</b>	255	250	505	<b>Total Student Enrollment by Gender 2021-22</b>		255		250	505
<b>% Student Enrollment by Gender 2021-22</b>	50%	50%	100%	<b>% Student Enrollment by Gender 2021-22</b>		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%.**

**JUL 19 2022**

DR. TIMOTHY A. SMITH, SUPERINTENDENT  
VERIFIED BY RECORDING SECRETARY

**PART IV  
GENDER EQUITY IN ATHLETICS**

**Corrective Action Plan**

District: Escambia

School Name: Brown-Barge Middle School

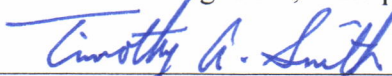
(1) Gender Equity in Athletics Component	(2) Planned Actions to Address Deficiencies Found in Athletics	(3) Responsible Person(s) and Contact Information	(4) Timelines
JV participants	Actively recruit males to participate in the JV athletic program through advertisements, open house events and social media outlets	Joe Snyder (850) 494-5673	N/A

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.

**Joe Snyder**

Digitally signed by Joe Snyder  
Date: 2022.05.11 09:51:02 -05'00'

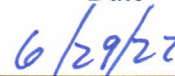
Signature, Principal



Signature, Superintendent

05/11/2022

Date



Date

## 2021-22 Athletic Participation Monitoring Form

**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. For varsity teams, enter the number of athletes. **For junior varsity, freshmen, and B-teams, enter the number of athletes and, if there is more than one team, enter the number of teams.**

School: Ernest Ward MS <input type="text"/>	<i>Number of Participants</i>			<i>Number of Participants</i>					
<i>Varsity Teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>Non-Varsity Teams</i>	<i>#</i>	<i>Males</i>	<i>#</i>	<i>Females</i>	<i>Total</i>
Baseball			0	Baseball					0
Basketball	16	12	28	Basketball					0
Cross Country			0	Cross Country					0
Flag Football/ Football	34		34	Flag Football/ Football					0
Golf			0	Golf					0
Soccer			0	Soccer					0
Softball			0	Softball					0
Swimming/Diving			0	Swimming/Diving					0
Tennis			0	Tennis					0
Track and Field	13	6	19	Track and Field					0
Volleyball		10	10	Volleyball				11	11
Wrestling			0	Wrestling					0
Weightlifting			0	Weightlifting					0
			0						0
			0						0
			0						0
<i>Total Varsity Participants</i>	63	28	91	<i>Total JV Participants</i>	0			11	11
<i>% of Varsity Participants</i>	69%	31%	100%	<i>% of JV Participants</i>	0%			100%	100%
<b>Total Student Enrollment by Gender 2021-22</b>	245	234	479	<b>Total Student Enrollment by Gender 2021-22</b>	245			234	479
<b>% Student Enrollment by Gender 2021-22</b>	51%	49%	100%	<b>% Student Enrollment by Gender 2021-22</b>	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%.**



**JUL 19 2022**

DR. TIMOTHY A. SMITH, SUPERINTENDENT  
 VERIFIED BY RECORDING SECRETARY

**PART IV  
 GENDER EQUITY IN ATHLETICS**

**Corrective Action Plan**

District: Escambia

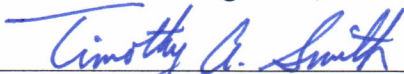
School Name: Ernest Ward Middle School

(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 athletic teams is not in compliance based on student population.	1. Ernest Ward Middle School will increase female student participation in our athletic programs through increased promotion of EWMS programs at our feeder elementary school. 2. EWMS is providing "Open Gym" programs for all female students in grades 5-8 for basketball and volleyball. This program will run through the spring and summer months to promote female participation.. 3. EWMS added a second female volleyball team (JV) to provide another opportunity for female student participation. 4. EWMS will be added a second female coach for the JV volleyball team. 5. EWMS will continue to recruit and employ more female qualified coaches when positions become available.	Nancy Gindl-Perry, Principal (850) 327-4283 ext 105   Tyvanna Boulanger, Assistant Principal (850) 327-4283 ext 106	Currently ongoing   Began spring and summer 2022 and will be ongoing   22-23 school year and ongoing 22-23 school year and ongoing As positions become available

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.

