



**DISTRICT OF COLUMBIA STATE
ATHLETIC ASSOCIATION**

**Title IX Athletic Equity Act of 2015
Report**

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Introduction

Title IX Athletic Equity Act of 2015, effective October 21, 2015 (D.C. Law 21-29; D.C. Official Code § 38-841.01 *et seq.*) (“The Act” or “Athletic Equity Act”) requires that all District of Columbia public schools, and public charter schools, submit comprehensive athletic program data to the District of Columbia State Athletic Association (“DCSAA”) for review in an effort to ensure gender equity within athletics. The Act requires that the DCSAA report which schools failed to provide the required assurance of compliance along with all program data for each school within 90 days of August 1, annually to Council of the District of Columbia.

In in order to support schools for the School Year 2016-2017 data submission, the DCSAA created the Title IX Data Tracker (“Tracker” or “Data Tracker”), a Microsoft Excel data collection tool that was distributed to all applicable schools in January of 2017. Schools were asked to enter data required by the Title IX Equity Act into the Tracker and submit the information to their respective LEA no later than July 1, 2017. LEAs were required to submit Athletic Equity Act information for each school to the DCSAA no later than August 1, 2017.

This report is based on the data collected from School Year 2016-2017 Data Trackers and satisfies DCSAA’s reporting requirement pursuant to the Title IX Athletic Equity Act. Athletic program data yielded several key findings that will inform DCSAA’s future work in ensuring gender equity within all publicly funded athletic programs in the District. It is important to note that the data represented in this report was self-reported and submitted by individual schools using a simple Microsoft Excel reporting tool. Due to lack of access to a more sophisticated data processing and analysis platform this year, it was not possible to accurately collect all of the demographic data required by the Title IX Athletic Equity Act. Plans have been solidified to procure a custom, web based data collection and analysis platform in order to collect and submit data in the future.

Title IX Legislation: A Summary

Federal Title IX Legislation:

Title IX of the Education Amendments of 1972 (“Title IX”) (20 U.S.C. 1681 *et seq.*), also referred to as “Title IX”, is a federal law that was enacted to ensure gender equity in education. It applies to all educational institutions and programs that receive federal funds. Title IX covers any form of gender-based discrimination and includes gender equity within athletics. Since, 1972, the U.S. Department of Education has released several guidance documents to clarify Title IX. In addition to these documents, Federal Court decisions and The Department of Education’s Office of Civil Rights (“OCR”) Settlement Agreements have shaped the legal landscape. The collective sources of law combine to describe three major components of Title IX compliance in athletics.

The first component of compliance is Effective Accommodation of Interests and Abilities. A Policy Interpretation issued in 1979¹ introduced a three-part test to determine if an institute is effectively

¹ U.S. Dep’t of Educ., Office for Civil Rights, *Title IX of the Education Amendments of 1972; a Policy Interpretation; Title IX and Intercollegiate Athletics*, 44 Fed. Reg. 71,413 (Dec. 11, 1979).

accommodating the “interests and abilities”² of its students and a two-part test to determine if competition opportunities equally reflect the abilities of teams and athletes of both genders.

Three Part Test:

An institution may meet any one of the three criteria in order to demonstrate compliance for the three-part test and. Under this Policy Interpretation, an institution is in compliance if:

1. Participation opportunities for male and female students are provided in numbers substantially proportionate to their respective enrollments; or
2. The institution can show a history and continuing practice of program expansion which is demonstrably responsive to the developing interests and abilities of the members of the underrepresented sex; or
3. It can be demonstrated that the interests and abilities of the members of the underrepresented sex have been fully and effectively accommodated by the present program.

Two Part Test:

An institution may meet any one of the two criteria to demonstrate compliance for the two-part test. Under this Policy Interpretation, an institution is in compliance if:

1. The competitive schedules for men’s and women’s teams, on a program-wide basis, afford proportionally similar numbers of male and female athletes equivalently advanced competitive opportunities; or
2. The institution can demonstrate a history and continuing practice of upgrading the competitive opportunities available to the historically disadvantaged gender as warranted by developing abilities among athletes of that gender.

Component two refers to “Athletics Financial Assistance³” as described in the 1979 Policy Interpretation. This component requires that the financial assistance awarded to student athletes is proportional to the athletic participation ratios for each gender. It is important to note that this component is not applicable to District schools bound by the Title IX Athletic Equity Act as none of these schools offer financial tuition assistance for student athletes.

Component three covers the equivalence of other athletic benefits and opportunities. Title IX Regulations state that “In determining whether equal opportunities are available the Director will consider, among other factors:

- (1) Whether the selection of sports and levels of competition effectively accommodate the interests and abilities of members of both sexes;
- (2) The provision of equipment and supplies;
- (3) Scheduling of games and practice time;
- (4) Travel and per diem allowance;
- (5) Opportunity to receive coaching and academic tutoring;
- (6) Assignment and compensation of coaches and tutors;

² 20 U.S.C. § 1681 ; 34 C.F.R. § 106.41 (c)(1)

³ U.S. Dep’t of Educ., Office for Civil Rights, *Title IX of the Education Amendments of 1972; a Policy Interpretation; Title IX and Intercollegiate Athletics*, 44 Fed. Reg. 71,413 (Dec. 11, 1979).

- (7) Provision of locker rooms, practice and competitive facilities;
- (8) Provision of medical and training facilities and services;
- (9) Provision of housing and dining facilities and services;
- (10) Publicity.”⁴

In order to be in compliance, institutions must satisfy each of the three components.

District of Columbia Title IX Legislation:

In response to complaints filed with OCR in 2012⁵ and 2013⁶ against the District of Columbia Public Schools (DCPS), the Title IX Athletic Equity Act (D.C. Official Code § 38-841.01 *et seq.*) requires that all District of Columbia public and public charter high schools submit a statement of compliance with Title IX along with comprehensive athletic program data to their respective LEA every July 1st. It also requires that all District of Columbia public and public charter school LEAs annually submit an assurance of compliance along with data from each school to the DCSAA by August 1st. School year 2016-2017 was the first required submission year for high schools under this legislation and SY 2017-2018 will be the first submission year for middle schools. As part of each school’s statement of compliance, the following are submitted:

- Comprehensive athletic program data including school enrollment, athletic participation, athletic personnel information, comprehensive budgetary data, facilities condition and location, practice and competition schedules, graduation rates and scholarship acceptance rates, and the availability of academic support;
- A corrective action plan if the above data is found not to be substantially proportional to school enrollment;
- Record of Title IX complaints and probes for the previous nine years;
- A copy of school grievance procedures;
- A list of individuals that will compose the school’s Gender Equity Review Committee (GERC);
- An identified Title IX Athletic Liaison.

Data Collection and Methods

Data required by the Athletic Equity Act is extensive. Section three of the Act requires schools to provide information in fourteen categories that contain multiple data elements⁷. For the purpose of supporting schools and standardizing the collection process, the Data Tracker collected the required data elements in nine different document tabs. For the purpose of standardizing the self-evaluation process for schools and LEAs, the DCSAA has grouped selected data elements required by this section into six major categories to best assess equity within an athletic program. These self-assessment data categories are: Student Data, Personnel, Personnel Compensation, Expenditures, Benefits, and Title IX Training. The Act states that, “If the data reported shows that the allocation of resources, athletic participation

⁴ 20 U.S.C. § 1681 ; 34 C.F.R. § 106.41 (c).

⁵ Complaint No. 11-12-1457, on file with the Council of the District of Columbia Committee on Education.

⁶ National Women’s Law Center; Administrative Class Complaint against District of Columbia Public Schools, U.S. Department of Education, Office for Civil Rights, http://www.nwlc.org/sites/default/files/pdfs/2013_6_27_dcps_complaint_final.pdf.

⁷ D.C. Official Code § 38-841.03(a)

opportunities, and benefits and services from interscholastic athletic programs for males and females is not substantially proportional to their respective enrollment numbers, or that the allocation is not substantially proportional within the genders by race and ethnicity, then the statement of compliance that accompanies the data described in subsection (a) of this section shall include an explanation of the disproportion, how it will be remedied, and the timeline for effectuating the remedy.”⁸

In order to standardize the determination of proportionality and support schools through the self-assessment process, the DCSAA created a compliance rubric (See Appendix 2) that provides guidance standards by which each school is able to measure compliance within the six major data categories.

Guidance standards were derived based on the DCSAA’s general knowledge of district athletic programs and the differences in these categories that may arise through common differences between male and female athletic programs not influenced by discrimination. Schools were able to rate themselves based on whether or not their results fell above or below the standard of substantial proportionality. If schools fell within numeric standards that were substantially disproportionate or unequal in one or more of the six categories then that school was asked to create an action plan explaining the disproportion or inequity, identifying actionable steps to remedy the disproportion, and a timeline for action. The Title IX Data Tracker provided to schools includes a section for completing this action plan. The compliance rubric along with proportionality standards can be found in Appendix 2.

The Data Tracker was distributed to public and public charter high school athletic directors in January of 2017. In order to receive the Data Tracker, athletic directors or a school designated representative were required to attend a full day of training conducted by the DCSAA. Training for school athletic directors and Title IX liaisons included a history of Federal Title IX legislation as well as District Title IX legislation, a review of best practices for ensuring gender equity, and detailed instructions for completing the Title IX Data Tracker. Information regarding the mandatory training was disseminated to school and LEA leaders through the OSSE LEA Look Forward publication beginning in December of 2016.

The DCSAA created documents to serve as each school’s Statement of Compliance. Each document required schools and LEAs to sign in confirmation that their Statement of Compliance or Assurance of Compliance was accompanied by the following:

- A completed and accurate Data Tracker. The Title IX Data Tracker serves as each school’s Title IX plan and self-evaluation as described by D.C. Official Code § 38-841.04(c)(1);
- A list and summary of all Title IX complaints, including the resolution of each for the current and previous nine years as described by D.C. Official Code § 38-841.04(c)(2);
- A copy of adopted grievance procedures that have been communicated to all students, parents, and visitors to the school as described by D.C. Official Code § 38-841.04(c)(3); and
- A list of members of the GERC as described by D.C. Official Code § 38-841.04(c)(4);

⁸ D.C. Official Code § 38-841.03(b)

Findings

Results of the 2016-17 data collection are organized by school. A summary report for each school that submitted data is available in Appendix 1. Information represented in individual reports is explained in this section.

It is important to note that the data reported represents information submitted by each individual school. Each school has varying policies regarding data retention and reporting; therefore, some individual school reports are more detailed than others. This report also represents the first year of data collection based on requirements set forth in the Title IX Athletic Equity Act, and some information has not been asked for prior to this year; therefore, some schools were unable to compile it. Examples of this include, but are not limited to, student scholarship offerings and student athletic scholarship offerings.

It is also important to note that The Title IX Athletic Equity Act specifically requires that all collected data be compared to the respective proportionality of enrollment, “If the data reported shows that the allocation of resources, athletic participation opportunities, and benefits and services form interscholastic athletic programs for males and females is not substantially proportional to their respective enrollment numbers, or that the allocation is not substantially proportional within the genders by race and ethnicity, then the statement of compliance that accompanies the data described in subsection (a) of this section shall include an explanation of the disproportion, how it will be remedied, and the timeline for effectuating the remedy.” (D.C. Official Code § 38-841.03(b)) Based on this statement, all data collected should be compared to each school’s enrollment proportion in order to assess whether or not an action plan for remedying the disproportion would be necessary.

Based on Federal Title IX guidance⁹, athletic participation is the only data element that is compared to enrollment proportion. All other elements are assessed based on whether they are equal or equal in effect between gender programs¹⁰. Comparing all data elements to each school’s respective enrollment proportion does not always lead to an equitable situation. For example, if a school that has an enrollment proportion that is 45% female and 55% male, and athletic participation at that school is 50% female and 50% male, District law would deem it permissible for that school to spend only 45% of athletic funds on the women’s athletic program and the remaining 55% on the men’s program. The spending proportion would be equal to the enrollment proportion, but would not be equitable within the athletic program because participation within athletics is 50% female.

For this reason, we have assessed some of the data categories by determining relative equality or equal effect, as indicated by the Department of Education’s guidance as enunciated in the 1979 Policy Interpretation, rather than assessing based on enrollment proportion. This difference is indicated and explained within the descriptions of each data category.

⁹ *A Policy Interpretation; Title IX and Intercollegiate Athletics*, 44 Fed. Reg. 71,413 (Dec. 11, 1979).

¹⁰ *Ibid.*

Individual School Submission List

Table 1, below, represents a complete list of applicable schools and the status of their submission of the required documents and data as of November 1, 2017.¹¹

Table 1 - Individual School and LEA Data and Assurance Submission Status

School/LEA	Title IX Data Tracker(s)	Assurance of Compliance	Statement of Compliance
DC Public Schools (LEA)	X	X	X
Anacostia SHS	X	N/A	X
Ballou SHS	X	N/A	X
Banneker SHS	X	N/A	X
Cardozo EC	X	N/A	X
Coolidge SHS	X	N/A	X
Dunbar SHS	X	N/A	X
Eastern SHS	X	N/A	X
HD Woodson SHS	X	N/A	X
Luke C. Moore SHS	X	N/A	X
McKinley Technology HS	X	N/A	X
Phelps SHS	X	N/A	X
Ron Brown SHS	X	N/A	X
Roosevelt SHS	X	N/A	X
School Without Walls SHS	X	N/A	X
Washington Metropolitan HS	X	N/A	X
Wilson SHS	X	N/A	X
BASIS PCS	X	X	X
Capital City PCS	X	X	X
Cesar Chavez PCS	X	X	X
DC International School	X	X	X
E. L. Haynes PCS	X	X	X
Friendship Schools (LEA)	X	X	X
Friendship Collegiate PCS	X	N/A	X
Friendship Tech Prep PCS	X	N/A	X
IDEA PCS	X	X	X
Kingsman Academy PCS	X		
KIPP College Prep PCS	X	X	X
Maya Angelou PCS			
National Collegiate Prep PCS	X		X
Paul PCS	X	X	X
Richard Wright PCS	X	X	X
SEED PCS	X	X	X
Thurgood Marshall Academy PCS	X	X	X
Washington Latin PCS	X	X	X
Washington Leadership Academy PCS	X	X	X
Washington Math Science Technology PCS	X	X	X

¹¹ Pursuant to D.C. Official Code § 38-841.03(d).

Individual School Data Summaries:

A summary of the data submitted for each school is represented within Individual School Title IX Reports. Each of the six data categories assessed with the Compliance rubric are represented in each school’s report. If schools determined that an action plan was required for any of the data categories, this plan is included within the Individual School Title IX Report. The following subsections seek to explain each data element represented in school reports. At the conclusion of each subsection is a blank example of the individual school report. School data reports can be found in Appendix 1.

School Title IX Personnel

This section of each school’s report contains the names and contact emails for personnel responsible for Title IX issues at the school. The Title IX Athletic Equity Act requires that each school identify a Title IX Athletic liaison or coordinator. Names of these individuals are included within each report and displayed on the DCSAA website.

School Name		School Code	
School Title IX Personnel			
Principal		Principal Email Address	
Athletic Director		Athletic Director Email Address	
Title IX School Liaison		Title IX Liaison Email Address	
LEA Title IX Coordinator		LEA Title IX Coordinator Email Address	
Gender Equity Review Committee (GERC)			
GERC Member #1		GERC Member #1 Email Address	
GERC Member #2		GERC Member #2 Email Address	
GERC Member #3		GERC Member #3 Email Address	

Student Data

The Student Data section includes total school enrollment and enrollment by gender, enrollment percentages, athletic participation and participation by gender, participation percentages, and participation calculations. **Percent Difference** is a calculation meant to show the difference between the female enrollment percentage and the percentage of athletic participants that are female. Percent Difference is calculated by subtracting the percentage of athletic participants that are female from the percentage of students enrolled that are female (*Percent Female Enrollment – Percent Female Athletes = Percent Difference*). **Female Athletic Participation Opportunities Required (Opportunities Required)** is a calculation which indicates the number of female athletic opportunities required in order to make the athletic participation gender proportion equal to the enrollment gender proportion. In other words, the number of female participation opportunities needed to make the Percent Female Athletes equal to the Percent Female Enrollment. Opportunities Required is calculated by dividing the male athletic participation number by the percentage of students enrolled that are male and subtracting from the result, the total number of athletic participants (*(Male Athletic Participation / Percent Male Enrollment) – Total Athletic Participation = Opportunities Required*).

When considering this data, it is important to note that the method of calculation for determining the number of athletic participants is not specified within the Title IX Athletic Equity Act and schools used their own interpretation when submitting data. Ideally, calculation methods should be consistent across data sets; however, due to the fact that this is the first year of reporting and that methods of data collections are not specified, analysis of proportionality is based on each school’s interpretation of the calculation.

The guidance standard for substantial proportionality used for self-assessment within this category is 10 opportunities or roster spots required. This standard was set as such based on U.S. Department of Education Guidance that states that “OCR would also consider opportunities to be substantially proportionate when the number of opportunities that would be required to achieve proportionality would not be sufficient to sustain a viable team, i.e., a team for which there is a sufficient number of interested and able students and enough available competition to sustain an intercollegiate team. As a frame of reference in assessing this situation, OCR may consider the average size of teams offered for the underrepresented sex, a number which would vary by institution.”¹² In most of our applicable schools, fewer than 10 participants would be insufficient to field a team in most sports. Schools that showed more than 10 roster spots required were asked to complete an action plan for this data category.

Student Data						
Total Enrollment		Female Enrollment		Male Enrollment		
Total Athletic Participation		Female Athletic Participation		Male Athletic Participation		
Female Athletic Participation Opportunities Required				Percent Difference (female/male participation)		

Athletic Personnel Compensation Data

The Personnel Data section contains personnel and compensation data from applicable schools. Data elements included within each school’s report are the percentage of personnel that are designated for the women’s athletic program (Percent Women’s Personnel), total compensation for personnel within the women’s program (Total Compensation Women’s Program), total compensation for personnel within the men’s program (Total Compensation Men’s Program), and the percentage of compensation paid to positions within the women’s program (Percent Compensation Women’s Program). The report also includes three additional calculated data elements. The first calculated data element for self-assessment is **Compensation Percent Difference**, which shows the difference between the percentage of compensation paid to positions within the women’s program and the percentage of students enrolled that are female (Percent Female Enrollment – Percent Compensation Women’s Program = Compensation Percent Difference).

Schools that show a compensation percent difference of less than five (5%) percent have not been asked to create an action plan for this category and their compensation percent difference is considered to be substantially proportionate to their respective enrollment. All negative numeric results satisfy the

¹² U.S. Department of Education, Clarification of Intercollegiate Athletics Policy Guidance: The Three-Part Test (Jan. 16, 1996)

standard and indicate that compensation practices favor the women’s program. Schools that show a compensation percent difference of more than five percent have been asked to complete an action plan for this category and their compensation percent difference is not considered to be substantially proportionate to their enrollment.