**Nancy Gindl-Perry** Digitally signed by Nancy Gindl-Perry  
 Date: 2022.05.16 08:51:12 -05'00'

Signature, Principal



Signature, Superintendent

05/16/2022

Date



Date

## 2021-22 Athletic Participation Monitoring Form

**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. For varsity teams, enter the number of athletes. **For junior varsity, freshmen, and B-teams, enter the number of athletes and, if there is more than one team, enter the number of teams.**

School: Ferry Pass MS	Number of Participants			Number of Participants					
Varsity Teams	Males	Females	Total	Non-Varsity Teams	#	Males	#	Females	Total
Baseball			0	Baseball					0
Basketball	11	9	20	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	10	16	26	Swimming/Diving					0
Tennis			0	Tennis					0
Track and Field	12	12	24	Track and Field		8		10	18
Volleyball		11	11	Volleyball				12	12
Wrestling			0	Wrestling					0
Weightlifting			0	Weightlifting					0
			0						0
			0						0
			0						0
<i>Total Varsity Participants</i>	33	48	81	<i>Total JV Participants</i>		20		22	42
<i>% of Varsity Participants</i>	41%	59%	100%	<i>% of JV Participants</i>		48%		52%	100%
<b>Total Student Enrollment by Gender 2021-22</b>	490	491	981	<b>Total Student Enrollment by Gender 2021-22</b>		490		491	981
<b>% Student Enrollment by Gender 2021-22</b>	50%	50%	100%	<b>% Student Enrollment by Gender 2021-22</b>		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%.**

## 2021-22 Athletic Participation Monitoring Form

**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. For varsity teams, enter the number of athletes. **For junior varsity, freshmen, and B-teams, enter the number of athletes and, if there is more than one team, enter the number of teams.**

School: Ransom MS <input type="text"/>	<i>Number of Participants</i>			<i>Number of Participants</i>					
<i>Varsity Teams</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>Non-Varsity Teams</i>	<i>#</i>	<i>Males</i>	<i>#</i>	<i>Females</i>	<i>Total</i>
Baseball			0	Baseball					0
Basketball	12	12	24	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	16	23	39	Swimming/Diving					0
Tennis			0	Tennis					0
Track and Field	27	28	55	Track and Field					0
Volleyball		12	12	Volleyball				11	11
Wrestling			0	Wrestling					0
Weightlifting			0	Weightlifting					0
			0						0
			0						0
			0						0
<i>Total Varsity Participants</i>	55	75	130	<i>Total JV Participants</i>		10		11	21
<i>% of Varsity Participants</i>	42%	58%	100%	<i>% of JV Participants</i>		48%		52%	100%
<b>Total Student Enrollment by Gender 2021-22</b>	649	632	1,281	<b>Total Student Enrollment by Gender 2021-22</b>		649		632	1,281
<b>% Student Enrollment by Gender 2021-22</b>	51%	49%	100%	<b>% Student Enrollment by Gender 2021-22</b>		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%.**

## 2021-22 Athletic Participation Monitoring Form

**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. For varsity teams, enter the number of athletes. **For junior varsity, freshmen, and B-teams, enter the number of athletes and, if there is more than one team, enter the number of teams.**

School: Warrington MS <input type="text"/>	Number of Participants			Number of Participants					
Varsity Teams	Males	Females	Total	Non-Varsity Teams	#	Males	#	Females	Total
Baseball			0	Baseball					0
Basketball	10	8	18	Basketball		11			11
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			0	Swimming/Diving					0
Tennis			0	Tennis					0
Track and Field	21	20	41	Track and Field					0
Volleyball		8	8	Volleyball				12	12
Wrestling			0	Wrestling					0
Weightlifting			0	Weightlifting					0
			0						0
			0						0
			0						0
<i>Total Varsity Participants</i>	31	36	67	<i>Total JV Participants</i>		11		12	23
<i>% of Varsity Participants</i>	46%	54%	100%	<i>% of JV Participants</i>		48%		52%	100%
<b>Total Student Enrollment by Gender 2021-22</b>	360	319	679	<b>Total Student Enrollment by Gender 2021-22</b>		360		319	679
<b>% Student Enrollment by Gender 2021-22</b>	53%	47%	100%	<b>% Student Enrollment by Gender 2021-22</b>		53%		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%.**

**JUL 19 2022**

DR. TIMOTHY A. SMITH, SUPERINTENDENT  
VERIFIED BY RECORDING SECRETARY

**PART IV  
GENDER EQUITY IN ATHLETICS**

**Corrective Action Plan**

District: Escambia

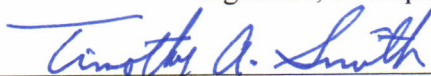
School Name: Warrington Middle School

(1) Gender Equity in Athletics Component	(2) Planned Actions to Address Deficiencies Found in Athletics	(3) Responsible Person(s) and Contact Information	(4) Timelines
Equal female participation in Varsity Sports.	We will actively recruit more females to participate in our Varsity sports teams, including announcements, parent/student meetings and increased roster spots. This will be promoted via social media, Warrington's Facebook page, and on the school website. We will attempt to hold clinics for specific sports to increase female interest such as volleyball and basketball. We will hold school games in order to grow our non-varsity team participants and grow our athletic participation.	Dr. Travis Griffin Assistant Principal 850-806-7705 tgriffin3@ecsdfl.us  Mr. Denny Wilson Principal 850-806-7705 dwilson2@ecsdfl.us	Ongoing Process

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.

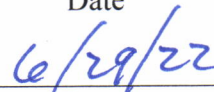
**Denny Wilson** Digitally signed by Denny Wilson  
Date: 2022.05.31 14:02:47 -05'00'

Signature, Principal



Signature, Superintendent

Date



Date

## 2021-22 Athletic Participation Monitoring Form

**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. For varsity teams, enter the number of athletes. **For junior varsity, freshmen, and B-teams, enter the number of athletes and, if there is more than one team, enter the number of teams.**

School: Workman MS	Number of Participants			Number of Participants					
Varsity Teams	Males	Females	Total	Non-Varsity Teams	#	Males	#	Females	Total
Baseball			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	2	7	9	Swimming/Diving					0
Tennis			0	Tennis					0
Track and Field	23	19	42	Track and Field		7		14	21
Volleyball		11	11	Volleyball				13	13
Wrestling			0	Wrestling					0
Weightlifting			0	Weightlifting					0
			0						0
			0						0
			0						0
<i>Total Varsity Participants</i>	37	49	86	<i>Total JV Participants</i>		19		27	46
<i>% of Varsity Participants</i>	43%	57%	100%	<i>% of JV Participants</i>		41%		59%	100%
<b>Total Student Enrollment by Gender 2021-22</b>	362	346	708	<b>Total Student Enrollment by Gender 2021-22</b>		362		346	708
<b>% Student Enrollment by Gender 2021-22</b>	51%	49%	100%	<b>% Student Enrollment by Gender 2021-22</b>		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%.**

**JUL 19 2022**

DR. TIMOTHY A. SMITH, SUPERINTENDENT  
VERIFIED BY RECORDING SECRETARY

**PART IV  
GENDER EQUITY IN ATHLETICS**

**Corrective Action Plan**

District: Escambia

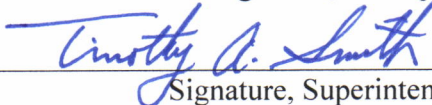
School Name: Workman Middle School

(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 athletics teams is in compliance based on the interests and abilities of our student population.	Workman will continue to promote equity by soliciting/advertising for professional and qualified male and female coaches.  Workman Middle School will continue to support programs that are equitable for male and female teams. This will be promoted via social media, school website and Facebook page.	Amy Burns, Assistant Principal (850) 494-5665  Heather Schultz, Assistant Principal (850) 494-5665  Derrick Thomas, Principal (850) 494-5665	As positions become available.  Ongoing process

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.

**Derrick Thomas** Digitally signed by Derrick Thomas  
Date: 2022.05.12 11:00:21 -05'00'

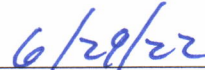
Signature, Principal



Signature, Superintendent

05/12/2022

Date



Date

## 2021-22 Athletic Participation Monitoring Form

**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. For varsity teams, enter the number of athletes. **For junior varsity, freshmen, and B-teams, enter the number of athletes and, if there is more than one team, enter the number of teams.**

School: Escambia HS	Number of Participants			Number of Participants					
Varsity Teams	Males	Females	Total	Non-Varsity Teams	#	Males	#	Females	Total
Baseball	15	0	15	Baseball	1	17	0	0	17
Basketball	15	16	31	Basketball	2	24	1	8	32
Cross Country	9	5	14	Cross Country	0	0	0	0	0
Flag Football/ Football	55	16	71	Flag Football/ Football	2	78	0	0	78
Golf	6	8	14	Golf	0	0	0	0	0
Soccer	20	20	40	Soccer	0	0	1	15	15
Softball	0	11	11	Softball	0	0	1	13	13
Swimming/Diving	6	5	11	Swimming/Diving	0	0	0	0	0
Tennis	9	12	21	Tennis	0	0	0	0	0
Track and Field	37	17	54	Track and Field	0	0	0	0	0
Volleyball	0	11	11	Volleyball	0	0	2	20	20
Wrestling	0	0	0	Wrestling	0	0	0	0	0
Weightlifting	18	11	29	Weightlifting	0	0	0	0	0
Lacrosse	16	0	16	Lacrosse	0	0	0	0	0
Competitive Cheer	0	18	18	Competitive Cheer	0	0	1	6	6
			0						0
<i>Total Varsity Participants</i>	206	150	356	<i>Total JV Participants</i>		119		62	181
<i>% of Varsity Participants</i>	58%	42%	100%	<i>% of JV Participants</i>		66%		34%	100%
<b>Total Student Enrollment by Gender 2021-22</b>	893	764	1,657	<b>Total Student Enrollment by Gender 2021-22</b>		893		764	1,657
<b>% Student Enrollment by Gender 2021-22</b>	54%	46%	100%	<b>% Student Enrollment by Gender 2021-22</b>		54%		46%	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%.**