Athletic Personnel Compensation Data				
Total Athletic Personnel		Total Athletic Personnel Positions		
Total Personnel (Women’s Program)		Total Personnel (Men’s Program)		Percent Women’s Personnel
Total Personnel Compensation		Total Compensation (Men’s Program)		Total Compensation (Women’s Program)
Percent Compensation (Women’s Program)			Total Compensation % Difference (Women’s Program – Men’s Program)	

Athletic Personnel Experience and Roles per Person

This section of the school report contains calculated data elements from personnel data collected.

Average Roles per Person is an element derived by calculating the average number of coaching assignments (Roles) held by each individual. A coaching assignment, or role, is a coaching position for one sport. If an individual holds a coaching position in more than one sport, that individual has more than one coaching assignment or role. This data element is calculated for personnel within the women’s athletic program and men’s athletic program. Also included is the **Average Experience** per individual in both the women’s and men’s athletic programs. In order to calculate these data elements, totals for head coaches, assistant coaches, and experience are included for personnel within the women’s and men’s athletic programs.

Rationale for assessing the average roles per person data element originates from the Title IX 1979 Policy Interpretation on Intercollegiate Athletics which indicates that compliance will be assessed by examining, among other factors, the equivalence for men and women of the opportunity to receive coaching and academic tutoring. Factors that indicate compliance include relative availability of full-time coaches.¹³ The Title IX Athletic Equity Act requires that data be collected on the number of full, part time, and volunteer coaches as well as the relative experience of each coach, and present the information in aggregate by gender and compare these results to the proportion of enrollment in order to determine equity in the availability of expert coaching. Putting these intentions into the context of interscholastic sports in the District, for which there are no true full-time coaches, the DCSAA has interpreted “full-time” coaches to mean coaches that are able to focus on a single sport. This calculated data element seeks to address the intentions of both the Title IX Athletic Equity Act and the Title IX 1979 Policy Interpretation by assessing whether or not a coach must spread his or her time among multiple sports, therefore, affecting the benefit of his or her expertise to student-athletes.

¹³ U.S. Dep’t of Educ., Office for Civil Rights, *Title IX of the Education Amendments of 1972; a Policy Interpretation; Title IX and Intercollegiate Athletics*, 44 Fed. Reg. 71,413 (Dec. 11, 1979).

The guidance standard set for this calculation is two roles per person, assuming that an athletic program that is equitable, would not maintain a disparity among men’s and women’s programs of more than 2 roles per person. This data element was assessed based on equity rather than proportion to enrollment.

This data category was assessed for equity rather than enrollment proportion.

Athletic Personnel Experience and Roles per Person					
Total # Head Coaches (Women’s Program)		Total # Assistant Coaches (Women’s Program)		Total Experience (Women’s Program)	
Average Experience (Women’s Program)		Total Roles Per Person (Women’s Program)			
Total # Head Coaches (Men’s Program)		Total # Assistant Coaches (Men’s Program)		Total Experience (Men’s Program)	
Average Experience (Men’s Program)		Total Roles Per Person (Men’s Program)			

School Expenditures

This data category takes into account information reported by schools on the amount of local, school controlled funds. Schools reported their expenditures within the following categories: travel, equipment, uniforms, awards and banquets, publicity and marketing, facilities, construction, and other expenses. Other expenses include, but are not limited to, expenditures related to the hiring of contest officials and additional medical personnel. Donations used to provide benefits to student athletes, both cash and in-kind, were also reported.

This section of the school report lists total expenditures for Women’s and Men’s programs respectively as well as expenditures per student differences. The data element “Total Expenditures (School)” shows data for each school’s total expenditures per gender for local school funds. This element was calculated by subtracting the amount reported as donation dollars from the total expenditures reported. Columns that represent “Total Expenditures” show data for each schools total expenditure amount from school funds and donation funds. Total Expenditures Per Student (TEPS) was calculated by dividing the total expenditure amount for each gender by the number of student athletes reported. Total Expenditures per Student (School) represents the expenditures per student for local school funds only, not including donation funds. Self-assessments were based on Total Expenditures Per Student Difference and Total Expenditures Per Student Difference (school). These figures represent the difference between funds spent per student within the women’s programs and men’s programs for both total expenditures and for school funds only.

Positive numeric results for Total Expenditures per Student Difference indicate that a school spends more dollars per athlete within the women’s program than men’s program. Negative numeric results indicate that a school spends more dollars per athlete within the men’s program. Initial results for total expenditures per student are derived by adding all expenditures for women’s and men’s programs respectively and dividing the total by the number of student athletes in each program. The guidance standard of substantial equality set for this data element was -\$5.00, meaning schools that showed a numeric result of less than negative five were asked to write an action plan to describe plans to make expenditures more equitable across genders.

When considering this data it is important to note that some sports, such as football require a greater expense to ensure minimum safety standards. With no equivalent sport or sport specific safety need

within women’s programs, schools with football programs tend to show greater discrepancy in expenditure difference.

This data element was assessed based on equity rather than enrollment proportion.

Athletic Expenditures					
Total Expenditures (Women’s Program)		Total Expenditures (Men’s Program)			
Total Expenditures per Student (Women’s Program)		Total Expenditures per Student (Men’s Program)		Total Expenditures per Student Difference	
Total Expenditures – school funds only (Women’s Program)		Total Expenditures - school funds only (Men’s Program)			
Total Expenditures per Student – School funds only (Women’s Program)		Total Expenditures per Student – school funds only (Men’s Program)		Total Expenditures per Student Difference (School funds only)	

Athletic Benefits

This data category seeks to quantify athletic benefits and resources related to facilities use and academic support. Four elements were assessed: facility location, facility condition, the availability of lights, and academic support. For each category a response scale was provided. The table below details the response scale for each benefit category. Respondents were asked to list all facilities used for each sport and choose the best response to describe each facility’s location, condition, and availability of lights. In addition to facilities, respondents were asked to choose the best response to describe academic support provided for each sport.

Benefit Data Element	Scale	Scale responses	Guidance Standard 25% Difference
Facility Location	1-3	1 = Off-site, greater than two miles away. 2 = Off-site, less than two miles away. 3 = On-site	0.75 point response difference.
Facility Condition	1-5	1 = Poor condition 2 = Somewhat poor condition 3 = Moderate condition 4 = Somewhat good condition 5 = Good Condition	1.25 point response difference
Facility Lights	1-2	1 = Facility has lights 2 = Facility does not have lights	0.5 point response difference
Academic Support	1-5	1 = No academic support provided for this team. 2 = Coach run study hall with no teacher support. 3 = Coach run study hall with teacher support. 4 = Students participate in a whole-school study hall program. 5 = Student participate in a support program with study hall and academic monitoring.	1.25 point response difference

Each school report contains data for the four athletic benefit categories. Differences between the results for these four categories are also represented. Difference results for facility location, condition, and lights are used for self-assessment. This data category was assessed for equity rather than proportion to enrollment. The guidance standard for benefit categories is set at 25% difference in two or more of the three facilities categories. This means that if a school shows more than a 25% difference in two or more of the three facility categories, they are asked to complete an action plan for this section. For each

benefit category, the response difference that corresponds to a 25% difference is indicated in the table above. Schools that exceed this response difference would need to complete an action plan. The level of Academic Support was not included in this year’s self-assessment due to the vast variability among programs. The DCSAA will begin work to create guidance standards for academic support programs in order to prepare to include this data element in next year’s self-assessment. Data collected during the 2016-17 school year will be used as a baseline.

Athletic Benefits					
Facility Location (Women)		Facility Location (Men)		Facility Location Difference	
Facility Condition (Women)		Facility Condition (Women)		Facility Condition Difference	
Facility Lights (Women)		Facility Lights (Women)		Facility Lights Difference	
Academic Support (Women)		Academic Support (Women)		Academic Support Difference	

Sports Offerings

Appendix 3 and 4 include tables that lists sport offerings for each school by gender, sport, and competition level. Individual team schedules are not listed in this report however, can be obtained from each school or MaxPreps.com.

Title IX Personnel Training

This data category was not analyzed for SY 2016-2017. During the first year of implementation training of Athletic Directors was prioritized over training of all athletic program personnel. The DCSAA was able to achieve an 89% participation rate (32 of 36 schools) across district public and public charter schools for initial Title IX and data reporting training.

Goals for next year include increasing course offerings for Title IX training in order to reach more district athletic personnel.

Lessons Learned and Next Steps

Given the extensive nature of Title IX Athletic Equity Act requirements, the DCSAA is pleased to have garnered a 97% response rate for data submissions. Eighty-six percent of schools submitted complete data reports. Due to the difficulty of collecting and analyzing such a wide range of data, the DCSAA has made preparations to design and implement a web based data collection and analysis process that will be ready for use for the School Year 2017-2018 data submission. While data from this submission year is imperfect in some areas, as explained in this report, it does give a very detailed view of the District’s athletic gender equity status.

Overall, the data collection process has shown that the majority of schools fall within acceptable ranges for the gender equity metrics put forth in the Title IX Athletic Equity Act. Data elements that showed the greatest discrepancies between women’s and men’s athletic programs were opportunities or roster spots required and expenditures. Discrepancies in these elements were most often evident within schools that have football programs or schools that were unable to support women’s athletics. Based on these results, it will be a priority to continue current programs and implement new programs to encourage female participation in athletics. In addition, the DCSAA will be offering more professional

development for athletic personnel in order to raise awareness of Title IX issues and promote gender equity best practices. Targeted intervention and support will be implemented for schools that show large discrepancies in one or more self-assessment data categories.

Throughout the data collection and analysis process, the DCSAA has identified key areas in which improvement is needed.

Data Collection Technology:

As described within this report, some required data could not be accurately collected due to lack of access to a more sophisticated web based data platform. In order to collect data for the first year, a Microsoft Excel based data collection tool was created with imbedded formulas to assist school representatives with data analysis for self-assessment. This tool was limiting in that all data was entered by hand and accurate individual data for students and personnel is unable to be moved through the system in order to decrease the burden on schools, increase accuracy of reporting some data elements, and protect personally identifiable information. Due to the need to protect personal information, the tool relied on school reported counts for participants and coaches.

The DCSAA has plans for the procurement of a more advanced data collection system. Plans for this system include the capability to import information from OSSE which would significantly decrease the amount of unique data that schools would have to enter each year. Student information would be automatically imported and protected so that counts for participation, race and ethnicity, and graduation would be automated and accurate. Personnel information would also be collected one time and follow each unique personnel member in order to automate personnel counts and protect personal information. Under this new system, benefits and expenditure information would be the only unique data entered by schools after initial student and personnel information is entered or imported.

A new system will significantly increase the validity and reliability of District Title IX data.

DCSAA Title IX Regulations

The Title IX Athletic Equity Act requires that rules be issued to implement the provisions of the act.¹⁴ The DCSAA will seek to promulgate rules in accordance with this section as soon as possible. There are several areas where clear rules and regulations will significantly increase standardization of data collected and methods of self-analysis. Rules will be used to detail submission guidelines, clarify Title IX training requirements, create clear definitions for non-compliance, disproportion, and inequity, and detail and clarify consequences for non-compliance.

DCSAA Progress toward Athletic Equity Goals

In August of 2016, the DCSAA created a five-year strategic plan¹⁵ to encourage and ensure gender equity in compliance with Title IX in public and public charter high schools. The following major objectives guide our work toward bringing all District public and public charter schools into compliance and creating an equitable environment for all student athletes.

¹⁴ D.C. Official Code § 38-841.08

¹⁵ Appendix 4 outlines DCSAA's Strategic Plan for Title IX and our current progress within major objectives.

1. Improve data collection, reporting, and analysis for all DC public and charter schools. Standardize reporting protocols;
2. Close the gap in oversight, data collection, and analysis for public charter schools;
3. Increase targeted outreach to high schools, especially charter schools to promote participation of girls in sanctioned sports and sports that offer post-secondary scholarships;
4. Increase the knowledge base of member schools regarding Title IX compliance and identifying inequities as to avoid grievances and litigation;
5. Increase the availability of additional academic supports, including tutors, designed exclusively for student athletes;
6. Phase in middle schools as part of data collection goals;
7. Increase targeted outreach for middle schools to increase participation in sanctioned sports;
8. Standardize grievance procedures, response timeline and protocol, and complaint appeals process; and
9. To collect and analyze data based on race and ethnicity in order to further ensure fair programming.

Throughout year one of this initiative, significant progress has been made toward meeting these objectives. Appendix 5 details each objective, planned action steps, performance indicators, and current progress within each. Through consistent evaluation and strategic planning, the DCSAA looks forward to continuing this work, improving the experiences of District student athletes.

Appendix 1: Individual School Data Reports

School Name	Anacostia High School			School Code	450
School Title IX Personnel					
Principal	Eric Fraser	Principal Email Address	Eric.fraser@dc.gov		
Athletic Director	Michael Reid	Athletic Director Email Address	Michael.reid@dc.gov		
Title IX School Liaison	Michael Reid	Title IX Liaison Email Address	Michael.reid@dc.gov		
LEA Title IX Coordinator	Michael Bryant	LEA Title IX Coordinator Email Address	michael.bryant5@dc.gov		
Gender Equity Review Committee (GERC)					
GERC Member #1	Michael Reid	GERC Member #1 Email Address	Michael.reid@dc.gov		
GERC Member #2	Chisa Perry	GERC Member #2 Email Address	Chisa.perry@dc.gov		
GERC Member #3	Tomeka Mckenzie	GERC Member #3 Email Address	Tomeka.mckenzie@dc.gov		
Student Data					
Total Enrollment	468	Female Enrollment	230	Male Enrollment	238
Total Athletic Participation	131	Female Athletic Participation	66	Male Athletic Participation	65
Female Athletic Participation Opportunities Required	-3.18		Percent Difference (female/male participation)		1.24
Athletic Personnel Compensation Data					
Total Athletic Personnel	20	Total Athletic Personnel Positions			30
Total Personnel (Women's Program)	12	Total Personnel (Men's Program)	11	Percent Women's Personnel	52.17%
Total Personnel Compensation	\$48,400	Total Compensation (Men's Program)	\$24,600	Total Compensation (Women's Program)	\$23,800
Percent Compensation (Women's Program)	49.17%		Total Compensation % Difference (Women's Program – Men's Program)		-0.03%
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	11	Total # Assistant Coaches (Women's Program)	3	Total Experience (Women's Program)	62
Average Experience (Women's Program)	5.17	Average Roles Per Person (Women's Program)		1.6	
Total # Head Coaches (Men's Program)	10	Total # Assistant Coaches (Men's Program)	5	Total Experience (Men's Program)	53
Average Experience (Men's Program)	4.82	Average Roles Per Person (Men's Program)		1.7	
Athletic Expenditures					
Total Expenditures (Women's Program)	\$6,987.60		Total Expenditures (Men's Program)		\$10,833.70
Total Expenditures per Student (Women's Program)	\$55.46	Total Expenditures per Student (Men's Program)	\$70.81	Total Expenditures per Student Difference	-\$15.35
Total Expenditures – school funds only (Women's Program)	\$6,987.60		Total Expenditures - school funds only (Men's Program)		\$10,833.70
Total Expenditures per Student – School funds only (Women's Program)	\$55.46	Total Expenditures per Student – school funds only (Men's Program)	\$70.81	Total Expenditures per Student Difference (School funds only)	-\$15.35
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	2.5	Facility Location (Men)	2.67	Facility Location Difference	-0.17
Facility Condition (Women)	5.0	Facility Condition (Men)	5.0	Facility Condition Difference	0
Facility Lights (Women)	2.0	Facility Lights (Men)	2.0	Facility Lights Difference	0
Academic Support (Women)	2.6	Academic Support (Men)	2.83	Academic Support Difference	-0.23

School Name	Ballou High School			School Code	452
School Title IX Personnel					
Principal	Dr. Yetunde Reeves	Principal Email Address	yetunde.reeves@dc.gov		
Athletic Director	Kevin Green	Athletic Director Email Address	kevin.green5@dc.gov		
Title IX School Liaison	Morgan Williams	Title IX Liaison Email Address	morgan.williams@dc.gov		
LEA Title IX Coordinator	Michael Bryant	LEA Title IX Coordinator Email Address	michael.bryant5@dc.gov		
Gender Equity Review Committee (GERC)					
GERC Member #1	Morgan Williams	GERC Member #1 Email Address	morgan.williams@dc.gov		
GERC Member #2	Fabiola Cadet	GERC Member #2 Email Address	fabiola.cadet@dc.gov		
GERC Member #3	Kevin Green	GERC Member #3 Email Address	kevin.green5@dc.gov		
Student Data					
Total Enrollment	933	Female Enrollment	451	Male Enrollment	482
Total Athletic Participation	201	Female Athletic Participation	57	Male Athletic Participation	144
Female Athletic Participation Opportunities Required	77.74		Percent Difference (female/male participation)	-19.98%	
Athletic Personnel Compensation Data					
Total Athletic Personnel	18	Total Athletic Personnel Positions	21		
Total Personnel (Women's Program)	8	Total Personnel (Men's Program)	10	Percent Women's Personnel	44.44%
Total Personnel Compensation	\$47,636	Total Compensation (Men's Program)	\$23,924	Total Compensation (Women's Program)	\$23,712
Percent Compensation (Women's Program)	49.78%		Total Compensation % Difference (Women's Program – Men's Program)	-1.44%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	8	Total # Assistant Coaches (Women's Program)	2	Total Experience (Women's Program)	33
Average Experience (Women's Program)	4.13	Average Roles Per Person (Women's Program)	1.4		
Total # Head Coaches (Men's Program)	8	Total # Assistant Coaches (Men's Program)	2	Total Experience (Men's Program)	42
Average Experience (Men's Program)	4.2	Average Roles Per Person (Men's Program)	1.2		
Athletic Expenditures					
Total Expenditures (Women's Program)	\$7,245	Total Expenditures (Men's Program)	\$10,580		
Total Expenditures per Student (Women's Program)	\$116.85	Total Expenditures per Student (Men's Program)	\$73.47	Total Expenditures per Student Difference	\$43.38
Total Expenditures – school funds only (Women's Program)	\$2,245	Total Expenditures - school funds only (Men's Program)	\$4,455		
Total Expenditures per Student – School funds only (Women's Program)	\$36.21	Total Expenditures per Student – school funds only (Men's Program)	\$30.94	Total Expenditures per Student Difference (School funds only)	\$5.27
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	1.50	Facility Location (Men)	1.67	Facility Location Difference	-0.17
Facility Condition (Women)	4.75	Facility Condition (Men)	4.89	Facility Condition Difference	-0.14
Facility Lights (Women)	1.75	Facility Lights (Men)	1.89	Facility Lights Difference	-0.14
Academic Support (Women)	2.38	Academic Support (Men)	2.44	Academic Support Difference	-0.07