**JUL 19 2022**

DR. TIMOTHY A. SMITH, SUPERINTENDENT  
VERIFIED BY RECORDING SECRETARY

**PART IV  
GENDER EQUITY IN ATHLETICS**

**Corrective Action Plan**

District: Escambia

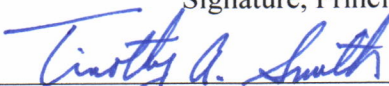
School Name: Escambia High School

(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 Varsity, Junior Varsity, and Freshmen teams is not in compliance based on student population.	<ol style="list-style-type: none"><li>1. EHS will continue to recruit and employ highly qualified female coaches when positions become available.</li><li>2. EHS will work to increase female student participation on our Varsity, Junior Varsity, and Freshmen athletic teams through increased promotion of EHS programs at all of our feeder middle schools.</li><li>3. EHS will continue to negotiate with our district to add female coaching positions for Girls Swimming, Girls Lacrosse, and Girls Flag Football.</li><li>4. EHS will continue to build our Girls Flag Football and Girls Lacrosse programs in the 2022-2023 school year.</li></ol>	Frank Murphy, Principal fmurphy@ecsdfl.us (850) 903-0777  Ryan James, Athletic Director rjames@ecsdfl.us (850) 903-0704	As positions become available.  Currently ongoing  2022-2023 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.

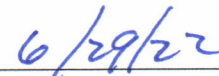
**Frank Murphy** Digitally signed by Frank Murphy  
Date: 2022.04.27 14:58:03 -05'00'

Signature, Principal



Signature, Superintendent

Date



Date

## 2021-22 Athletic Participation Monitoring Form

**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. For varsity teams, enter the number of athletes. **For junior varsity, freshmen, and B-teams, enter the number of athletes and, if there is more than one team, enter the number of teams.**

School: Northview HS	Number of Participants			Number of Participants					
Varsity Teams	Males	Females	Total	Non-Varsity Teams	#	Males	#	Females	Total
Baseball	15	0	15	Baseball		10			10
Basketball	16	11	27	Basketball		14		8	22
Cross Country	6	7	13	Cross Country					0
Flag Football/ Football	45	13	58	Flag Football/ Football					0
Golf	5	5	10	Golf					0
Soccer			0	Soccer					0
Softball		13	13	Softball				13	13
Swimming/Diving			0	Swimming/Diving					0
Tennis			0	Tennis					0
Track and Field	25	25	50	Track and Field					0
Volleyball		11	11	Volleyball				12	12
Wrestling			0	Wrestling					0
Weightlifting	17	7	24	Weightlifting					0
			0						0
			0						0
			0						0
<i>Total Varsity Participants</i>	129	92	221	<i>Total JV Participants</i>		24		33	57
<i>% of Varsity Participants</i>	58%	42%	100%	<i>% of JV Participants</i>		42%		58%	100%
<b>Total Student Enrollment by Gender 2021-22</b>	238	258	496	<b>Total Student Enrollment by Gender 2021-22</b>		238		258	496
<b>% Student Enrollment by Gender 2021-22</b>	48%	52%	100%	<b>% Student Enrollment by Gender 2021-22</b>		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%.**

## 2021-22 Athletic Participation Monitoring Form

**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. For varsity teams, enter the number of athletes. **For junior varsity, freshmen, and B-teams, enter the number of athletes and, if there is more than one team, enter the number of teams.**

School: Pensacola HS	Number of Participants			Number of Participants					
Varsity Teams	Males	Females	Total	Non-Varsity Teams	#	Males	#	Females	Total
Baseball	12		12	Baseball					0
Basketball	10	8	18	Basketball	2	27	1	6	33
Cross Country	9	5	14	Cross Country					0
Flag Football/ Football			0	Flag Football/ Football					0
Golf	9	5	14	Golf					0
Soccer	25	18	43	Soccer	1	20	1	16	36
Softball		16	16	Softball					0
Swimming/Diving	8	19	27	Swimming/Diving					0
Tennis	14	6	20	Tennis					0
Track and Field	25	14	39	Track and Field					0
Volleyball		11	11	Volleyball			2	15	15
Wrestling			0	Wrestling					0
Weightlifting	7	8	15	Weightlifting					0
Lacrosse	20	25	45	Lacrosse					0
			0						0
			0						0
<i>Total Varsity Participants</i>	139	135	274	<i>Total JV Participants</i>		47		37	84
<i>% of Varsity Participants</i>	51%	49%	100%	<i>% of JV Participants</i>		56%		44%	100%
<b>Total Student Enrollment by Gender 2021-22</b>	557	674	1,231	<b>Total Student Enrollment by Gender 2021-22</b>		557		674	1,231
<b>% Student Enrollment by Gender 2021-22</b>	45%	55%	100%	<b>% Student Enrollment by Gender 2021-22</b>		45%		55%	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%.**