School Name	Banneker High School			School Code	452
School Title IX Personnel					
Principal	Anita Berger	Principal Email Address	anita.berger@dc.gov		
Athletic Director	Sherry Francis	Athletic Director Email Address	sherry.francis@dc.gov		
Title IX School Liaison	Bernadine Francis	Title IX Liaison Email Address	bernadine.francis@dc.gov		
LEA Title IX Coordinator	Michael Bryant	LEA Title IX Coordinator Email Address	michael.bryant5@dc.gov		
Gender Equity Review Committee (GERC)					
GERC Member #1	James McFadden	GERC Member #1 Email Address	james.mcfadden@dc.gov		
GERC Member #2	Bernadine Francis	GERC Member #2 Email Address	bernadine.francis@dc.gov		
GERC Member #3	Sherry Francis	GERC Member #3 Email Address	sherry.francis@dc.gov		
Student Data					
Total Enrollment	476	Female Enrollment	354	Male Enrollment	122
Total Athletic Participation	97	Female Athletic Participation	72	Male Athletic Participation	25
Female Athletic Participation Opportunities Required	0.54		Percent Difference (female/male participation)		-0.14%
Athletic Personnel Compensation Data					
Total Athletic Personnel	8		Total Athletic Personnel Positions		18
Total Personnel (Women's Program)	6		Total Personnel (Men's Program)	3	Percent Women's Personnel 66.67%
Total Personnel Compensation	\$33,436	Total Compensation (Men's Program)	\$21,068		Total Compensation (Women's Program) \$12,368
Percent Compensation (Women's Program)	63.01%		Total Compensation % Difference (Women's Program – Men's Program)		11.36%
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	6		Total # Assistant Coaches (Women's Program)	4	
Average Experience (Women's Program)	4.17		Average Roles Per Person (Women's Program)		1.5
Total # Head Coaches (Men's Program)	5		Total # Assistant Coaches (Men's Program)	2	
Average Experience (Men's Program)	5.0		Average Roles Per Person (Men's Program)		2
Athletic Expenditures					
Total Expenditures (Women's Program)	\$5,077		Total Expenditures (Men's Program)		\$3,239
Total Expenditures per Student (Women's Program)	\$65.09		Total Expenditures per Student (Men's Program)	\$62.29	Total Expenditures per Student Difference \$2.80
Total Expenditures – school funds only (Women's Program)	\$5,077		Total Expenditures - school funds only (Men's Program)		\$3,239
Total Expenditures per Student – School funds only (Women's Program)	\$65.09		Total Expenditures per Student – school funds only (Men's Program)	\$62.29	Total Expenditures per Student Difference (School funds only) \$2.80
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	2.58		Facility Location (Men)	2.63	Facility Location Difference -0.04
Facility Condition (Women)	4.5		Facility Condition (Men)	4.5	Facility Condition Difference 0
Facility Lights (Women)	2.0		Facility Lights (Men)	2.0	Facility Lights Difference 0
Academic Support (Women)	1.0		Academic Support (Men)	1.0	Academic Support Difference 0

School Name	BASIS PCS			School Code	3068		
School Title IX Personnel							
Principal	Jill Garrett		Principal Email Address	jill.garrett@basised.com			
Athletic Director	Rachel McNinch		Athletic Director Email Address	rachel.mcninch@basised.com			
Title IX School Liaison	Alice Randall		Title IX Liaison Email Address	alice.randall@basised.com			
LEA Title IX Coordinator	Alice Randall		LEA Title IX Coordinator Email Address	alice.randall@basised.com			
Gender Equity Review Committee (GERC)							
GERC Member #1	Jill Garrett		GERC Member #1 Email Address	jill.garrett@basised.com			
GERC Member #2	Rachel McNinch		GERC Member #2 Email Address	rachel.mcninch@basised.com			
GERC Member #3	Mary Klein		GERC Member #3 Email Address	mary.klein@basised.com			
Student Data							
Total Enrollment	599		Female Enrollment	300		Male Enrollment	299
Total Athletic Participation	151		Female Athletic Participation	68		Male Athletic Participation	83
Female Athletic Participation Opportunities Required	15.28		Percent Difference (female/male participation)			-5.05%	
Athletic Personnel Compensation Data							
Total Athletic Personnel	6		Total Athletic Personnel Positions			12	
Total Personnel (Women's Program)	3		Total Personnel (Men's Program)	6		Percent Women's Personnel	33.33%
Total Personnel Compensation	\$10,400		Total Compensation (Men's Program)	\$5,200		Total Compensation (Women's Program)	\$5,200
Percent Compensation (Women's Program)	50%		Total Compensation % Difference (Women's Program – Men's Program)			0.08%	
Athletic Personnel Experience (Years) and Roles per Person							
Total # Head Coaches (Women's Program)	3		Total # Assistant Coaches (Women's Program)	1		Total Experience (Women's Program)	24
Average Experience (Women's Program)	8		Average Roles Per Person (Women's Program)			2.3	
Total # Head Coaches (Men's Program)	4		Total # Assistant Coaches (Men's Program)	3		Total Experience (Men's Program)	41
Average Experience (Men's Program)	6.83		Average Roles Per Person (Men's Program)			1.6	
Athletic Expenditures							
Total Expenditures (Women's Program)	\$3,109.77		Total Expenditures (Men's Program)	\$4,149.77			
Total Expenditures per Student (Women's Program)	\$45.73		Total Expenditures per Student (Men's Program)	\$50.00		Total Expenditures per Student Difference	-\$4.27
Total Expenditures – school funds only (Women's Program)	\$3,109.77		Total Expenditures - school funds only (Men's Program)	\$4,149.77			
Total Expenditures per Student – School funds only (Women's Program)	\$45.73		Total Expenditures per Student – school funds only (Men's Program)	\$50.00		Total Expenditures per Student Difference (School funds only)	-\$4.27
Athletic Benefits – Numbers are averages across all sports.							
Facility Location (Women)	2.5		Facility Location (Men)	2.33		Facility Location Difference	0.17
Facility Condition (Women)	3.0		Facility Condition (Men)	2.67		Facility Condition Difference	0.33
Facility Lights (Women)	1.5		Facility Lights (Men)	1.67		Facility Lights Difference	-0.17
Academic Support (Women)	1.0		Academic Support (Men)	1.33		Academic Support Difference	-0.33

School Name	Capital City PCS			School Code	1207
School Title IX Personnel					
Principal	Belicia Reaves		Principal Email Address	breaves@ccpcs.ort	
Athletic Director	V.Adrian Degraffinreaidt		Athletic Director Email Address	adegraffinreaidt@ccpcs.org	
Title IX School Liaison	Jonathan Weinstein		Title IX Liaison Email Address	jweinstein@ccpcs.org	
LEA Title IX Coordinator	Kirsti Loyd		LEA Title IX Coordinator Email Address	kloyd@ccpcs.org	
Gender Equity Review Committee (GERC)					
GERC Member #1	V.Adrian Degraffinreaidt		GERC Member #1 Email Address	adegraffinreaidt@ccpcs.org	
GERC Member #2	Kirsti Loyd		GERC Member #2 Email Address	kloyd@ccpcs.org	
GERC Member #3	Karen Dresden		GERC Member #3 Email Address	kdresden@ccpcs.org	
Student Data					
Total Enrollment	333	Female Enrollment	182	Male Enrollment	151
Total Athletic Participation	141	Female Athletic Participation	73	Male Athletic Participation	68
Female Athletic Participation Opportunities Required	8.96		Percent Difference (female/male participation)	-2.88%	
Athletic Personnel Compensation Data					
Total Athletic Personnel	15		Total Athletic Personnel Positions	27	
Total Personnel (Women's Program)	10		Total Personnel (Men's Program)	10	Percent Women's Personnel 50%
Total Personnel Compensation	\$42,248	Total Compensation (Men's Program)	\$21,048		Total Compensation (Women's Program) \$21,200
Percent Compensation (Women's Program)	50.18%		Total Compensation % Difference (Women's Program – Men's Program)	4.47%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	6		Total # Assistant Coaches (Women's Program)	7	Total Experience (Women's Program) 34
Average Experience (Women's Program)	3.4		Average Roles Per Person (Women's Program)	2	
Total # Head Coaches (Men's Program)	6		Total # Assistant Coaches (Men's Program)	7	Total Experience (Men's Program) 33
Average Experience (Men's Program)	3.3		Average Roles Per Person (Men's Program)	2.1	
Athletic Expenditures					
Total Expenditures (Women's Program)	\$19,350		Total Expenditures (Men's Program)	\$18,815	
Total Expenditures per Student (Women's Program)	\$265.07		Total Expenditures per Student (Men's Program)	\$276.69	Total Expenditures per Student Difference -\$11.62
Total Expenditures – school funds only (Women's Program)	\$19,350		Total Expenditures - school funds only (Men's Program)	\$18,815	
Total Expenditures per Student – School funds only (Women's Program)	\$265.07		Total Expenditures per Student – school funds only (Men's Program)	\$276.69	Total Expenditures per Student Difference (School funds only) -\$11.62
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	2.83		Facility Location (Men)	2.83	Facility Location Difference 0
Facility Condition (Women)	3.5		Facility Condition (Men)	3.33	Facility Condition Difference 0.17
Facility Lights (Women)	1.17		Facility Lights (Men)	1.17	Facility Lights Difference 0
Academic Support (Women)	3.83		Academic Support (Men)	3.67	Academic Support Difference 0.17

School Name	Cardozo High School			School Code	454
School Title IX Personnel					
Principal	Dr. Tanya S. Roane	Principal Email Address	tanya.roane@dc.gov		
Athletic Director	Jim Leatherman	Athletic Director Email Address	james.leatherman@dc.gov		
Title IX School Liaison	Marcy Chell	Title IX Liaison Email Address	marcy.chell@dc.gov		
LEA Title IX Coordinator	Michael Bryant	LEA Title IX Coordinator Email Address	michael.bryant@dc.gov		
Gender Equity Review Committee (GERC)					
GERC Member #1	Kris Comeforo	GERC Member #1 Email Address	kristofer.comeforo@dc.gov		
GERC Member #2	Marcy Chell	GERC Member #2 Email Address	marcy.chell@dc.gov		
GERC Member #3	Jim Leatherman	GERC Member #3 Email Address	james.leatherman@dc.gov		
Student Data					
Total Enrollment	772	Female Enrollment	334	Male Enrollment	438
Total Athletic Participation	134	Female Athletic Participation	56	Male Athletic Participation	78
Female Athletic Participation Opportunities Required	3.48		Percent Difference (female/male participation)		-1.47%
Athletic Personnel Compensation Data					
Total Athletic Personnel	27	Total Athletic Personnel Positions			40
Total Personnel (Women's Program)	14	Total Personnel (Men's Program)	17	Percent Women's Personnel	45.16%
Total Personnel Compensation	\$66,000	Total Compensation (Men's Program)	\$33,000	Total Compensation (Women's Program)	\$33,000
Percent Compensation (Women's Program)	50%		Total Compensation % Difference (Women's Program – Men's Program)		-6.74%
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	11	Total # Assistant Coaches (Women's Program)	7	Total Experience (Women's Program)	115
Average Experience (Women's Program)	8.21	Average Roles Per Person (Women's Program)		1.71	
Total # Head Coaches (Men's Program)	10	Total # Assistant Coaches (Men's Program)	11	Total Experience (Men's Program)	220
Average Experience (Men's Program)	12.94	Average Roles Per Person (Men's Program)		1.5	
Athletic Expenditures					
Total Expenditures (Women's Program)	\$14,602.30	Total Expenditures (Men's Program)		\$17,209.20	
Total Expenditures per Student (Women's Program)	\$140.41	Total Expenditures per Student (Men's Program)	\$143.41	Total Expenditures per Student Difference	-\$3.00
Total Expenditures – school funds only (Women's Program)	\$14,602.30	Total Expenditures - school funds only (Men's Program)		\$16,009.20	
Total Expenditures per Student – School funds only (Women's Program)	\$140.41	Total Expenditures per Student – school funds only (Men's Program)	\$133.41	Total Expenditures per Student Difference (School funds only)	\$7.00
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	2.73	Facility Location (Men)	2.80	Facility Location Difference	-0.07
Facility Condition (Women)	3.73	Facility Condition (Men)	3.50	Facility Condition Difference	0.23
Facility Lights (Women)	2.0	Facility Lights (Men)	2.0	Facility Lights Difference	0
Academic Support (Women)	1.73	Academic Support (Men)	2.60	Academic Support Difference	-0.87

School Name	Cezar Chaves High Schools			School Code	109
School Title IX Personnel					
Principal	Willam Massey	Principal Email Address	William.Massey@ChavezSchools.org		
Athletic Director	Ernesto Natera	Athletic Director Email Address	Ernesto.natera@chavezschools.org		
Title IX School Liaison	Alison Zgainer	Title IX Liaison Email Address	Alison.zgainer@Chavezschools.org		
LEA Title IX Coordinator	Amanda Schmitt	LEA Title IX Coordinator Email Address	Amanda.schmitt@chavezschools.org		
Gender Equity Review Committee (GERC)					
GERC Member #1	James Pope	GERC Member #1 Email Address	james.pope@chavezschools.org		
GERC Member #2	Shenice Miller	GERC Member #2 Email Address	Shenice.miller@chavezschools.org		
GERC Member #3	Ashlie Savage	GERC Member #3 Email Address	Ashlie.savage@chavezschools.org		
Student Data					
Total Enrollment	707	Female Enrollment	360	Male Enrollment	347
Total Athletic Participation	190	Female Athletic Participation	90	Male Athletic Participation	100
Female Athletic Participation Opportunities Required	13.75		Percent Difference (female/male participation)	-3.55%	
Athletic Personnel Compensation Data					
Total Athletic Personnel	15	Total Athletic Personnel Positions	22		
Total Personnel (Women's Program)	6	Total Personnel (Men's Program)	10	Percent Women's Personnel	37.5%
Total Personnel Compensation	\$18,400	Total Compensation (Men's Program)	\$7,700	Total Compensation (Women's Program)	\$10,700
Percent Compensation (Women's Program)	41.85%		Total Compensation % Difference (Women's Program – Men's Program)	9.07%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	6	Total # Assistant Coaches (Women's Program)	3	Total Experience (Women's Program)	39
Average Experience (Women's Program)	6.5	Average Roles Per Person (Women's Program)	1.8		
Total # Head Coaches (Men's Program)	7	Total # Assistant Coaches (Men's Program)	5	Total Experience (Men's Program)	69
Average Experience (Men's Program)	6.9	Average Roles Per Person (Men's Program)	1.5		
Athletic Expenditures					
Total Expenditures (Women's Program)	\$10,100	Total Expenditures (Men's Program)	\$10,600		
Total Expenditures per Student (Women's Program)	\$112.22	Total Expenditures per Student (Men's Program)	\$106.00	Total Expenditures per Student Difference	\$6.22
Total Expenditures – school funds only (Women's Program)	\$10,100	Total Expenditures - school funds only (Men's Program)	\$10,600		
Total Expenditures per Student – School funds only (Women's Program)	\$112.22	Total Expenditures per Student – school funds only (Men's Program)	\$106.00	Total Expenditures per Student Difference (School funds only)	\$6.22
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	1.83	Facility Location (Men)	1.57	Facility Location Difference	0.26
Facility Condition (Women)	4.83	Facility Condition (Men)	4.71	Facility Condition Difference	0.12
Facility Lights (Women)	1.67	Facility Lights (Men)	1.86	Facility Lights Difference	-0.19
Academic Support (Women)	1.0	Academic Support (Men)	1.0	Academic Support Difference	0.0

School Name	Columbia Heights Education Campus		School Code	442	
School Title IX Personnel					
Principal	Maria Tukeva		Principal Email Address	maria.tukeva@dc.gov	
Athletic Director	Desmond Alexander		Athletic Director Email Address	desmond.alexander@dc.gov	
Title IX School Liaison	Desmond Alexander		Title IX Liaison Email Address	desmond.alexander@dc.gov	
LEA Title IX Coordinator	Michael Bryant		LEA Title IX Coordinator Email Address	michael.bryant5@dc.gov	
Gender Equity Review Committee (GERC)					
GERC Member #1	Desmond Alexander		GERC Member #1 Email Address	desmond.alexander@dc.gov	
GERC Member #2	Mya Ferguson		GERC Member #2 Email Address	mya.ferguson@dc.gov	
GERC Member #3	Denise Edwards		GERC Member #3 Email Address	denise.edwards@dc.gov	
Student Data					
Total Enrollment	1047	Female Enrollment	520	Male Enrollment	527
Total Athletic Participation	23	Female Athletic Participation	106	Male Athletic Participation	129
Female Athletic Participation Opportunities Required	21.29		Percent Difference (female/male participation)	-4.56	
Athletic Personnel Compensation Data					
Total Athletic Personnel	31		Total Athletic Personnel Positions	44	
Total Personnel (Women's Program)	23		Total Personnel (Men's Program)	15	Percent Women's Personnel 60.53%
Total Personnel Compensation	\$75,919	Total Compensation (Men's Program)	\$37,638	Total Compensation (Women's Program)	\$38,281
Percent Compensation (Women's Program)	50.42%		Total Compensation % Difference (Women's Program – Men's Program)	-0.76%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	13		Total # Assistant Coaches (Women's Program)	10	
Average Experience (Women's Program)	3.57		Average Roles Per Person (Women's Program)	1.6	
Total # Head Coaches (Men's Program)	12		Total # Assistant Coaches (Men's Program)	8	
Average Experience (Men's Program)	9.80		Average Roles Per Person (Men's Program)	1.9	
Athletic Expenditures					
Total Expenditures (Women's Program)	\$1985.23		Total Expenditures (Men's Program)	\$2037.26	
Total Expenditures per Student (Women's Program)	\$13.88		Total Expenditures per Student (Men's Program)	\$12.05	Total Expenditures per Student Difference \$1.83
Total Expenditures – school funds only (Women's Program)	\$1985.23		Total Expenditures - school funds only (Men's Program)	\$2037.26	
Total Expenditures per Student – School funds only (Women's Program)	\$13.88		Total Expenditures per Student – school funds only (Men's Program)	\$12.05	Total Expenditures per Student Difference (School funds only) \$1.83
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	2.42		Facility Location (Men)	2.45	Facility Location Difference -0.04
Facility Condition (Women)	3.75		Facility Condition (Men)	3.55	Facility Condition Difference 0.20
Facility Lights (Women)	1.56		Facility Lights (Men)	1.40	Facility Lights Difference 0.16
Academic Support (Women)	2.67		Academic Support (Men)	2.82	Academic Support Difference -0.15