## 2021-22 Athletic Participation Monitoring Form

**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. For varsity teams, enter the number of athletes. **For junior varsity, freshmen, and B-teams, enter the number of athletes and, if there is more than one team, enter the number of teams.**

School: Pine Forest HS	Number of Participants			Number of Participants					
Varsity Teams	Males	Females	Total	Non-Varsity Teams	#	Males	#	Females	Total
Baseball	14		14	Baseball		16			16
Basketball	16	14	30	Basketball		24		10	34
Cross Country	8	5	13	Cross Country					0
Flag Football/ Football	55	9	64	Flag Football/ Football		42			42
Golf	6	4	10	Golf					0
Soccer	18	16	34	Soccer					0
Softball		15	15	Softball				12	12
Swimming/Diving	4	5	9	Swimming/Diving					0
Tennis			0	Tennis					0
Track and Field	34	30	64	Track and Field					0
Volleyball		18	18	Volleyball				6	6
Wrestling			0	Wrestling					0
Weightlifting	27	10	37	Weightlifting					0
			0						0
			0						0
			0						0
<i>Total Varsity Participants</i>	182	126	308	<i>Total JV Participants</i>		82		28	110
<i>% of Varsity Participants</i>	59%	41%	100%	<i>% of JV Participants</i>		75%		25%	100%
<b>Total Student Enrollment by Gender 2021-22</b>	913	889	1,802	<b>Total Student Enrollment by Gender 2021-22</b>		913		889	1,802
<b>% Student Enrollment by Gender 2021-22</b>	51%	49%	100%	<b>% Student Enrollment by Gender 2021-22</b>		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%.**

**JUL 19 2022**

DR. TIMOTHY A. SMITH, SUPERINTENDENT  
 VERIFIED BY RECORDING SECRETARY

**PART IV  
 GENDER EQUITY IN ATHLETICS**

District: Escambia

School Name: Pine Forest H.S.

**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 Freshman and J.V. programs are not in compliance. Varsity participation are also not in compliance.	2021 - 2022  1. We need to promote and recruit more female athletes within our schools. We need to target the females that participated in sports in the middle school and get them more involved and excited about High School Athletics.  2. We need to add more sports that appeal to female athletes.  3. We need to hire more coaches that are highly qualified and specialize in female sports.  4. Educate our coaches on teaching them how to manage young female athletes.	Arthur Davis 850-941-6150 ext.304628  Deborah Ray 850-941-6150 ext.304010	

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.

**Deborah Ray**

Digitally signed by Deborah Ray  
 Date: 2022.04.25 11:14:08 -05'00'

04/25/2022

Signature, Principal

Date

*Timothy A. Smith*

*6/29/22*

Signature, Superintendent

Date

## 2021-22 Athletic Participation Monitoring Form

**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. For varsity teams, enter the number of athletes. **For junior varsity, freshmen, and B-teams, enter the number of athletes and, if there is more than one team, enter the number of teams.**

School: Tate HS	Number of Participants			Number of Participants					
Varsity Teams	Males	Females	Total	Non-Varsity Teams	#	Males	#	Females	Total
Baseball	22	0	22	Baseball	2	31		0	31
Basketball	12	14	26	Basketball	2	28		0	28
Cross Country	7	11	18	Cross Country		0		0	0
Flag Football/ Football	63	23	86	Flag Football/ Football	2	70		0	70
Golf	8	5	13	Golf		0		0	0
Soccer	20	23	43	Soccer	2	18		21	39
Softball	0	12	12	Softball	1	0		9	9
Swimming/Diving	5	10	15	Swimming/Diving		0		0	0
Tennis	14	19	33	Tennis		0		0	0
Track and Field	42	22	64	Track and Field		0		0	0
Volleyball	0	13	13	Volleyball	2	0		24	24
Wrestling	23	2	25	Wrestling		0		0	0
Weightlifting	28	36	64	Weightlifting		0		0	0
Competitive Cheer	0	16	16	Competitive Cheer	1	0		16	16
Lacrosse	0	20	20	Lacrosse		0		0	0
			0						0
<i>Total Varsity Participants</i>	244	226	470	<i>Total JV Participants</i>		147		70	217
<i>% of Varsity Participants</i>	52%	48%	100%	<i>% of JV Participants</i>		68%		32%	100%
<b>Total Student Enrollment by Gender 2021-22</b>	1,036	973	2,009	<b>Total Student Enrollment by Gender 2021-22</b>		1,036		973	2,009
<b>% Student Enrollment by Gender 2021-22</b>	52%	48%	100%	<b>% Student Enrollment by Gender 2021-22</b>		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%.**

**JUL 19 2022**

DR. TIMOTHY A. SMITH, SUPERINTENDENT  
VERIFIED BY RECORDING SECRETARY

**PART IV  
GENDER EQUITY IN ATHLETICS**

**Corrective Action Plan**

District: Escambia

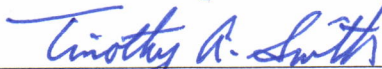
School Name: Tate High School

(1) Gender Equity in Athletics Component	(2) Planned Actions to Address Deficiencies Found in Athletics	(3) Responsible Person(s) and Contact Information	(4) Timelines
Lack of female athletes	We are closing the gap on gender equity as we have increased our total number of female athletes by 41 for a 5% increase. We remain at a large disparity at the 9th grade and Junior Varsity levels due to lack of participation by female athletes.	Athletic Director: Greg Blackmon Cell: 850-554-7676 Email: GBlackmon@ecsdf.us	2018-2022 Academic School Years

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.

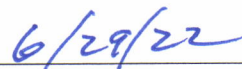
**Laura Touchstone** Digitally signed by Laura Touchstone  
Date: 2022.04.22 07:23:11 -05'00'

Signature, Principal



Signature, Superintendent

Date



Date

## 2021-22 Athletic Participation Monitoring Form

**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. For varsity teams, enter the number of athletes. **For junior varsity, freshmen, and B-teams, enter the number of athletes and, if there is more than one team, enter the number of teams.**

School: Washington HS	Number of Participants			Number of Participants					
Varsity Teams	Males	Females	Total	Non-Varsity Teams	#	Males	#	Females	Total
Baseball	21	1	22	Baseball	1	15	0	0	15
Basketball	15	10	25	Basketball	2	20	1	5	25
Cross Country	6	10	16	Cross Country	0	0	0	0	0
Flag Football/ Football	75	13	88	Flag Football/ Football	1	40	0	0	40
Golf	6	6	12	Golf	0	0	0	0	0
Soccer	26	23	49	Soccer	1	15	1	23	38
Softball	0	15	15	Softball	0	0	0	0	0
Swimming/Diving	22	16	38	Swimming/Diving	0	0	0	0	0
Tennis	14	10	24	Tennis	0	0	0	0	0
Track and Field	42	21	63	Track and Field	0	0	0	0	0
Volleyball	0	12	12	Volleyball	0	0	2	18	18
Wrestling	0	0	0	Wrestling	0	0	0	0	0
Weightlifting	52	30	82	Weightlifting	0	0	0	0	0
Competitive Cheer	0	22	22	Competitive Cheer	0	0	1	13	13
			0						0
			0						0
<i>Total Varsity Participants</i>	279	189	468	<i>Total JV Participants</i>		90		59	149
<i>% of Varsity Participants</i>	60%	40%	100%	<i>% of JV Participants</i>		60%		40%	100%
<b>Total Student Enrollment by Gender 2021-22</b>	823	889	1,712	<b>Total Student Enrollment by Gender 2021-22</b>		823		889	1,712
<b>% Student Enrollment by Gender 2021-22</b>	48%	52%	100%	<b>% Student Enrollment by Gender 2021-22</b>		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%.**



**JUL 19 2022**

DR. TIMOTHY A. SMITH, SUPERINTENDENT  
 VERIFIED BY RECORDING SECRETARY

**PART IV  
 GENDER EQUITY IN ATHLETICS**

**Corrective Action Plan**

District: Escambia

School Name: Washington High School

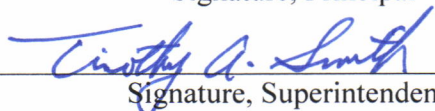
(1) Gender Equity in Athletics Component	(2) Planned Actions to Address Deficiencies Found in Athletics	(3) Responsible Person(s) and Contact Information	(4) Timelines
1. Equal female participation in Varsity/JV sports	1(A) - Continued participation in the Under Armour "Women of Will" program to further incentivize participation. 1(B) - Student/coach participation in female specific webinars involving successful female athletes. 1(C) - Increased reporting/coverage of female sports events to create interest through exposure with school and local media coverage. 1(D) - Continued emphasis for athletes to participate in multiple sports and not individualized sport participation. 1(E) - Emphasize all athletes with a desire to play to be allowed, given safety is ensured when participating.	Joe Williams, Assistant Principal, (850)378-6910, jwilliams7@ecsdfl.us	5/22-6/23

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.