School Name	Coolidge			School Code	455		
School Title IX Personnel							
Principal	SEMANTHE BRIGHT		Principal Email Address	SEMANTHE.BRIGHT@DC.GOV			
Athletic Director	Roderick Moore		Athletic Director Email Address	RODERICK.MOORE@DC.GOV			
Title IX School Liaison	GABRIEL VERNON		Title IX Liaison Email Address	GABRIEL.VERNON@DC.GOV			
LEA Title IX Coordinator	Michael Bryant		LEA Title IX Coordinator Email Address	michael.bryant5@dc.gov			
Gender Equity Review Committee (GERC)							
GERC Member #1	SEMANTHE BRIGHT		GERC Member #1 Email Address	SEMANTHE.BRIGHT@DC.GOV			
GERC Member #2	Roderick Moore		GERC Member #2 Email Address	RODERICK.MOORE@DC.GOV			
GERC Member #3	Jaime Dawson		GERC Member #3 Email Address	Jamie.dawson@dc.gov			
Student Data							
Total Enrollment	384	Female Enrollment	165	Male Enrollment	219		
Total Athletic Participation	181	Female Athletic Participation	80	Male Athletic Participation		92	
Female Athletic Participation Opportunities Required			-19.68	Percent Difference (female/male participation)		1.23	
Athletic Personnel Compensation Data							
Total Athletic Personnel	16		Total Athletic Personnel Positions		24		
Total Personnel (Women's Program)	8		Total Personnel (Men's Program)	9	Percent Women's Personnel	47.06%	
Total Personnel Compensation	\$60,000	Total Compensation (Men's Program)	\$28,259		Total Compensation (Women's Program)	\$31,750	
Percent Compensation (Women's Program)			52.92%		Total Compensation % Difference (Women's Program – Men's Program)	-9.95%	
Athletic Personnel Experience (Years) and Roles per Person							
Total # Head Coaches (Women's Program)	8		Total # Assistant Coaches (Women's Program)	4		Total Experience (Women's Program)	76
Average Experience (Women's Program)	9.50		Average Roles Per Person (Women's Program)		1.68		
Total # Head Coaches (Men's Program)	8		Total # Assistant Coaches (Men's Program)	3		Total Experience (Men's Program)	74
Average Experience (Men's Program)	8.22		Average Roles Per Person (Men's Program)		1.4		
Athletic Expenditures							
Total Expenditures (Women's Program)	\$17,352		Total Expenditures (Men's Program)	\$12,350			
Total Expenditures per Student (Women's Program)	\$216.90	Total Expenditures per Student (Men's Program)	\$134.24	Total Expenditures per Student Difference		\$82.66	
Total Expenditures – school funds only (Women's Program)	\$17,352		Total Expenditures - school funds only (Men's Program)	\$12,350			
Total Expenditures per Student – School funds only (Women's Program)	\$216.90		Total Expenditures per Student – school funds only (Men's Program)	\$134.24	Total Expenditures per Student Difference (School funds only)	\$82.66	
Athletic Benefits – Numbers are averages across all sports.							
Facility Location (Women)	2.30		Facility Location (Men)	2.25	Facility Location Difference	0.05	
Facility Condition (Women)	3.33		Facility Condition (Men)	2.88	Facility Condition Difference	0.46	
Facility Lights (Women)	2.0		Facility Lights (Men)	2.00	Facility Lights Difference	0	
Academic Support (Women)	2.80		Academic Support (Men)	3.88	Academic Support Difference	-1.08	

School Name	DC International			School Code	90012		
School Title IX Personnel							
Principal	Simon Rodberg		Principal Email Address	simon.rodberg@dcinternationalschool.org			
Athletic Director	Gregg Albright		Athletic Director Email Address	gregg.albright@dcinternationalschool.org			
Title IX School Liaison	Gregg Albright		Title IX Liaison Email Address	gregg.albright@dcinternationalschool.org			
LEA Title IX Coordinator	Gregg Albright		LEA Title IX Coordinator Email Address	gregg.albright@dcinternationalschool.org			
Gender Equity Review Committee (GERC)							
GERC Member #1	Mary Schafner		GERC Member #1 Email Address	Mary.schafner@dcinternationalschool.org			
GERC Member #2	Gregg Albright		GERC Member #2 Email Address	gregg.albright@dcinternationalschool.org			
GERC Member #3	Simon Rodberg		GERC Member #3 Email Address	simon.rodberg@dcinternationalschool.org			
Student Data							
Total Enrollment	498		Female Enrollment	258		Male Enrollment	240
Total Athletic Participation	518		Female Athletic Participation	248		Male Athletic Participation	270
Female Athletic Participation Opportunities Required	42.25		Percent Difference (female/male participation)	-3.93			
Athletic Personnel Compensation Data							
Total Athletic Personnel	32		Total Athletic Personnel Positions	46			
Total Personnel (Women's Program)	24		Total Personnel (Men's Program)	21		Percent Women's Personnel	53.33%
Total Personnel Compensation	\$79,475		Total Compensation (Men's Program)	\$38,975		Total Compensation (Women's Program)	\$40,500
Percent Compensation (Women's Program)	50.96%		Total Compensation % Difference (Women's Program – Men's Program)	0.85%			
Athletic Personnel Experience (Years) and Roles per Person							
Total # Head Coaches (Women's Program)	14		Total # Assistant Coaches (Women's Program)	10		Total Experience (Women's Program)	167
Average Experience (Women's Program)	6.96		Average Roles Per Person (Women's Program)	2.7			
Total # Head Coaches (Men's Program)	13		Total # Assistant Coaches (Men's Program)	8		Total Experience (Men's Program)	127
Average Experience (Men's Program)	6.05		Average Roles Per Person (Men's Program)	2.63			
Athletic Expenditures							
Total Expenditures (Women's Program)	\$18,365		Total Expenditures (Men's Program)	\$13,620			
Total Expenditures per Student (Women's Program)	\$74.05		Total Expenditures per Student (Men's Program)	\$50.44		Total Expenditures per Student Difference	\$23.61
Total Expenditures – school funds only (Women's Program)	\$18,365		Total Expenditures - school funds only (Men's Program)	\$13,620			
Total Expenditures per Student – School funds only (Women's Program)	\$74.05		Total Expenditures per Student – school funds only (Men's Program)	\$50.44		Total Expenditures per Student Difference (School funds only)	\$23.61
Athletic Benefits – Numbers are averages across all sports.							
Facility Location (Women)	1.80		Facility Location (Men)	1.75		Facility Location Difference	0.05
Facility Condition (Women)	5.00		Facility Condition (Men)	5.00		Facility Condition Difference	0
Facility Lights (Women)	1.60		Facility Lights (Men)	1.50		Facility Lights Difference	0.10
Academic Support (Women)	4.20		Academic Support (Men)	4.00		Academic Support Difference	0.20

School Name	Dunbar High School			School Code	467
School Title IX Personnel					
Principal	Abdullah Zaki	Principal Email Address	abdullah.zaki@dc.gov		
Athletic Director	Dr. Henry Frazier III	Athletic Director Email Address	henry.frazier@dc.gov		
Title IX School Liaison	La Shay Wilkerson	Title IX Liaison Email Address	lashay.wilkerson@dc.gov		
LEA Title IX Coordinator	Michael Bryant	LEA Title IX Coordinator Email Address	michael.bryant5@dc.gov		
Gender Equity Review Committee (GERC)					
GERC Member #1	Tiffany Jackson	GERC Member #1 Email Address	tiffany.jackson@dc.gov		
GERC Member #2	Donald Harris	GERC Member #2 Email Address	Donald.harris6@dc.gov		
GERC Member #3	Michael Green	GERC Member #3 Email Address	michael.green6@dc.gov		
Student Data					
Total Enrollment	611	Female Enrollment	284	Male Enrollment	327
Total Athletic Participation	150	Female Athletic Participation	60	Male Athletic Participation	90
Female Athletic Participation Opportunities Required	18.17		Percent Difference (female/male participation)	-6.48%	
Athletic Personnel Compensation Data					
Total Athletic Personnel	17	Total Athletic Personnel Positions	25		
Total Personnel (Women's Program)	10	Total Personnel (Men's Program)	10	Percent Women's Personnel	50%
Total Personnel Compensation	\$51,225	Total Compensation (Men's Program)	\$27,368	Total Compensation (Women's Program)	\$23,857
Percent Compensation (Women's Program)	46.57%		Total Compensation % Difference (Women's Program – Men's Program)	-0.09%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	10	Total # Assistant Coaches (Women's Program)	2	Total Experience (Women's Program)	94
Average Experience (Women's Program)	9.40	Average Roles Per Person (Women's Program)	1.8		
Total # Head Coaches (Men's Program)	9	Total # Assistant Coaches (Men's Program)	3	Total Experience (Men's Program)	135
Average Experience (Men's Program)	13.50	Average Roles Per Person (Men's Program)	1.6		
Athletic Expenditures					
Total Expenditures (Women's Program)	\$11,095	Total Expenditures (Men's Program)	\$12,816		
Total Expenditures per Student (Women's Program)	\$140.44	Total Expenditures per Student (Men's Program)	\$109.54	Total Expenditures per Student Difference	\$30.90
Total Expenditures – school funds only (Women's Program)	\$11,095	Total Expenditures – school funds only (Men's Program)	\$12,816		
Total Expenditures per Student – School funds only (Women's Program)	\$140.44	Total Expenditures per Student – school funds only (Men's Program)	\$109.54	Total Expenditures per Student Difference (School funds only)	\$30.90
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	2.36	Facility Location (Men)	2.33	Facility Location Difference	0.03
Facility Condition (Women)	4.91	Facility Condition (Men)	5.00	Facility Condition Difference	-0.09
Facility Lights (Women)	1.36	Facility Lights (Men)	2.00	Facility Lights Difference	-0.64
Academic Support (Women)	3.55	Academic Support (Men)	4.40	Academic Support Difference	-0.85

School Name	Eastern High School			School Code	457
School Title IX Personnel					
Principal	Sah Brown		Principal Email Address	sah.brown@dc.gov	
Athletic Director	Patricia B. Briscoe, EdD		Athletic Director Email Address	patricia.briscoe@dc.gov	
Title IX School Liaison	Torri Pierre		Title IX Liaison Email Address	torri.pierre@dc.gov	
LEA Title IX Coordinator	Michael Bryant		LEA Title IX Coordinator Email Address	michael.bryant5@dc.gov	
Gender Equity Review Committee (GERC)					
GERC Member #1	Patricia B. Briscoe, EdD		GERC Member #1 Email Address	patricia.briscoe@dc.gov	
GERC Member #2	Ricardo Neal		GERC Member #2 Email Address	ricardo.neal@dc.gov	
GERC Member #3	Torri Pierre		GERC Member #3 Email Address	torri.pierre@dc.gov	
Student Data					
Total Enrollment	832	Female Enrollment	428	Male Enrollment	373
Total Athletic Participation	366	Female Athletic Participation	224	Male Athletic Participation	142
Female Athletic Participation Opportunities Required	-49.26		Percent Difference (female/male participation)	9.76%	
Athletic Personnel Compensation Data					
Total Athletic Personnel	30		Total Athletic Personnel Positions	63	
Total Personnel (Women's Program)	21		Total Personnel (Men's Program)	21	Percent Women's Personnel 50%
Total Personnel Compensation	\$57,294	Total Compensation (Men's Program)	\$32,222	Total Compensation (Women's Program)	\$25,072
Percent Compensation (Women's Program)	43.76%		Total Compensation % Difference (Women's Program – Men's Program)	7.68%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	11		Total # Assistant Coaches (Women's Program)	21	
Average Experience (Women's Program)	5.62		Average Roles Per Person (Women's Program)	2	
Total # Head Coaches (Men's Program)	10		Total # Assistant Coaches (Men's Program)	20	
Average Experience (Men's Program)	9.95		Average Roles Per Person (Men's Program)	2	
Athletic Expenditures					
Total Expenditures (Women's Program)	\$18,167.21		Total Expenditures (Men's Program)	\$18,433.11	
Total Expenditures per Student (Women's Program)	\$80.74		Total Expenditures per Student (Men's Program)	\$108.43	Total Expenditures per Student Difference -\$27.69
Total Expenditures – school funds only (Women's Program)	\$18,167.21		Total Expenditures - school funds only (Men's Program)	\$18,433.11	
Total Expenditures per Student – School funds only (Women's Program)	\$80.74		Total Expenditures per Student – school funds only (Men's Program)	\$108.43	Total Expenditures per Student Difference (School funds only) -\$27.69
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	2.23		Facility Location (Men)	2.50	Facility Location Difference -0.27
Facility Condition (Women)	5.00		Facility Condition (Men)	5.00	Facility Condition Difference 0
Facility Lights (Women)	1.91		Facility Lights (Men)	2.00	Facility Lights Difference -0.09
Academic Support (Women)	4.00		Academic Support (Men)	4.00	Academic Support Difference 0

School Name	E.L. Haynes PCS			School Code	1138
School Title IX Personnel					
Principal	Phyllis Hedlund		Principal Email Address	phedlund@elhaynes.org	
Athletic Director	Brent Bass		Athletic Director Email Address	bbass@elhaynes.org	
Title IX School Liaison	Vanessa Carlo Miranda		Title IX Liaison Email Address	vcarlomiranda@elhaynes.org	
LEA Title IX Coordinator	Vanessa Carlo Miranda		LEA Title IX Coordinator Email Address	vcarlomiranda@elhaynes.org	
Gender Equity Review Committee (GERC)					
GERC Member #1	Vanessa Carlo Miranda		GERC Member #1 Email Address	vcarlomiranda@elhaynes.org	
GERC Member #2	Brent Bass		GERC Member #2 Email Address	bbass@elhaynes.org	
GERC Member #3	Tia Brumstead		GERC Member #3 Email Address	tbrumsted@elhaynes.org	
Student Data					
Total Enrollment	435	Female Enrollment	195	Male Enrollment	240
Total Athletic Participation	79	Female Athletic Participation	45	Male Athletic Participation	34
Female Athletic Participation Opportunities Required	-17.38		Percent Difference (female/male participation)	12.13%	
Athletic Personnel Compensation Data					
Total Athletic Personnel	14		Total Athletic Personnel Positions	18	
Total Personnel (Women's Program)	9		Total Personnel (Men's Program)	7	Percent Women's Personnel 56.25%
Total Personnel Compensation	\$14,400	Total Compensation (Men's Program)	\$8,300	Total Compensation (Women's Program)	\$6,100
Percent Compensation (Women's Program)	42.36%		Total Compensation % Difference (Women's Program – Men's Program)	2.47%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	5		Total # Assistant Coaches (Women's Program)	4	
Average Experience (Women's Program)	2.44		Average Roles Per Person (Women's Program)	1.2	
Total # Head Coaches (Men's Program)	5		Total # Assistant Coaches (Men's Program)	3	
Average Experience (Men's Program)	3.14		Average Roles Per Person (Men's Program)	1.3	
Athletic Expenditures					
Total Expenditures (Women's Program)	\$17,040		Total Expenditures (Men's Program)	\$21,433	
Total Expenditures per Student (Women's Program)	\$378.67		Total Expenditures per Student (Men's Program)	\$639.38	Total Expenditures per Student Difference -\$251.72
Total Expenditures – school funds only (Women's Program)	\$17,040		Total Expenditures - school funds only (Men's Program)	\$21,433	
Total Expenditures per Student – School funds only (Women's Program)	\$378.67		Total Expenditures per Student – school funds only (Men's Program)	\$639.38	Total Expenditures per Student Difference (School funds only) -\$251.72
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	3.00		Facility Location (Men)	3.00	Facility Location Difference 0
Facility Condition (Women)	5.00		Facility Condition (Men)	5.00	Facility Condition Difference 0
Facility Lights (Women)	1.40		Facility Lights (Men)	1.00	Facility Lights Difference 0.40
Academic Support (Women)	1.40		Academic Support (Men)	1.75	Academic Support Difference -0.35

School Name	Friendship Collegiate Academy PCS		School Code	186	
School Title IX Personnel					
Principal	Curtis Lawrence		Principal Email Address	clawrance@friendshipschools.org	
Athletic Director	Bryan Bartley		Athletic Director Email Address	BBartley@friendshipschools.org	
Title IX School Liaison	Michael Hunter		Title IX Liaison Email Address	Mhunter@friendshipschools.org	
LEA Title IX Coordinator	Tamika Maulsby		LEA Title IX Coordinator Email Address	tmaultsby@friendshipschools.org	
Gender Equity Review Committee (GERC)					
GERC Member #1	Bryan Bartley		GERC Member #1 Email Address	BBartley@friendshipschools.org	
GERC Member #2	Michael Hunter		GERC Member #2 Email Address	Mhunter@friendshipschools.org	
GERC Member #3	Carlita Martin		GERC Member #3 Email Address	Cmartin@friendshipschools.org	
Student Data					
Total Enrollment	810	Female Enrollment	380	Male Enrollment	430
Total Athletic Participation	179	Female Athletic Participation	67	Male Athletic Participation	112
Female Athletic Participation Opportunities Required	31.98		Percent Difference (female/male participation)	-9.48%	
Athletic Personnel Compensation Data					
Total Athletic Personnel	27		Total Athletic Personnel Positions	34	
Total Personnel (Women's Program)	9		Total Personnel (Men's Program)	21	Percent Women's Personnel 30.00%
Total Personnel Compensation	\$31,300	Total Compensation (Men's Program)	\$18,300	Total Compensation (Women's Program)	\$13,000
Percent Compensation (Women's Program)	41.53%		Total Compensation % Difference (Women's Program – Men's Program)	5.38%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	6		Total # Assistant Coaches (Women's Program)	4	
Average Experience (Women's Program)	10.56		Average Roles Per Person (Women's Program)	1.7	
Total # Head Coaches (Men's Program)	7		Total # Assistant Coaches (Men's Program)	16	
Average Experience (Men's Program)	8.00		Average Roles Per Person (Men's Program)	1.36	
Athletic Expenditures					
Total Expenditures (Women's Program)	\$13,000		Total Expenditures (Men's Program)	\$39,200	
Total Expenditures per Student (Women's Program)	\$194.03		Total Expenditures per Student (Men's Program)	\$350.00	Total Expenditures per Student Difference -\$155.97
Total Expenditures – school funds only (Women's Program)	\$12,000		Total Expenditures - school funds only (Men's Program)	\$37,700	
Total Expenditures per Student – School funds only (Women's Program)	\$179.10		Total Expenditures per Student – school funds only (Men's Program)	\$336.61	Total Expenditures per Student Difference (School funds only) -\$157.50
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	2.50		Facility Location (Men)	2.57	Facility Location Difference -0.07
Facility Condition (Women)	2.67		Facility Condition (Men)	2.29	Facility Condition Difference 0.38
Facility Lights (Women)	1.83		Facility Lights (Men)	1.71	Facility Lights Difference 0.12
Academic Support (Women)	4.00		Academic Support (Men)	4.00	Academic Support Difference 0

School Name	Friendship Tech Prep PCS			School Code	1124
School Title IX Personnel					
Principal	Peggy Jones	Principal Email Address	PJones@friendshipschools.org		
Athletic Director	Clarence Cross	Athletic Director Email Address	ccross@friendshipschools.org		
Title IX School Liaison	Lynn Jones	Title IX Liaison Email Address	LJones@friendshipschools.org		
LEA Title IX Coordinator	Tamika Maulsby	LEA Title IX Coordinator Email Address	tmaultsby@friendshipschools.org		
Gender Equity Review Committee (GERC)					
GERC Member #1	Lynn Jones	GERC Member #1 Email Address	LJones@friendshipschools.org		
GERC Member #2	Valencia Church-Williams	GERC Member #2 Email Address	vchurch-williams@friendshipschools.org		
GERC Member #3	Jovan Bryant	GERC Member #3 Email Address	jbryant@friendshipschools.org		
Student Data					
Total Enrollment	215	Female Enrollment	107	Male Enrollment	108
Total Athletic Participation	73	Female Athletic Participation	26	Male Athletic Participation	47
Female Athletic Participation Opportunities Required	20.56		Percent Difference (female/male participation)		-14.15%
Athletic Personnel Compensation Data					
Total Athletic Personnel	11	Total Athletic Personnel Positions			16
Total Personnel (Women's Program)	5	Total Personnel (Men's Program)	8	Percent Women's Personnel	38.46%
Total Personnel Compensation	\$22,000	Total Compensation (Men's Program)	\$15,000	Total Compensation (Women's Program)	\$7,000
Percent Compensation (Women's Program)	31.82%		Total Compensation % Difference (Women's Program – Men's Program)		17.95%
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	3	Total # Assistant Coaches (Women's Program)	2	Total Experience (Women's Program)	17
Average Experience (Women's Program)	3.40	Average Roles Per Person (Women's Program)		1.4	
Total # Head Coaches (Men's Program)	4	Total # Assistant Coaches (Men's Program)	6	Total Experience (Men's Program)	57
Average Experience (Men's Program)	7.13	Average Roles Per Person (Men's Program)		1.62	
Athletic Expenditures					
Total Expenditures (Women's Program)	\$5,038.34	Total Expenditures (Men's Program)		\$12,797.90	
Total Expenditures per Student (Women's Program)	\$193.78	Total Expenditures per Student (Men's Program)	\$272.30	Total Expenditures per Student Difference	-\$78.51
Total Expenditures – school funds only (Women's Program)	\$3,738.34	Total Expenditures - school funds only (Men's Program)		\$8,697.90	
Total Expenditures per Student – School funds only (Women's Program)	\$143.78	Total Expenditures per Student – school funds only (Men's Program)	\$185.06	Total Expenditures per Student Difference (School funds only)	-\$41.28
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	3.00	Facility Location (Men)	3.00	Facility Location Difference	0
Facility Condition (Women)	4.67	Facility Condition (Men)	4.50	Facility Condition Difference	0.17
Facility Lights (Women)	2.00	Facility Lights (Men)	1.75	Facility Lights Difference	0.25
Academic Support (Women)	5.00	Academic Support (Men)	5.00	Academic Support Difference	0

School Name	HD Woodson High School			School Code	464
School Title IX Personnel					
Principal	Dr.Darrin Slade		Principal Email Address	darrin.slade@dc.gov	
Athletic Director	Thomas Byrd		Athletic Director Email Address	thomas.byrd@dc.gov	
Title IX School Liaison	Brynn Rosser		Title IX Liaison Email Address	c	
LEA Title IX Coordinator	Michael Bryant		LEA Title IX Coordinator Email Address	Michael.bryant5@dc.gov	
Gender Equity Review Committee (GERC)					
GERC Member #1	Thomas Byrd		GERC Member #1 Email Address	thomas.byrd@dc.gov	
GERC Member #2	Robert Saunders		GERC Member #2 Email Address	robert.saunders2@dc.gov	
GERC Member #3	Brynn Rosser		GERC Member #3 Email Address	Brynn Rosser	
Student Data					
Total Enrollment	660	Female Enrollment	317	Male Enrollment	343
Total Athletic Participation	191	Female Athletic Participation	34	Male Athletic Participation	160
Female Athletic Participation Opportunities Required	116.87		Percent Difference (female/male participation)	-30.23%	
Athletic Personnel Compensation Data					
Total Athletic Personnel	32		Total Athletic Personnel Positions	53	
Total Personnel (Women's Program)	12		Total Personnel (Men's Program)	30	Percent Women's Personnel 28.57%
Total Personnel Compensation	\$70,600	Total Compensation (Men's Program)	\$39,200	Total Compensation (Women's Program)	\$31,400
Percent Compensation (Women's Program)	44.48%		Total Compensation % Difference (Women's Program – Men's Program)	3.55%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	12	Total # Assistant Coaches (Women's Program)	6	Total Experience (Women's Program)	110
Average Experience (Women's Program)	9.17	Average Roles Per Person (Women's Program)	2.36		
Total # Head Coaches (Men's Program)	11	Total # Assistant Coaches (Men's Program)	23	Total Experience (Men's Program)	263
Average Experience (Men's Program)	8.77	Average Roles Per Person (Men's Program)	1.61		
Athletic Expenditures					
Total Expenditures (Women's Program)	\$7,297.97		Total Expenditures (Men's Program)	\$10,996.97	
Total Expenditures per Student (Women's Program)	\$110.58	Total Expenditures per Student (Men's Program)	\$74.30	Total Expenditures per Student Difference	\$36.27
Total Expenditures – school funds only (Women's Program)	\$7,297.97		Total Expenditures - school funds only (Men's Program)	\$10,996.97	
Total Expenditures per Student – School funds only (Women's Program)	\$110.58	Total Expenditures per Student – school funds only (Men's Program)	\$74.30	Total Expenditures per Student Difference (School funds only)	\$36.27
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	2.64	Facility Location (Men)	3.00	Facility Location Difference	-0.36
Facility Condition (Women)	5.00	Facility Condition (Men)	5.00	Facility Condition Difference	0
Facility Lights (Women)	1.91	Facility Lights (Men)	2.00	Facility Lights Difference	-0.09
Academic Support (Women)	3.00	Academic Support (Men)	2.56	Academic Support Difference	0.44

**Data from this school was incomplete.

School Name	IDEA		School Code	163	
School Title IX Personnel					
Principal	Nicole McCrae		Principal Email Address	nmccrae@ideapce.org	
Athletic Director	Morrell Miles		Athletic Director Email Address	mmiles@ideapcs.org	
Title IX School Liaison	Morrell Miles		Title IX Liaison Email Address	mmiles@ideapcs.org	
LEA Title IX Coordinator	Travis Coleman		LEA Title IX Coordinator Email Address	tcoleman@ideapcs.org	
Gender Equity Review Committee (GERC)					
GERC Member #1	Arianna Ashton		GERC Member #1 Email Address	aashton@ideapcs.org	
GERC Member #2	Ulises Bengoechea		GERC Member #2 Email Address	ubengoechea@ideapcs.org	
GERC Member #3	Morrell Miles		GERC Member #3 Email Address	mmiles@ideapcs.org	
Student Data					
Total Enrollment	317		Female Enrollment	154	
Total Athletic Participation			Female Athletic Participation		
Female Athletic Participation Opportunities Required			Percent Difference (female/male participation)		
Athletic Personnel Compensation Data					
Total Athletic Personnel		Total Athletic Personnel Positions			
Total Personnel (Women's Program)		Total Personnel (Men's Program)		Percent Women's Personnel	
Total Personnel Compensation		Total Compensation (Men's Program)		Total Compensation (Women's Program)	
Percent Compensation (Women's Program)		Total Compensation % Difference (Women's Program – Men's Program)			
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)		Total # Assistant Coaches (Women's Program)		Total Experience (Women's Program)	
Average Experience (Women's Program)		Average Roles Per Person (Women's Program)			
Total # Head Coaches (Men's Program)		Total # Assistant Coaches (Men's Program)		Total Experience (Men's Program)	
Average Experience (Men's Program)		Average Roles Per Person (Men's Program)			
Athletic Expenditures					
Total Expenditures (Women's Program)		Total Expenditures (Men's Program)			
Total Expenditures per Student (Women's Program)		Total Expenditures per Student (Men's Program)		Total Expenditures per Student Difference	
Total Expenditures – school funds only (Women's Program)		Total Expenditures - school funds only (Men's Program)			
Total Expenditures per Student – School funds only (Women's Program)		Total Expenditures per Student – school funds only (Men's Program)		Total Expenditures per Student Difference (School funds only)	
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)		Facility Location (Men)		Facility Location Difference	
Facility Condition (Women)		Facility Condition (Men)		Facility Condition Difference	
Facility Lights (Women)		Facility Lights (Men)		Facility Lights Difference	
Academic Support (Women)		Academic Support (Men)		Academic Support Difference	

School Name	Kingsman Academy PCS			School Code	267
School Title IX Personnel					
Principal	Shannon Hodge		Principal Email Address	shodge@kingsmanacademy.org	
Athletic Director	Kevin Nesbitt		Athletic Director Email Address	knesbitt@kingsmanacademy.org	
Title IX School Liaison	Rebertha Pope-Matthews		Title IX Liaison Email Address	rpmattthews@kingsmanacademy.org	
LEA Title IX Coordinator	Rebertha Pope-Matthews		LEA Title IX Coordinator Email Address	rpmattthews@kingsmanacademy.org	
Gender Equity Review Committee (GERC)					
GERC Member #1	Kevin Nesbitt		GERC Member #1 Email Address	knesbitt@kingsmanacademy.org	
GERC Member #2	Rebertha Pope-Matthews		GERC Member #2 Email Address	rpmattthews@kingsmanacademy.org	
GERC Member #3	Derrick Deane		GERC Member #3 Email Address	ddeane@kingsmanacademy.org	
Student Data					
Total Enrollment	254	Female Enrollment	101	Male Enrollment	153
Total Athletic Participation	72	Female Athletic Participation	15	Male Athletic Participation	57
Female Athletic Participation Opportunities Required	22.63		Percent Difference (female/male participation)	-18.93%	
Athletic Personnel Compensation Data					
Total Athletic Personnel	8		Total Athletic Personnel Positions	12	
Total Personnel (Women's Program)	3		Total Personnel (Men's Program)	7	Percent Women's Personnel 30%
Total Personnel Compensation	\$6,750	Total Compensation (Men's Program)	\$4,750	Total Compensation (Women's Program)	\$2,000
Percent Compensation (Women's Program)	29.63%		Total Compensation % Difference (Women's Program – Men's Program)	10.13%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	2		Total # Assistant Coaches (Women's Program)	1	
Average Experience (Women's Program)	7.0		Average Roles Per Person (Women's Program)	1.67	
Total # Head Coaches (Men's Program)	5		Total # Assistant Coaches (Men's Program)	3	
Average Experience (Men's Program)	6.29		Average Roles Per Person (Men's Program)	1.5	
Athletic Expenditures					
Total Expenditures (Women's Program)	\$2,697.37		Total Expenditures (Men's Program)	\$9,021.64	
Total Expenditures per Student (Women's Program)	\$179.82		Total Expenditures per Student (Men's Program)	\$158.27	Total Expenditures per Student Difference \$21.55
Total Expenditures – school funds only (Women's Program)	\$2,697.37		Total Expenditures - school funds only (Men's Program)	\$9,021.64	
Total Expenditures per Student – School funds only (Women's Program)	\$179.82		Total Expenditures per Student – school funds only (Men's Program)	\$158.27	Total Expenditures per Student Difference (School funds only) \$21.55
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	2.5		Facility Location (Men)	2.625	Facility Location Difference -0.13
Facility Condition (Women)	4.25		Facility Condition (Men)	4.13	Facility Condition Difference 0.13
Facility Lights (Women)	1.75		Facility Lights (Men)	1.63	Facility Lights Difference 0.13
Academic Support (Women)	3		Academic Support (Men)	3	Academic Support Difference 0

School Name	KIPP			School Code	1123
School Title IX Personnel					
Principal	Andhra Lutz	Principal Email Address	Andhra.lutz@kipfdc.org		
Athletic Director	Treybourne Walker	Athletic Director Email Address	Treybourne.Walker@kipfdc.org		
Title IX School Liaison	Lauren Outlaw	Title IX Liaison Email Address	Lauren.Outlaw@kipfdc.org		
LEA Title IX Coordinator	Lauren Outlaw	LEA Title IX Coordinator Email Address	Lauren.Outlaw@kipfdc.org		
Gender Equity Review Committee (GERC)					
GERC Member #1	Stephanie Young	GERC Member #1 Email Address	Stephanie.young@kipfdc.org		
GERC Member #2	Treybourne Walker	GERC Member #2 Email Address	Treybourne.Walker@kipfdc.org		
GERC Member #3	Lauren Outlaw	GERC Member #3 Email Address	Lauren.Outlaw@kipfdc.org		
Student Data					
Total Enrollment	505	Female Enrollment	293	Male Enrollment	212
Total Athletic Participation	224	Female Athletic Participation	94	Male Athletic Participation	130
Female Athletic Participation Opportunities Required	85.67		Percent Difference (female/male participation)	-16.06%	
Athletic Personnel Compensation Data					
Total Athletic Personnel	18	Total Athletic Personnel Positions	19		
Total Personnel (Women's Program)	12	Total Personnel (Men's Program)	6	Percent Women's Personnel	66.67%
Total Personnel Compensation	\$29,000	Total Compensation (Men's Program)	\$12,000	Total Compensation (Women's Program)	\$17,000
Percent Compensation (Women's Program)	58.62%		Total Compensation % Difference (Women's Program – Men's Program)	-0.60%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	5	Total # Assistant Coaches (Women's Program)	7	Total Experience (Women's Program)	62
Average Experience (Women's Program)	5.17	Average Roles Per Person (Women's Program)	1		
Total # Head Coaches (Men's Program)	4	Total # Assistant Coaches (Men's Program)	2	Total Experience (Men's Program)	47
Average Experience (Men's Program)	7.83	Average Roles Per Person (Men's Program)	1.1		
Athletic Expenditures					
Total Expenditures (Women's Program)	\$54,855	Total Expenditures (Men's Program)	\$42,805.14		
Total Expenditures per Student (Women's Program)	\$583.56	Total Expenditures per Student (Men's Program)	\$329.27	Total Expenditures per Student Difference	\$254.29
Total Expenditures – school funds only (Women's Program)	\$54,855	Total Expenditures - school funds only (Men's Program)	\$42,805.14		
Total Expenditures per Student – School funds only (Women's Program)	\$583.56	Total Expenditures per Student – school funds only (Men's Program)	\$329.27	Total Expenditures per Student Difference (School funds only)	\$254.29
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	2.6	Facility Location (Men)	3.00	Facility Location Difference	-0.40
Facility Condition (Women)	5.00	Facility Condition (Men)	5.00	Facility Condition Difference	0
Facility Lights (Women)	2.00	Facility Lights (Men)	2.00	Facility Lights Difference	0
Academic Support (Women)	3.00	Academic Support (Men)	2.50	Academic Support Difference	0.50

School Name	Luke C. Moore High School			School Code	884
School Title IX Personnel					
Principal	Jada Langston	Principal Email Address	Jada.Langston@dc.gov		
Athletic Director	Zachary Larson	Athletic Director Email Address	Zachary.Larson2@dc.gov		
Title IX School Liaison	Carmel Henry	Title IX Liaison Email Address	Carmel.Henry@dc.gov		
LEA Title IX Coordinator	Michael Bryant	LEA Title IX Coordinator Email Address	Michael.Bryant5@dc.gov		
Gender Equity Review Committee (GERC)					
GERC Member #1	Carmel Henry	GERC Member #1 Email Address	Carmel.Henry@dc.gov		
GERC Member #2	Zachary Larson	GERC Member #2 Email Address	Zachary.Larson2@dc.gov		
GERC Member #3	Evelyn Merrick	GERC Member #3 Email Address	Evelyn.Merrick@dc.gov		
Student Data					
Total Enrollment	300	Female Enrollment	146	Male Enrollment	154
Total Athletic Participation	51	Female Athletic Participation	22	Male Athletic Participation	29
Female Athletic Participation Opportunities Required	5.49		Percent Difference (female/male participation)		-5.53%
Athletic Personnel Compensation Data					
Total Athletic Personnel	10	Total Athletic Personnel Positions			15
Total Personnel (Women's Program)	5	Total Personnel (Men's Program)	5	Percent Women's Personnel	50%
Total Personnel Compensation	\$35,928	Total Compensation (Men's Program)	\$18,714	Total Compensation (Women's Program)	\$17,214
Percent Compensation (Women's Program)	47.91%		Total Compensation % Difference (Women's Program – Men's Program)		0.75%
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	6	Total # Assistant Coaches (Women's Program)	1	Total Experience (Women's Program)	6
Average Experience (Women's Program)	1.20	Average Roles Per Person (Women's Program)		1.4	
Total # Head Coaches (Men's Program)	5	Total # Assistant Coaches (Men's Program)	2	Total Experience (Men's Program)	13
Average Experience (Men's Program)	2.6	Average Roles Per Person (Men's Program)		1.6	
Athletic Expenditures					
Total Expenditures (Women's Program)	\$3,362.50	Total Expenditures (Men's Program)		\$4,300	
Total Expenditures per Student (Women's Program)	\$152.84	Total Expenditures per Student (Men's Program)	\$148.28	Total Expenditures per Student Difference	\$4.57
Total Expenditures – school funds only (Women's Program)	\$3,300	Total Expenditures - school funds only (Men's Program)		\$4,237.50	
Total Expenditures per Student – School funds only (Women's Program)	\$150.00	Total Expenditures per Student – school funds only (Men's Program)	\$146.12	Total Expenditures per Student Difference (School funds only)	\$3.88
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	1.60	Facility Location (Men)	2.00	Facility Location Difference	-0.40
Facility Condition (Women)	4.80	Facility Condition (Men)	4.17	Facility Condition Difference	0.63
Facility Lights (Women)	2.00	Facility Lights (Men)	2.00	Facility Lights Difference	0
Academic Support (Women)	3.00	Academic Support (Men)	2.67	Academic Support Difference	0.33