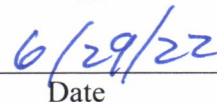
**Rick Shackle**

Digitally signed by Rick Shackle  
 Date: 2022.05.05 07:45:07 -05'00'

Signature, Principal

  
 Signature, Superintendent

Date

  
 Date

## 2021-22 Athletic Participation Monitoring Form

**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. For varsity teams, enter the number of athletes. **For junior varsity, freshmen, and B-teams, enter the number of athletes and, if there is more than one team, enter the number of teams.**

School: West Florida HS	Number of Participants			Number of Participants					
Varsity Teams	Males	Females	Total	Non-Varsity Teams	#	Males	#	Females	Total
Baseball	15		15	Baseball		17			17
Basketball	10	15	25	Basketball	2	18			18
Cross Country	13	6	19	Cross Country					0
Flag Football/ Football	52		52	Flag Football/ Football		24			24
Golf	12	8	20	Golf					0
Soccer	19	17	36	Soccer		22		22	44
Softball		14	14	Softball				12	12
Swimming/Diving	17	15	32	Swimming/Diving					0
Tennis	13	11	24	Tennis					0
Track and Field	13	19	32	Track and Field					0
Volleyball		13	13	Volleyball			2	22	22
Wrestling			0	Wrestling					0
Weightlifting	7	9	16	Weightlifting					0
Lacrosse	26	26	52	Lacrosse					0
Comp. Cheer		16	16	Comp. Cheer					0
			0						0
<i>Total Varsity Participants</i>	197	169	366	<i>Total JV Participants</i>		81		56	137
<i>% of Varsity Participants</i>	54%	46%	100%	<i>% of JV Participants</i>		59%		41%	100%
<b>Total Student Enrollment by Gender 2021-22</b>	603	584	1,187	<b>Total Student Enrollment by Gender 2021-22</b>		603		584	1,187
<b>% Student Enrollment by Gender 2021-22</b>	51%	49%	100%	<b>% Student Enrollment by Gender 2021-22</b>		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 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		2021-22 District Administrative and Faculty Positions					
Administrative Positions	Total	# & % Black	# & % Hispanic	# & % White	# & % Other	# & % Female	# & % Male
<b>Student Demographics</b>	37,804	13,015 (34.43%)	3,441 (9.10%)	17,206 (45.51%)	4,142 (10.96%)	18,353 (48.55%)	19,451 (51.45%)
<b>District-Level Administrators</b>	66	7 (10.61%)	0 (0.00%)	57 (86.36%)	2 (3.03%)	43 (65.15%)	23 (34.85%)
<b>Principals</b>	51	14 (27.45%)	1 (1.96%)	34 (66.67%)	2 (3.92%)	38 (74.51%)	13 (25.49%)
<b>Asst. Principals</b>	64	18 (28.13%)	1 (1.56%)	45 (70.31%)	0 (0.00%)	56 (87.50%)	8 (12.50%)
<b>Teachers</b>	2,630	326 (12.40%)	74 (2.81%)	2,183 (83.00%)	47 (1.79%)	2,016 (76.65%)	614 (23.35%)
<b>Guidance Counselors</b>	95	28 (29.47%)	2 (2.11%)	61 (64.21%)	4 (4.21%)	85 (89.477%)	10 (10.53%)

- B. Does the data reflect the district's student and community ethnicity?

The Survey 2 data represents the District's demographic data as indicated above. Our District's data reveals a disparity between our student population and the ultimate goal of our District's workforce demonstrating a reflective representation of our student population in the administrative and instructional areas.

Our District has continued to review all non-renewals during the Spring staffing process seeking to reach our goal to reflect the student population within our workforce. We review the data to ensure compliance with all Federal law, State law, and School Board policies (including the Florida Educational Equity Act). The review process is an effort to continue our District's initiative to recruit and retain certified/highly qualified gender specific and minority instructors. Our superintendent considers the District's diversity plan objectives formulated under the Florida Educational Equity Act when reviewing selections for administrative and professional appointments.

Our District continues to use strategies to emphasize the importance of each site-based administrator's role in employing a diversified work force as evidenced by School Board Rule 2.04 (2), Diversity Action Plan, and 2.04 (13), Instructional Candidate Pool.

Our District provided a pay raise during the 2021-2022 school year, bringing the starting salary to \$44,100. The pay raise boosted our starting teacher's salary closer to the state average. The raise brought our starting salary well above our neighboring Florida counties and assisted us in the recruiting process for all candidates. The Governor signed into law a provision that will bring our

teacher's beginning salary to \$47,500, within the top five in the United States. This law will certainly assist our District in the recruiting efforts to find certified and highly qualified teaching candidates.