School Name	McKinley Technology High School			School Code	458
School Title IX Personnel					
Principal	Dr. Louise Jones		Principal Email Address	louise.jones@dc.gov	
Athletic Director	Cory Williams		Athletic Director Email Address	cory.williams@dc.gov	
Title IX School Liaison	Rosalind Lyle		Title IX Liaison Email Address	rosalind.lyle@dc.gov	
LEA Title IX Coordinator	Michael Bryant		LEA Title IX Coordinator Email Address	Michael.Bryant5@dc.gov	
Gender Equity Review Committee (GERC)					
GERC Member #1	Michael Pridgeon		GERC Member #1 Email Address	michael.pridgeon@dc.gov	
GERC Member #2	Cory Williams		GERC Member #2 Email Address	cory.williams@dc.gov	
GERC Member #3	Rachelle Saunders		GERC Member #3 Email Address	rachelle.saunders@dc.gov	
Student Data					
Total Enrollment	656	Female Enrollment	386	Male Enrollment	270
Total Athletic Participation	378	Female Athletic Participation	201	Male Athletic Participation	177
Female Athletic Participation Opportunities Required	52.04		Percent Difference (female/male participation)	-5.67%	
Athletic Personnel Compensation Data					
Total Athletic Personnel	24		Total Athletic Personnel Positions	31	
Total Personnel (Women's Program)	12		Total Personnel (Men's Program)	18	Percent Women's Personnel 40%
Total Personnel Compensation	\$67,428	Total Compensation (Men's Program)	\$34,714	Total Compensation (Women's Program)	\$32,714
Percent Compensation (Women's Program)	48.52%		Total Compensation % Difference (Women's Program – Men's Program)	10.32%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	8		Total # Assistant Coaches (Women's Program)	4	Total Experience (Women's Program) 62
Average Experience (Women's Program)	5.17		Average Roles Per Person (Women's Program)	2.6	
Total # Head Coaches (Men's Program)	9		Total # Assistant Coaches (Men's Program)	9	Total Experience (Men's Program) 92
Average Experience (Men's Program)	5.11		Average Roles Per Person (Men's Program)	2.1	
Athletic Expenditures					
Total Expenditures (Women's Program)	\$8,172		Total Expenditures (Men's Program)	\$9,565	
Total Expenditures per Student (Women's Program)	\$48.93		Total Expenditures per Student (Men's Program)	\$57.97	Total Expenditures per Student Difference -\$9.04
Total Expenditures – school funds only (Women's Program)	\$8,172		Total Expenditures - school funds only (Men's Program)	\$9,565	
Total Expenditures per Student – School funds only (Women's Program)	\$48.93		Total Expenditures per Student – school funds only (Men's Program)	\$57.97	Total Expenditures per Student Difference (School funds only) -\$9.04
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	2.56		Facility Location (Men)	2.67	Facility Location Difference -0.11
Facility Condition (Women)	3.56		Facility Condition (Men)	3.67	Facility Condition Difference -0.11
Facility Lights (Women)	1.89		Facility Lights (Men)	1.83	Facility Lights Difference 0.06
Academic Support (Women)	4.00		Academic Support (Men)	4.00	Academic Support Difference 0

School Name	National Collegiate Prep			School Code	1120
School Title IX Personnel					
Principal	Alicia Waldon		Principal Email Address	Awaldon@nationprepdc.org	
Athletic Director	Samuel Korpoi		Athletic Director Email Address	Skorpoi@nationalprepdc.org	
Title IX School Liaison	Claude Presley		Title IX Liaison Email Address	Cpreseley@nationalprepdc.org	
LEA Title IX Coordinator	Claude Presley		LEA Title IX Coordinator Email Address	Cpreseley@nationalprepdc.org	
Gender Equity Review Committee (GERC)					
GERC Member #1	Giani Clarkson		GERC Member #1 Email Address	gian.clarkson@gmail.com	
GERC Member #2	Tasha Holley		GERC Member #2 Email Address	tholley@nationalprepdc.org	
GERC Member #3	Thamiane Morgan		GERC Member #3 Email Address	Tmorgan@nationalprepdc.org	
Student Data					
Total Enrollment	280	Female Enrollment	136	Male Enrollment	144
Total Athletic Participation	140	Female Athletic Participation	74	Male Athletic Participation	66
Female Athletic Participation Opportunities Required	-11.67		Percent Difference (female/male participation)	4.29%	
Athletic Personnel Compensation Data					
Total Athletic Personnel	17		Total Athletic Personnel Positions	24	
Total Personnel (Women's Program)	9		Total Personnel (Men's Program)	13	Percent Women's Personnel 40.91%
Total Personnel Compensation	\$44,500	Total Compensation (Men's Program)	\$26,000	Total Compensation (Women's Program)	\$18,500
Percent Compensation (Women's Program)	41.57%		Total Compensation % Difference (Women's Program – Men's Program)	7%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	4		Total # Assistant Coaches (Women's Program)	5	Total Experience (Women's Program) 48
Average Experience (Women's Program)	5.33		Average Roles Per Person (Women's Program)	1.9	
Total # Head Coaches (Men's Program)	4		Total # Assistant Coaches (Men's Program)	10	Total Experience (Men's Program) 112
Average Experience (Men's Program)	8.62		Average Roles Per Person (Men's Program)	1.5	
Athletic Expenditures					
Total Expenditures (Women's Program)	\$64,000		Total Expenditures (Men's Program)	\$46,900	
Total Expenditures per Student (Women's Program)	\$864.86	Total Expenditures per Student (Men's Program)	\$710.61	Total Expenditures per Student Difference	\$154.26
Total Expenditures – school funds only (Women's Program)	\$64,000		Total Expenditures - school funds only (Men's Program)	\$46,900	
Total Expenditures per Student – School funds only (Women's Program)	\$864.86	Total Expenditures per Student – school funds only (Men's Program)	\$710.61	Total Expenditures per Student Difference (School funds only)	\$154.26
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	2.63		Facility Location (Men)	2.38	Facility Location Difference 0.25
Facility Condition (Women)	4.38		Facility Condition (Men)	5.00	Facility Condition Difference -0.63
Facility Lights (Women)	2.00		Facility Lights (Men)	2.00	Facility Lights Difference 0
Academic Support (Women)	1.00		Academic Support (Men)	1.00	Academic Support Difference 0

School Name	Paul PCS			School Code	222
School Title IX Personnel					
Principal	Erin Fisher		Principal Email Address	efisher@paulcharter.org	
Athletic Director	Hamzat Saba		Athletic Director Email Address	hsaba@paulcharter.org	
Title IX School Liaison	Will Henderson		Title IX Liaison Email Address	whenderson@paulcharter.org	
LEA Title IX Coordinator	Pamela Merkerson		LEA Title IX Coordinator Email Address	pmerkerson@paulcharter.org	
Gender Equity Review Committee (GERC)					
GERC Member #1	Erin Fisher		GERC Member #1 Email Address	efisher@paulcharter.org	
GERC Member #2	Danielle Singh		GERC Member #2 Email Address	dsingh@paulcharter.org	
GERC Member #3	Lea Gonzalez		GERC Member #3 Email Address	lgonzalez@paulcharter.org	
Student Data					
Total Enrollment	729	Female Enrollment	345	Male Enrollment	384
Total Athletic Participation	174	Female Athletic Participation	87	Male Athletic Participation	87
Female Athletic Participation Opportunities Required	-8.84		Percent Difference (female/male participation)	2.67%	
Athletic Personnel Compensation Data					
Total Athletic Personnel	15		Total Athletic Personnel Positions	16	
Total Personnel (Women's Program)	4		Total Personnel (Men's Program)	44	Percent Women's Personnel 26.67%
Total Personnel Compensation	\$24,600	Total Compensation (Men's Program)	\$7,600	Total Compensation (Women's Program)	\$17,000
Percent Compensation (Women's Program)	30.89%		Total Compensation % Difference (Women's Program – Men's Program)	16.40%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	4		Total # Assistant Coaches (Women's Program)	0	
Average Experience (Women's Program)	1.75		Average Roles Per Person (Women's Program)	1	
Total # Head Coaches (Men's Program)	5		Total # Assistant Coaches (Men's Program)	6	
Average Experience (Men's Program)	2.55		Average Roles Per Person (Men's Program)	1.1	
Athletic Expenditures					
Total Expenditures (Women's Program)	\$10,234.36		Total Expenditures (Men's Program)	\$26,032.19	
Total Expenditures per Student (Women's Program)	\$117.64		Total Expenditures per Student (Men's Program)	\$299.22	Total Expenditures per Student Difference -\$181.58
Total Expenditures – school funds only (Women's Program)	\$10,234.36		Total Expenditures - school funds only (Men's Program)	\$26,032.19	
Total Expenditures per Student – School funds only (Women's Program)	\$117.64		Total Expenditures per Student – school funds only (Men's Program)	\$299.22	Total Expenditures per Student Difference (School funds only) -\$181.58
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	3.00		Facility Location (Men)	2.25	Facility Location Difference 0.75
Facility Condition (Women)	3.00		Facility Condition (Men)	3.75	Facility Condition Difference -0.75
Facility Lights (Women)	1.33		Facility Lights (Men)	1.75	Facility Lights Difference -0.42
Academic Support (Women)	4.00		Academic Support (Men)	4.00	Academic Support Difference 0

School Name	Phelps ACE High School			School Code	478
School Title IX Personnel					
Principal	Willie Jackson		Principal Email Address	willie.jackson@dc.gov	
Athletic Director	Evelyn Dunston-Lightfoot		Athletic Director Email Address	evelyn.dunston-lightfoot@dc.gov	
Title IX School Liaison	Toloria Gant		Title IX Liaison Email Address		
LEA Title IX Coordinator	Michael Bryant		LEA Title IX Coordinator Email Address	Michael.bryant5@dc.gov	
Gender Equity Review Committee (GERC)					
GERC Member #1	Caron Smith		GERC Member #1 Email Address	caron.smith@dc.gov	
GERC Member #2	Shirley Dozier		GERC Member #2 Email Address	shirley.dozier@dc.gov	
GERC Member #3	Harvest Sampleton		GERC Member #3 Email Address	harvest.sampleton@dc	
Student Data					
Total Enrollment	319	Female Enrollment	125	Male Enrollment	194
Total Athletic Participation	212	Female Athletic Participation	63	Male Athletic Participation	149
Female Athletic Participation Opportunities Required	33.01		Percent Difference (female/male participation)	-9.47%	
Athletic Personnel Compensation Data					
Total Athletic Personnel	13		Total Athletic Personnel Positions	21	
Total Personnel (Women's Program)	5		Total Personnel (Men's Program)	8	Percent Women's Personnel 38.46%
Total Personnel Compensation	\$43,285	Total Compensation (Men's Program)	\$23,571	Total Compensation (Women's Program)	19,714
Percent Compensation (Women's Program)	45.54%		Total Compensation % Difference (Women's Program – Men's Program)	-6.36%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	7		Total # Assistant Coaches (Women's Program)	2	
Average Experience (Women's Program)	7.80		Average Roles Per Person (Women's Program)	2.2	
Total # Head Coaches (Men's Program)	7		Total # Assistant Coaches (Men's Program)	4	
Average Experience (Men's Program)	15		Average Roles Per Person (Men's Program)	1.87	
Athletic Expenditures					
Total Expenditures (Women's Program)	\$5,689		Total Expenditures (Men's Program)	\$8,917	
Total Expenditures per Student (Women's Program)	\$90.30		Total Expenditures per Student (Men's Program)	\$59.85	Total Expenditures per Student Difference \$30.46
Total Expenditures – school funds only (Women's Program)	\$5,689		Total Expenditures - school funds only (Men's Program)	\$8,917	
Total Expenditures per Student – School funds only (Women's Program)	\$90.30		Total Expenditures per Student – school funds only (Men's Program)	\$59.85	Total Expenditures per Student Difference (School funds only) \$30.46
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	3.00		Facility Location (Men)	3.00	Facility Location Difference 0
Facility Condition (Women)	4.00		Facility Condition (Men)	3.71	Facility Condition Difference 0.29
Facility Lights (Women)	2.00		Facility Lights (Men)	2.00	Facility Lights Difference 0
Academic Support (Women)	4.00		Academic Support (Men)	4.00	Academic Support Difference 0

School Name	Richard Wright PCS			School Code	3067
School Title IX Personnel					
Principal	Dr. Marco Clark, ED.D		Principal Email Address	mclark@richardwrightpcs.org	
Athletic Director	Alisha Roberts		Athletic Director Email Address	aroberts@richardwrightpcs.org	
Title IX School Liaison	Alisha Roberts		Title IX Liaison Email Address	aroberts@richardwrightpcs.org	
LEA Title IX Coordinator	Alisha Roberts		LEA Title IX Coordinator Email Address	aroberts@richardwrightpcs.org	
Gender Equity Review Committee (GERC)					
GERC Member #1	Randi Glover		GERC Member #1 Email Address	rglover@richardwrightpcs.org	
GERC Member #2	Marcus Brown		GERC Member #2 Email Address	mbrown@richardwrightpcs.org	
GERC Member #3	Leia Harris		GERC Member #3 Email Address	lharris@richardwrightpcs.org	
Student Data					
Total Enrollment	284	Female Enrollment	162	Male Enrollment	122
Total Athletic Participation	91	Female Athletic Participation	47	Male Athletic Participation	44
Female Athletic Participation Opportunities Required	11.43		Percent Difference (female/male participation)		-5.39%
Athletic Personnel Compensation Data					
Total Athletic Personnel	12	Total Athletic Personnel Positions			16
Total Personnel (Women's Program)	3	Total Personnel (Men's Program)	11	Percent Women's Personnel	21.43%
Total Personnel Compensation	\$14,500	Total Compensation (Men's Program)	\$11,000	Total Compensation (Women's Program)	\$3,500
Percent Compensation (Women's Program)	24.14%		Total Compensation % Difference (Women's Program – Men's Program)		32.90%
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	4	Total # Assistant Coaches (Women's Program)	0	Total Experience (Women's Program)	31
Average Experience (Women's Program)	10.33	Average Roles Per Person (Women's Program)			2
Total # Head Coaches (Men's Program)	5	Total # Assistant Coaches (Men's Program)	6	Total Experience (Men's Program)	55
Average Experience (Men's Program)	5.0	Average Roles Per Person (Men's Program)			1.1
Athletic Expenditures					
Total Expenditures (Women's Program)	\$11,550	Total Expenditures (Men's Program)	\$12,725		
Total Expenditures per Student (Women's Program)	\$245.74	Total Expenditures per Student (Men's Program)	\$289.20	Total Expenditures per Student Difference	-\$43.46
Total Expenditures – school funds only (Women's Program)	\$11,550	Total Expenditures - school funds only (Men's Program)	\$12,725		
Total Expenditures per Student – School funds only (Women's Program)	\$245.74	Total Expenditures per Student – school funds only (Men's Program)	\$289.20	Total Expenditures per Student Difference (School funds only)	-\$43.46
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	3.00	Facility Location (Men)	2.20	Facility Location Difference	0.80
Facility Condition (Women)	2.00	Facility Condition (Men)	2.60	Facility Condition Difference	-0.60
Facility Lights (Women)	2.00	Facility Lights (Men)	2.00	Facility Lights Difference	0
Academic Support (Women)	1.00	Academic Support (Men)	1.20	Academic Support Difference	-0.20

School Name	Ron Brown			School Code	436
School Title IX Personnel					
Principal	Benjamin Williams		Principal Email Address	benjamin.williams@dc.gov	
Athletic Director	Benjamin Williams		Athletic Director Email Address	benjamin.williams@dc.gov	
Title IX School Liaison	Benjamin Williams		Title IX Liaison Email Address	benjamin.williams@dc.gov	
LEA Title IX Coordinator	Michael Bryant		LEA Title IX Coordinator Email Address	michael.bryant5@dc.gov	
Gender Equity Review Committee (GERC)					
GERC Member #1	Benjamin Williams		GERC Member #1 Email Address	benjamin.williams@dc.gov	
GERC Member #2	Evan Martin		GERC Member #2 Email Address	Evan.Martin@dc.gov	
GERC Member #3	Mathew Mitchell		GERC Member #3 Email Address	mathew.mitchell@dc.gov	
Student Data					
Total Enrollment	100	Female Enrollment	0	Male Enrollment	100
Total Athletic Participation	36	Female Athletic Participation	0	Male Athletic Participation	36
Female Athletic Participation Opportunities Required	0		Percent Difference (female/male participation)		0
Athletic Personnel Compensation Data					
Total Athletic Personnel	5		Total Athletic Personnel Positions		6
Total Personnel (Women's Program)	0		Total Personnel (Men's Program)	5	Percent Women's Personnel
Total Personnel Compensation	\$7,993	Total Compensation (Men's Program)	\$7,993		Total Compensation (Women's Program)
Percent Compensation (Women's Program)	0		Total Compensation % Difference (Women's Program – Men's Program)		N/A
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	0		Total # Assistant Coaches (Women's Program)	0	
Average Experience (Women's Program)	0		Average Roles Per Person (Women's Program)		0
Total # Head Coaches (Men's Program)	4		Total # Assistant Coaches (Men's Program)	2	
Average Experience (Men's Program)	2.4		Average Roles Per Person (Men's Program)		1.4
Athletic Expenditures					
Total Expenditures (Women's Program)	0		Total Expenditures (Men's Program)	\$6,700	
Total Expenditures per Student (Women's Program)	0		Total Expenditures per Student (Men's Program)	\$186.11	Total Expenditures per Student Difference
Total Expenditures – school funds only (Women's Program)	0		Total Expenditures - school funds only (Men's Program)	\$6,700	
Total Expenditures per Student – School funds only (Women's Program)	0		Total Expenditures per Student – school funds only (Men's Program)	\$186.11	Total Expenditures per Student Difference (School funds only)
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)			Facility Location (Men)	2.00	Facility Location Difference
Facility Condition (Women)			Facility Condition (Men)	3.00	Facility Condition Difference
Facility Lights (Women)			Facility Lights (Men)	2.00	Facility Lights Difference
Academic Support (Women)			Academic Support (Men)	2.00	Academic Support Difference

School Name	Roosevelt High School			School Code	459
School Title IX Personnel					
Principal	Aqueelha James		Principal Email Address	aqueelha.james@dc.gov	
Athletic Director	Kevin Grimsland		Athletic Director Email Address	kevin.grimsland@dc.gov	
Title IX School Liaison	Meshia Easley		Title IX Liaison Email Address	meshia.easley@dc.gov	
LEA Title IX Coordinator	Michael Bryant		LEA Title IX Coordinator Email Address	michael.bryant5@dc.gov	
Gender Equity Review Committee (GERC)					
GERC Member #1	Meshia Easley		GERC Member #1 Email Address	meshia.easley@dc.gov	
GERC Member #2	Rhina Merino		GERC Member #2 Email Address	rnmerino@yahoo.com	
GERC Member #3	Kevin Grimsland		GERC Member #3 Email Address	kevin.grimsland@dc.gov	
Student Data					
Total Enrollment	707	Female Enrollment	287	Male Enrollment	420
Total Athletic Participation	147	Female Athletic Participation	49	Male Athletic Participation	98
Female Athletic Participation Opportunities Required	17.97		Percent Difference (female/male participation)	-7.26%	
Athletic Personnel Compensation Data					
Total Athletic Personnel	25		Total Athletic Personnel Positions	33	
Total Personnel (Women's Program)	10		Total Personnel (Men's Program)	18	Percent Women's Personnel 35.71%
Total Personnel Compensation	\$14,500	Total Compensation (Men's Program)	\$11,000		Total Compensation (Women's Program) \$3,500
Percent Compensation (Women's Program)	24.14%		Total Compensation % Difference (Women's Program – Men's Program)	32.90%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	10		Total # Assistant Coaches (Women's Program)	4	
Average Experience (Women's Program)	6.3		Average Roles Per Person (Women's Program)	1.7	
Total # Head Coaches (Men's Program)	10		Total # Assistant Coaches (Men's Program)	8	
Average Experience (Men's Program)	5.72		Average Roles Per Person (Men's Program)	1.4	
Athletic Expenditures					
Total Expenditures (Women's Program)	\$13,982		Total Expenditures (Men's Program)	\$21,169	
Total Expenditures per Student (Women's Program)	\$191.53		Total Expenditures per Student (Men's Program)	\$180.93	
Total Expenditures – school funds only (Women's Program)	\$11,482		Total Expenditures – school funds only (Men's Program)	\$18,669	
Total Expenditures per Student – School funds only (Women's Program)	\$157.29		Total Expenditures per Student – school funds only (Men's Program)	\$159.56	
			Total Expenditures per Student Difference (School funds only)	-\$2.28	
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	2.75		Facility Location (Men)	3.00	
Facility Condition (Women)	3.75		Facility Condition (Men)	3.00	
Facility Lights (Women)	1.88		Facility Lights (Men)	1.86	
Academic Support (Women)	1.75		Academic Support (Men)	1.50	

School Name	School Without Walls High School		School Code	466	
School Title IX Personnel					
Principal	Richard Trogisch		Principal Email Address	richard.trogisch@dc.gov	
Athletic Director	Kip Smith		Athletic Director Email Address	kip.smith@dc.gov	
Title IX School Liaison	Margaret Scully		Title IX Liaison Email Address	margaret.scully@dc.gov	
LEA Title IX Coordinator	Michael Bryant		LEA Title IX Coordinator Email Address	michael.bryant5@dc.gov	
Gender Equity Review Committee (GERC)					
GERC Member #1	Wanda Jones-Hinnant		GERC Member #1 Email Address	wanda.jones-hinnant@dc.gov	
GERC Member #2	Margaret Scully		GERC Member #2 Email Address	margaret.scully@dc.gov	
GERC Member #3	Kip Smith		GERC Member #3 Email Address	kip.smith@dc.gov	
Student Data					
Total Enrollment	601	Female Enrollment	362	Male Enrollment	227
Total Athletic Participation	289	Female Athletic Participation	163	Male Athletic Participation	126
Female Athletic Participation Opportunities Required	44.59		Percent Difference (female/male participation)	-3.83%	
Athletic Personnel Compensation Data					
Total Athletic Personnel	26		Total Athletic Personnel Positions	39	
Total Personnel (Women's Program)	18		Total Personnel (Men's Program)	15	Percent Women's Personnel 54.55%
Total Personnel Compensation	\$65,600	Total Compensation (Men's Program)	\$29,000		Total Compensation (Women's Program) \$36,600
Percent Compensation (Women's Program)	44.21%		Total Compensation % Difference (Women's Program – Men's Program)	-3.61%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	14		Total # Assistant Coaches (Women's Program)	6	
Average Experience (Women's Program)	2.89		Average Roles Per Person (Women's Program)	1.66	
Total # Head Coaches (Men's Program)	11		Total # Assistant Coaches (Men's Program)	7	
Average Experience (Men's Program)	1.60		Average Roles Per Person (Men's Program)	1.9	
Athletic Expenditures **Incomplete data					
Total Expenditures (Women's Program)			Total Expenditures (Men's Program)		
Total Expenditures per Student (Women's Program)			Total Expenditures per Student (Men's Program)		
Total Expenditures – school funds only (Women's Program)			Total Expenditures - school funds only (Men's Program)		
Total Expenditures per Student – School funds only (Women's Program)			Total Expenditures per Student – school funds only (Men's Program)		
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)			Facility Location (Men)		
Facility Condition (Women)			Facility Condition (Men)		
Facility Lights (Women)			Facility Lights (Men)		
Academic Support (Women)			Academic Support (Men)		

School Name	SEED PCS			School Code	174
School Title IX Personnel					
Principal	Zenada Mahon		Principal Email Address	Zmahon@seedschooldc.org	
Athletic Director	Joseph Thompson		Athletic Director Email Address	jthompson@seedschooldc.org	
Title IX School Liaison	Sharron Alexander		Title IX Liaison Email Address	shalexander@seedschool.org	
LEA Title IX Coordinator	Sonia White		LEA Title IX Coordinator Email Address	swhite@seedschooldc.org	
Gender Equity Review Committee (GERC)					
GERC Member #1	Joseph Thompson		GERC Member #1 Email Address	jthompson@seedschooldc.org	
GERC Member #2	Sonia White		GERC Member #2 Email Address	swhite@seedschooldc.org	
GERC Member #3	Sharron Alexander		GERC Member #3 Email Address	shalexander@seedschool.org	
Student Data					
Total Enrollment	164	Female Enrollment	83	Male Enrollment	81
Total Athletic Participation	63	Female Athletic Participation	50	Male Athletic Participation	13
Female Athletic Participation Opportunities Required	-36.68		Percent Difference (female/male participation)	20.39%	
Athletic Personnel Compensation Data					
Total Athletic Personnel	12		Total Athletic Personnel Positions	13	
Total Personnel (Women's Program)	6		Total Personnel (Men's Program)	6	Percent Women's Personnel 50%
Total Personnel Compensation	\$21,500	Total Compensation (Men's Program)	\$9,500		Total Compensation (Women's Program) \$12,000
Percent Compensation (Women's Program)	55.81%		Total Compensation % Difference (Women's Program – Men's Program)	-5.20%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	3		Total # Assistant Coaches (Women's Program)	3	
Average Experience (Women's Program)	7.33		Average Roles Per Person (Women's Program)	1.16	
Total # Head Coaches (Men's Program)	2		Total # Assistant Coaches (Men's Program)	4	
Average Experience (Men's Program)	11.17		Average Roles Per Person (Men's Program)	1	
Athletic Expenditures					
Total Expenditures (Women's Program)	\$5,022.84		Total Expenditures (Men's Program)	\$3,636.45	
Total Expenditures per Student (Women's Program)	\$156.96		Total Expenditures per Student (Men's Program)	\$279.73	
Total Expenditures – school funds only (Women's Program)	\$5,022.84		Total Expenditures - school funds only (Men's Program)	\$3,636.45	
Total Expenditures per Student – School funds only (Women's Program)	\$156.96		Total Expenditures per Student – school funds only (Men's Program)	\$279.73	
Total Expenditures per Student Difference (School funds only)	-\$122.76				
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	2.75		Facility Location (Men)	2.75	
Facility Condition (Women)	4.50		Facility Condition (Men)	4.50	
Facility Lights (Women)	1.50		Facility Lights (Men)	1.50	
Academic Support (Women)	3.00		Academic Support (Men)	4.00	
Facility Location Difference	0				
Facility Condition Difference	0				
Facility Lights Difference	0				
Academic Support Difference	-1.00				

School Name	Somerset Prep PCS			School Code	
School Title IX Personnel					
Principal	Lauren Catalano	Principal Email Address	lcatalano@somersetprepdc.org		
Athletic Director	Kimberly Catalano	Athletic Director Email Address	kcatalano@somersetprepdc.org		
Title IX School Liaison	Nicole Daniels	Title IX Liaison Email Address	ndaniels@somersetprepdc.org		
LEA Title IX Coordinator	Nicole Daniels	LEA Title IX Coordinator Email Address	ndaniels@somersetprepdc.org		
Gender Equity Review Committee (GERC)					
GERC Member #1	Kimberly Catalano	GERC Member #1 Email Address	kcatalano@somersetprepdc.org		
GERC Member #2	Nicole Daniels	GERC Member #2 Email Address	ndaniels@somersetprepdc.org		
GERC Member #3	Zakiyah Nicklette	GERC Member #3 Email Address	znicklette@somersetprepdc.org		
Student Data					
Total Enrollment	381	Female Enrollment	212	Male Enrollment	169
Total Athletic Participation	145	Female Athletic Participation	79	Male Athletic Participation	66
Female Athletic Participation Opportunities Required	3.79		Percent Difference (female/male participation)		-1.16%
Athletic Personnel Compensation Data					
Total Athletic Personnel	12	Total Athletic Personnel Positions			16
Total Personnel (Women's Program)	7	Total Personnel (Men's Program)	5	Percent Women's Personnel	58.33%
Total Personnel Compensation	\$15,500	Total Compensation (Men's Program)	\$7,500	Total Compensation (Women's Program)	\$8,000
Percent Compensation (Women's Program)	51.61%		Total Compensation % Difference (Women's Program – Men's Program)		4.03%
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	5	Total # Assistant Coaches (Women's Program)	3	Total Experience (Women's Program)	23
Average Experience (Women's Program)	3.29	Average Roles Per Person (Women's Program)		1.5	
Total # Head Coaches (Men's Program)	5	Total # Assistant Coaches (Men's Program)	2	Total Experience (Men's Program)	10
Average Experience (Men's Program)	2.00	Average Roles Per Person (Men's Program)		1.4	
Athletic Expenditures **Incomplete data					
Total Expenditures (Women's Program)		Total Expenditures (Men's Program)			
Total Expenditures per Student (Women's Program)		Total Expenditures per Student (Men's Program)		Total Expenditures per Student Difference	
Total Expenditures – school funds only (Women's Program)		Total Expenditures - school funds only (Men's Program)			
Total Expenditures per Student – School funds only (Women's Program)		Total Expenditures per Student – school funds only (Men's Program)		Total Expenditures per Student Difference (School funds only)	
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)		Facility Location (Men)		Facility Location Difference	
Facility Condition (Women)		Facility Condition (Men)		Facility Condition Difference	
Facility Lights (Women)		Facility Lights (Men)		Facility Lights Difference	
Academic Support (Women)		Academic Support (Men)		Academic Support Difference	

School Name	Thurgood Marshall Academy PCS			School Code	191
School Title IX Personnel					
Principal	Melanie Sala	Principal Email Address	msala@tmapchs.org		
Athletic Director	Michele Thompson	Athletic Director Email Address	mthompson@tmapchs.org		
Title IX School Liaison	Aaron Hall	Title IX Liaison Email Address	aahall@tmapchs.org		
LEA Title IX Coordinator	Aaron Hall	LEA Title IX Coordinator Email Address	aahall@tmapchs.org		
Gender Equity Review Committee (GERC)					
GERC Member #1	Aaron Hall Aaron Hall	GERC Member #1 Email Address	aahall@tmapchs.org		
GERC Member #2	David Schlossman	GERC Member #2 Email Address	dschlossman@tmapchs.org		
GERC Member #3	Stacey Stewart	GERC Member #3 Email Address	sstewart@tmapchs.org		
Student Data					
Total Enrollment	387	Female Enrollment	224	Male Enrollment	163
Total Athletic Participation	194	Female Athletic Participation	102	Male Athletic Participation	92
Female Athletic Participation Opportunities Required	24.43		Percent Difference (female/male participation)	-5.30%	
Athletic Personnel Compensation Data					
Total Athletic Personnel	16	Total Athletic Personnel Positions	22		
Total Personnel (Women's Program)	11	Total Personnel (Men's Program)	10	Percent Women's Personnel	52.38%
Total Personnel Compensation	\$25,500	Total Compensation (Men's Program)	\$13,000	Total Compensation (Women's Program)	\$12,500
Percent Compensation (Women's Program)	49.02%		Total Compensation % Difference (Women's Program – Men's Program)	8.86%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	6	Total # Assistant Coaches (Women's Program)	5	Total Experience (Women's Program)	24
Average Experience (Women's Program)	2.18	Average Roles Per Person (Women's Program)	1.5		
Total # Head Coaches (Men's Program)	6	Total # Assistant Coaches (Men's Program)	4	Total Experience (Men's Program)	39
Average Experience (Men's Program)	3.90	Average Roles Per Person (Men's Program)	1.6		
Athletic Expenditures **Incomplete data					
Total Expenditures (Women's Program)	\$11,418	Total Expenditures (Men's Program)	\$2,985		
Total Expenditures per Student (Women's Program)	\$223.89	Total Expenditures per Student (Men's Program)	\$41.46	Total Expenditures per Student Difference	\$182.43
Total Expenditures – school funds only (Women's Program)	\$11,418	Total Expenditures - school funds only (Men's Program)	\$2,985		
Total Expenditures per Student – School funds only (Women's Program)	\$223.89	Total Expenditures per Student – school funds only (Men's Program)	\$41.46	Total Expenditures per Student Difference (School funds only)	\$182.43
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	2.20	Facility Location (Men)	2.20	Facility Location Difference	0
Facility Condition (Women)	4.60	Facility Condition (Men)	4.60	Facility Condition Difference	0
Facility Lights (Women)	1.40	Facility Lights (Men)	1.40	Facility Lights Difference	0
Academic Support (Women)	3.40	Academic Support (Men)	3.40	Academic Support Difference	0

School Name	Washington Latin PCS			School Code	1118
School Title IX Personnel					
Principal	Diana Smith		Principal Email Address	dsmith@latinpcs.org	
Athletic Director	Neil Berment		Athletic Director Email Address	nberment@latinpcs.org	
Title IX School Liaison	James Kelly		Title IX Liaison Email Address	jkelly@latinpcs.org	
LEA Title IX Coordinator	James Kelly		LEA Title IX Coordinator Email Address	jkelly@latinpcs.org	
Gender Equity Review Committee (GERC)					
GERC Member #1	Neil Berment		GERC Member #1 Email Address	nberment@latinpcs.org	
GERC Member #2	HOPE FOSTER		GERC Member #2 Email Address	hfooster@latinpcs.org	
GERC Member #3	James Kelly		GERC Member #3 Email Address	jkelly@latinpcs.org	
Student Data					
Total Enrollment	321	Female Enrollment	159	Male Enrollment	162
Total Athletic Participation	312	Female Athletic Participation	180	Male Athletic Participation	132
Female Athletic Participation Opportunities Required	-50.44		Percent Difference (female/male participation)	8.16%	
Athletic Personnel Compensation Data					
Total Athletic Personnel	24		Total Athletic Personnel Positions	34	
Total Personnel (Women's Program)	18		Total Personnel (Men's Program)	14	Percent Women's Personnel 56.25
Total Personnel Compensation	\$58,450	Total Compensation (Men's Program)	\$24,450	Total Compensation (Women's Program)	\$34,000
Percent Compensation (Women's Program)	58.17%		Total Compensation % Difference (Women's Program – Men's Program)	-8.64%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	10		Total # Assistant Coaches (Women's Program)	8	
Average Experience (Women's Program)	3.67		Average Roles Per Person (Women's Program)	1.6	
Total # Head Coaches (Men's Program)	8		Total # Assistant Coaches (Men's Program)	7	
Average Experience (Men's Program)	3.93		Average Roles Per Person (Men's Program)	1.7	
Athletic Expenditures					
Total Expenditures (Women's Program)	\$81,385		Total Expenditures (Men's Program)	\$66,664.74	
Total Expenditures per Student (Women's Program)	\$452.14		Total Expenditures per Student (Men's Program)	\$505.04	
Total Expenditures – school funds only (Women's Program)	\$81,385		Total Expenditures - school funds only (Men's Program)	\$66,664.74	
Total Expenditures per Student – School funds only (Women's Program)	\$452.14		Total Expenditures per Student – school funds only (Men's Program)	\$505.04	
				Total Expenditures per Student Difference (School funds only)	-\$52.90
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)		Facility Location (Men)		Facility Location Difference	
Facility Condition (Women)		Facility Condition (Men)		Facility Condition Difference	
Facility Lights (Women)		Facility Lights (Men)		Facility Lights Difference	
Academic Support (Women)		Academic Support (Men)		Academic Support Difference	

School Name	Washington Leadership Academy			School Code	
School Title IX Personnel					
Principal	Joseph Webb		Principal Email Address	jwebb@wlapcs.org	
Athletic Director	Lauren Horton		Athletic Director Email Address	lhorton@wlapcs.org	
Title IX School Liaison	Christina Moore		Title IX Liaison Email Address	cmoore@wlapcs.org	
LEA Title IX Coordinator	Christina Moore		LEA Title IX Coordinator Email Address	cmoore@wlapcs.org	
Gender Equity Review Committee (GERC)					
GERC Member #1	Stacy Kane		GERC Member #1 Email Address	skane@wlapcs.org	
GERC Member #2	Joeseeph Webb		GERC Member #2 Email Address	jwebb@wlapcs.org	
GERC Member #3	Kalee Barbis		GERC Member #3 Email Address	kbarbis@wlapcs.org	
Student Data					
Total Enrollment	110	Female Enrollment	56	Male Enrollment	54
Total Athletic Participation	20	Female Athletic Participation	0	Male Athletic Participation	20
Female Athletic Participation Opportunities Required	20.74		Percent Difference (female/male participation)		-50.91
Athletic Personnel Compensation Data					
Total Athletic Personnel	3		Total Athletic Personnel Positions		3
Total Personnel (Women's Program)	0%		Total Personnel (Men's Program)	2	Percent Women's Personnel 56.25
Total Personnel Compensation	\$4,000	Total Compensation (Men's Program)	\$4,000	Total Compensation (Women's Program)	0
Percent Compensation (Women's Program)	0%		Total Compensation % Difference (Women's Program – Men's Program)		50.91%
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	0		Total # Assistant Coaches (Women's Program)	0	
Average Experience (Women's Program)	0		Average Roles Per Person (Women's Program)		0
Total # Head Coaches (Men's Program)	1		Total # Assistant Coaches (Men's Program)	1	
Average Experience (Men's Program)	1.0		Average Roles Per Person (Men's Program)		1
Athletic Expenditures					
Total Expenditures (Women's Program)	0		Total Expenditures (Men's Program)	\$6,691	
Total Expenditures per Student (Women's Program)	0		Total Expenditures per Student (Men's Program)	\$334.55	Total Expenditures per Student Difference -\$334.55
Total Expenditures – school funds only (Women's Program)	0		Total Expenditures - school funds only (Men's Program)	\$6,691	
Total Expenditures per Student – School funds only (Women's Program)	0		Total Expenditures per Student – school funds only (Men's Program)	\$334.55	Total Expenditures per Student Difference (School funds only) -\$52.90
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)			Facility Location (Men)	2.00	Facility Location Difference -2.00
Facility Condition (Women)			Facility Condition (Men)	5.00	Facility Condition Difference -5.00
Facility Lights (Women)			Facility Lights (Men)	2.00	Facility Lights Difference -2.00
Academic Support (Women)			Academic Support (Men)	4.00	Academic Support Difference -4.00