Our District's demographic data reveals the district increased in Black principals by 3 from 21.57% to 27.45%. The data reveals an increase in Black assistant principals by 2 from 27.12% to 28.13%. Our district data also reveals an increase of 2 in Black school counselors from 30.95% to 29.47%. Even though the percentages reflect a decrease in the total number school counselors, this category actually increased in overall hiring of school counselors in 2021-22 compared to 2020-21. The data represents an increase in Black district level administration from 7.94% to 10.61%. Finally, the data reveals a decrease of Black teachers from 12.74% to 12.40%, Hispanic teachers decreased from 2.83% to 2.11% and male teachers increased from 22.47% to 23.35%.

We have continued a training component for individuals seeking entrance into our principal pool (prerequisite for school-based administrative positions). This training component is to ensure individuals previously not successful are given the opportunity to increase their ability to make the required scores for entrance into the pool. This training component has been highly successful.

Our School District has purchased licensures for the services of an online company that offers tutoring for instructional personnel who have not passed the required State of Florida teacher certification exams.

College and university recruitment fairs returned to the in-person option and our recruitment team scheduled a full recruiting cycle visiting various college and universities during the Spring 2022 career fairs. We have had and will have several upcoming, in-person job fairs that are scheduled for July 13, 2022 and July 18, 2022. We are working to recruit individuals seeking a second career, retired military veterans/spouses and people with non-education degrees who desire teaching opportunities. Part of our recruitment efforts include attracting minority and underrepresented graduates into our teaching positions. We continue to advertise on various social media platforms, digital media services, television broadcasting and employment sites that drive every part of early and continued hiring.

Authentic efforts are made to build relationships in person and virtually with colleges and university career centers and applicants while placing great emphasis on attracting individuals typically underrepresented in our teaching ranks into the profession.

## 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:	2020-21 Single-Sex Schools	
School Name	Male Enrollment	Female Enrollment
NA		

**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:	2020-21 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
NA						

**C.** Questions about the implementation of Title IX especially as they apply 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 programs.**
- 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 they are legal?

**The district's physical education specialist monitors all physical education programs.**

- Who is involved in the evaluations and guidance on the implementation of single-sex education?

➤

**The district's physical education specialist and high school director monitors all physical education programs.**

- What assurances are provided to ensure 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).**

- 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, the assistant superintendent of curriculum and instruction, and the appropriate subject 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 ensure 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 equity.**

- 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. Although we do not offer single-sex education at the district level, the possibility of single-sex education has not been eliminated. We do not recommend or encourage this practice, but if a school approached the district physical education specialist with this interest, it would be reviewed to determine compliance, equity, and safety for all students.**

- 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.

**Not Applicable**

- E. If the district conducts single-sex education program, please submit the completed signed Single-Sex Evaluation Verification Form.  
**Not Applicable**

## **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 support to pregnant and parenting teens. This contract provides a full time Case Manager to conduct 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 program for pregnant and parenting students, how are students informed of the different curricula, services, or other options available through the program versus what is available at their home schools? (Attach brochure(s) used to inform pregnant and parenting students of their educational options.)

**Our district does not operate a separate facility for pregnant and parenting students. The District continually ensures that pregnant and parenting students have the same access to programs, curriculum, and extra-curricular activities as all other students. They are encouraged to participate in any activities available at their home school.**

- (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 is provided during preschool to school counselors and administrators regarding the services for pregnant and parenting students. Topics include the referral process for Children's Home Society and child care services.**



# Teen Parent Program

## Welcome!

The Teen Parent Program is designed to provide parenting students with educational support and auxiliary services that include childcare, health care, counseling and transportation.

For an appointment for services, please contact:

Aaron Dubreuil, TOSA

Phone: 850-430-7439

Email: [adubreuil@ecsdfl.us](mailto:adubreuil@ecsdfl.us)

Location:

J. E. Hall Center  
30 E. Texar Drive, Room 143  
Pensacola, FL 32503



## Steps to Enroll in Teen Parent Program

### STEP 1

Contact Mr. Dubreuil (430-7439) for an appointment when child is 4-5 weeks

### Step 2

It's appointment time! Teen parent and baby meet with Mr. Dubreuil (scroll down to see what you documentation you will need)

### Step 3

Discuss and setup transportation and visit to daycare before 1<sup>st</sup> day of school

### Step 4

Plan to have good attendance, work hard in school everyday, and attend monthly group meetings at school with Children's Home Society Counselor

### Step 5

Re-enroll in the program every year and **GRADUATE!**