School Name	Washington Math, Science, and Tech PCS			School Code	178	
School Title IX Personnel						
Principal	Dr. N'Deye Diagne		Principal Email Address	ndiagne@wmstpchs.net		
Athletic Director	Peter Camacho		Athletic Director Email Address	pcamacho@wmstpchs.net		
Title IX School Liaison	Enrique Watson		Title IX Liaison Email Address	ewatson@wmstpchs.net		
LEA Title IX Coordinator	Enrique Watson		LEA Title IX Coordinator Email Address	ewatson@wmstpchs.net		
Gender Equity Review Committee (GERC)						
GERC Member #1	Enrique Watson		GERC Member #1 Email Address	ewatson@wmstpchs.net		
GERC Member #2	Peter Camacho		GERC Member #2 Email Address	pcamacho@wmstpchs.net		
GERC Member #3	Daisy Fukunle		GERC Member #3 Email Address	dfukunle@wmstpchs.net		
Student Data						
Total Enrollment	288	Female Enrollment	142	Male Enrollment	146	
Total Athletic Participation	82	Female Athletic Participation	28	Male Athletic Participation	54	
Female Athletic Participation Opportunities Required	24.52		Percent Difference (female/male participation)	-15.16%		
Athletic Personnel Compensation Data						
Total Athletic Personnel	10		Total Athletic Personnel Positions	10		
Total Personnel (Women's Program)	3		Total Personnel (Men's Program)	6	Percent Women's Personnel	33.33%
Total Personnel Compensation	\$15,000	Total Compensation (Men's Program)	\$7,500	Total Compensation (Women's Program)	\$7,500	
Percent Compensation (Women's Program)	50%		Total Compensation % Difference (Women's Program – Men's Program)	-0.69%		
Athletic Personnel Experience (Years) and Roles per Person						
Total # Head Coaches (Women's Program)	3		Total # Assistant Coaches (Women's Program)	0		
Average Experience (Women's Program)	1.67		Average Roles Per Person (Women's Program)	1		
Total # Head Coaches (Men's Program)	5		Total # Assistant Coaches (Men's Program)	1		
Average Experience (Men's Program)	2.67		Average Roles Per Person (Men's Program)	1		
Athletic Expenditures						
Total Expenditures (Women's Program)	\$8,984.88		Total Expenditures (Men's Program)	\$7,362.64		
Total Expenditures per Student (Women's Program)	\$320.89		Total Expenditures per Student (Men's Program)	\$135.68	Total Expenditures per Student Difference	\$185.21
Total Expenditures – school funds only (Women's Program)	\$7,984.88		Total Expenditures - school funds only (Men's Program)	\$7,362.64		
Total Expenditures per Student – School funds only (Women's Program)	\$285.17		Total Expenditures per Student – school funds only (Men's Program)	\$135.68	Total Expenditures per Student Difference (School funds only)	\$149.50
Athletic Benefits – Numbers are averages across all sports.						
Facility Location (Women)	2.00		Facility Location (Men)	2.25	Facility Location Difference	-0.25
Facility Condition (Women)	5.00		Facility Condition (Men)	5.00	Facility Condition Difference	0
Facility Lights (Women)	2.00		Facility Lights (Men)	1.75	Facility Lights Difference	0.25
Academic Support (Women)	4.00		Academic Support (Men)	4.00	Academic Support Difference	0

School Name	Washington Metropolitan High School			School Code	474
School Title IX Personnel					
Principal	Michael Alexander		Principal Email Address	michael.alexander2@dc.gov	
Athletic Director	Ashley Brown		Athletic Director Email Address	ashley.brown2@dc.gov	
Title IX School Liaison	Nyere Gibran-Miller		Title IX Liaison Email Address	nyere-gibran.miller@dc.gov	
LEA Title IX Coordinator	Michael Bryant		LEA Title IX Coordinator Email Address	michael.bryant5@dc.gov	
Gender Equity Review Committee (GERC)					
GERC Member #1	Ashley Brown		GERC Member #1 Email Address	ashley.brown2@dc.gov	
GERC Member #2	Nyere Gibran-Miller		GERC Member #2 Email Address	nyere-gibran.miller@dc.gov	
GERC Member #3	Devon Douglas		GERC Member #3 Email Address	devon.douglas@dc.gov	
Student Data					
Total Enrollment	150	Female Enrollment	69	Male Enrollment	81
Total Athletic Participation	7	Female Athletic Participation	0	Male Athletic Participation	7
Female Athletic Participation Opportunities Required	5.96		Percent Difference (female/male participation)	-46.00%	
Athletic Personnel Compensation Data					
Total Athletic Personnel	3		Total Athletic Personnel Positions	3	
Total Personnel (Women's Program)	0		Total Personnel (Men's Program)	3	Percent Women's Personnel 0%
Total Personnel Compensation	\$7,000	Total Compensation (Men's Program)	\$7,000	Total Compensation (Women's Program)	0
Percent Compensation (Women's Program)	0%		Total Compensation % Difference (Women's Program – Men's Program)	46%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	0		Total # Assistant Coaches (Women's Program)	0	
Average Experience (Women's Program)	0		Average Roles Per Person (Women's Program)	0	
Total # Head Coaches (Men's Program)	1		Total # Assistant Coaches (Men's Program)	1	Total Experience (Men's Program) 16
Average Experience (Men's Program)	5.33		Average Roles Per Person (Men's Program)	1	
Athletic Expenditures					
Total Expenditures (Women's Program)	0		Total Expenditures (Men's Program)	\$468.0	
Total Expenditures per Student (Women's Program)	0		Total Expenditures per Student (Men's Program)	\$66.88	Total Expenditures per Student Difference -\$66.88
Total Expenditures – school funds only (Women's Program)	0		Total Expenditures - school funds only (Men's Program)	\$468.0	
Total Expenditures per Student – School funds only (Women's Program)	0		Total Expenditures per Student – school funds only (Men's Program)	\$66.88	Total Expenditures per Student Difference (School funds only) -\$66.88
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)			Facility Location (Men)	2.00	Facility Location Difference -2.00
Facility Condition (Women)			Facility Condition (Men)	5.00	Facility Condition Difference -5.00
Facility Lights (Women)			Facility Lights (Men)	2.00	Facility Lights Difference -2.00
Academic Support (Women)			Academic Support (Men)	4.00	Academic Support Difference -4.00

School Name	Wilson High School			School Code	463
School Title IX Personnel					
Principal	Kimberly Martin		Principal Email Address	kimberly.martin@dc.gov	
Athletic Director	Mitch Gore		Athletic Director Email Address	mitch.gore@dc.gov	
Title IX School Liaison	Patrice Arrington		Title IX Liaison Email Address	patrice.arrington@dc.gov	
LEA Title IX Coordinator	Michael Bryant		LEA Title IX Coordinator Email Address	michael.bryant5@dc.gov	
Gender Equity Review Committee (GERC)					
GERC Member #1	Mitch Gore		GERC Member #1 Email Address	mitch.gore@dc.gov	
GERC Member #2	Patrice Arrington		GERC Member #2 Email Address	patrice.arrington@dc.gov	
GERC Member #3	Danielle Kraft		GERC Member #3 Email Address	danielle.kraft@dc.gov	
Student Data					
Total Enrollment	1791	Female Enrollment	864	Male Enrollment	927
Total Athletic Participation	796	Female Athletic Participation	404	Male Athletic Participation	392
Female Athletic Participation Opportunities Required	-38.64		Percent Difference (female/male participation)	2.51%	
Athletic Personnel Compensation Data					
Total Athletic Personnel	75	Total Athletic Personnel Positions	92		
Total Personnel (Women's Program)	30	Total Personnel (Men's Program)	52	Percent Women's Personnel	36.59%
Total Personnel Compensation	\$97,110	Total Compensation (Men's Program)	\$53,164	Total Compensation (Women's Program)	\$43,946
Percent Compensation (Women's Program)	45.25%		Total Compensation % Difference (Women's Program – Men's Program)	2.51%	
Athletic Personnel Experience (Years) and Roles per Person					
Total # Head Coaches (Women's Program)	20	Total # Assistant Coaches (Women's Program)	14	Total Experience (Women's Program)	229
Average Experience (Women's Program)	7.63	Average Roles Per Person (Women's Program)	1.55		
Total # Head Coaches (Men's Program)	24	Total # Assistant Coaches (Men's Program)	33	Total Experience (Men's Program)	403
Average Experience (Men's Program)	7.75	Average Roles Per Person (Men's Program)	1.33		
Athletic Expenditures					
Total Expenditures (Women's Program)	\$37,985		Total Expenditures (Men's Program)	\$41,835	
Total Expenditures per Student (Women's Program)	\$94.02	Total Expenditures per Student (Men's Program)	\$106.72	Total Expenditures per Student Difference	-\$12.70
Total Expenditures – school funds only (Women's Program)	\$37,985		Total Expenditures - school funds only (Men's Program)	\$41,835	
Total Expenditures per Student – School funds only (Women's Program)	\$94.02	Total Expenditures per Student – school funds only (Men's Program)	\$106.72	Total Expenditures per Student Difference (School funds only)	-\$12.70
Athletic Benefits – Numbers are averages across all sports.					
Facility Location (Women)	2.76	Facility Location (Men)	2.76	Facility Location Difference	0
Facility Condition (Women)	3.19	Facility Condition (Men)	3.19	Facility Condition Difference	0
Facility Lights (Women)	1.67	Facility Lights (Men)	1.67	Facility Lights Difference	0
Academic Support (Women)	0	Academic Support (Men)	0	Academic Support Difference	0

Appendix 2: Compliance Rubric

This rubric represents the guidance standards put forth by the DCSAA in order to assist schools with the self-assessment process. As explained in the Findings section of the report, schools that show disproportion or inequity within their submitted data were asked to create an action plan detailing how the disparity will be remedied. Schools that show data that falls into proportionality or equity level three are not asked to complete an action plan. Schools that show data falling into proportionality or equity levels two and one, are asked to create action plans. Level one is considered a priority level for additional support from the DCSAA.

Compliance Area	Proportionality/Equity Level 3	Proportionality/Equity Level 2	Proportionality/Equity Level 1
<p>Student Data</p> <p>Opportunities/Roster spots required: Roster spots refer to the number of opportunities provided by the school rather than the number of unique individual participants.</p>	<p>Less than 10 roster spots required.</p> <p>Schools that show nine or fewer roster spots required are not required to complete an action plan for this section.</p>	<p>10 – 30 Roster spots required.</p> <p>Schools that show between 10 and 30 roster spots required. Schools in this category must complete the action plan for this section.</p>	<p>31 or more roster spots required.</p> <p>Schools that show more than 30 roster spots required. Schools that fall into this category must complete the action plan for this section and will be prioritized for targeted outreach and support.</p>
<p>Personnel Compensation</p> <p>Compensation % difference: The percent difference between %compensation for women’s program personnel and %female enrollment.</p>	<p>Less than 5% difference</p> <p>Schools that show less than a 5% difference between %compensation for women’s program personnel and %female enrollment. These schools will not be required to complete an action plan for this section.</p>	<p>5% - 10% difference</p> <p>Schools that show between a 5% and 10% difference between %compensation for women’s program personnel and %female enrollment. Schools in this category must complete the action plan for this section.</p>	<p>More than 10% difference</p> <p>Schools that show difference between %compensation for women’s program personnel and %female enrollment of more than 10%. Schools that fall into this category must complete the action plan for this section and will be prioritized for targeted outreach and support.</p>
<p>Expenditures</p> <p>Total expenditures per student difference (TEPSD): The difference in expenditures per student between women’s and men’s programs.</p> <p>TEPSD (school funds only): The difference in expenditures per student from school based funds only between women’s and men’s programs.</p>	<p>TEPSD is less than \$10 And/or TEPSD (School Funds only) is less than \$5.</p> <p>Schools that show a TEPSD and TEPSD (schools funds only) that fall within this range will not be required to complete an action plan for this section.</p>	<p>TEPSD is between \$10 and \$40 And/or TEPSD (School Funds only) is between \$5 and \$35</p> <p>Schools that show a TEPSD and TEPSD (schools funds only) that fall within this range must complete an action plan. Within the action plan for this section it is important to take into account cost differences among sports which may account for a large difference in funds spent per student.</p> <p><i>*See action plan guidance for more information.</i></p>	<p>TEPSD is greater than \$40 And/or TEPSD (School Funds only) is greater than \$35</p> <p>Schools that show a TEPSD and TEPSD (schools funds only) that fall within this range must complete an action plan for this section and will be prioritized for targeted outreach and support. Within the action plan for this section, schools must take into account and explain differences among sports which may, in part, account for a large difference in funds per student.</p> <p><i>*See expenditures action plan guidance for more information.</i></p>
<p>Benefits:</p> <p>Facilities Condition Difference: % difference of facilities that are in somewhat good or good condition used by male and female sports.</p> <p>Facilities Location: % of facilities that are off-site</p> <p>Facility Lights: % of facilities with lights</p>	<p>One or none of the three data categories show a significant difference of 25% or more.</p> <p>Schools that show a significant difference in one or none of the three data categories will not be required to complete an action plan for this section.</p> <p><i>*For “Facilities Location” differences among off-site locations should be assessed.</i></p>	<p>Two of the data categories show a significant difference of 25% or more.</p> <p>Schools that show a significant difference in two of the data categories will be required to complete an action plan for this section.</p> <p><i>*Schools should use the action plan to explain this difference focusing on the specific needs of different sports which require the use of off-site facilities. ** See action plan guidance for more information.</i></p>	<p>All three of the data categories show a significant difference of 25% or more.</p> <p>Schools that show a significant difference in all three data categories will be required to complete an action plan for this section and will be prioritized for targeted outreach and support.</p> <p><i>*Schools should use the action plan to explain this difference focusing on the specific needs of different sports which require the use of off-site facilities. **See action plan guidance for more information.</i></p>
<p>Personnel</p> <p>Experience: Average experience for personnel.</p> <p>Multiple Roles: Average number of athletic roles for personnel.</p>	<p>Average experience shows a difference of less than 10 years and average number of roles shows a difference of less than two (2) roles.</p> <p>Schools within this range for both data categories are not required to complete an action plan and are not required to make any changes.</p>	<p>Average experience shows a difference between 10 and 15 years and average number of roles shows a difference between two (2) and four (4) roles.</p> <p>Schools within this range for one or more of these data points should consider this information along with the other data points in this rubric. If schools fall within proportionality levels one (1) or two (2) for two or more additional categories, making changes to personnel hiring practices should be addressed in the action plan.</p>	<p>Average experience shows a difference of more than 15 years and average number of roles shows a difference of more than four (4) roles.</p> <p>Schools within this range for both of these data points will be required to complete an action plan for this section and will be prioritized for targeted outreach and support.</p>

		<i>*See action plan guidance for more information.</i>	
<p>Title IX Personnel and Training</p> <p>Complete three member Gender Equity Review Committee (GERC).</p> <p>% Coaches trained in Title IX: The percentage of your coaches that have received DCSAA approved Title IX training.</p>	<p>Complete GERC and More than 80% of coaches have received DCSAA approved Title IX training.</p> <p>Schools within this range are not required to complete an action plan.</p>	<p>Complete GERC and Between 50% and 80% of coaches have received DCSAA approved Title IX training.</p> <p>Schools within this range are required to complete the action plan for this section.</p>	<p>Incomplete GERC or Below 50% of coaches have received DCSAA approved Title IX training.</p> <p>Schools within this range are required to complete the action plan for this section and will be prioritized for targeted outreach and support.</p>

Appendix 5: DCSAA Title IX and Gender Equity Strategic Plan Objectives

The following table represents the major objectives described in the DCSAA Strategic Plan for Gender Equity, the action steps planned to accomplish those objectives, performance indicators and goals, as well as a description of progress toward each objective after year one.

Objective	Target Year	Strategy/Action Steps	Performance Indicators/Goals	Year One Progress
<p>1) Improve data collection, reporting, and analysis for all DC public and charter schools. Standardize reporting protocols.</p> <p>*Action steps outlined for this objective address D.C. ACT 21-141 Section 8 part three and part five.</p>	1	<ul style="list-style-type: none"> • Create a simple and standardized reporting platform that can be easily completed by school personnel and is easily accessible to DCSAA for analysis. The reporting platform will include data as outlined in D.C. ACT 21-141 Sec. 4. • Coach school and athletic administrators through data collection and reporting process. • Create a reasonable standard for reporting and LEA display of Title IX data. Data will be verified during site visits of a random sample of schools. • Create incentives for excellent reporting. 	<p>For this objective, completion of the data reporting platform by the end of the first year will indicate success.</p> <p>DCSAA will also administer satisfaction surveys at the conclusion of coaching sessions with each LEA with a goal of achieving at least 80% satisfaction with the coaching process.</p>	<ul style="list-style-type: none"> • A preliminary data collection document was created with Microsoft Excel to use for the first year. • DCSAA conducted four training sessions in January and August for Athletic Directors and Title IX Coordinators. • Representatives from all but two schools were trained during these sessions or during individualized training sessions. • Surveys showed 86% or higher satisfaction with training and support.
<p>2) Close gap in oversight, data collection, and analysis for DCPS and public charter schools.</p>	Ongoing	<ul style="list-style-type: none"> • Targeted coaching to begin with schools in most need (Schools with % proportionality difference greater than 10%). • Identify a volunteer from each charter LEA to serve as a Title IX Liaison. • Approach the problem from a “learn, understand, and improve” standpoint rather than an “oversee, scrutinize, and penalize” standpoint. • Create incentives for excellent reporting. 	<p>Success will be measured by the percentage of schools submitting data in the correct standardized format at the end of each school year.</p> <p>Year 1: At least 25% of LEAs reporting properly. Year 2: At least 50% of LEAs reporting properly. Year 3: At least 75% of LEAs reporting properly. Year 4: At least 90% of LEAs Reporting properly. Year 5: Full compliance.</p>	<p>First year targets for performance indicators were exceeded.</p> <ul style="list-style-type: none"> • 97% of applicable schools submitted data and assurances. • 86% of schools submitted completed data trackers. <p>Progress on other action steps:</p> <ul style="list-style-type: none"> • Title IX Liaisons have been identified for 97% of schools.

Objective	Target Year	Strategy/Action Steps	Performance Indicators/Goals	Year One Progress
<p>3) Increase targeted outreach to high schools, especially charter schools to promote participation of girls in sanctioned sports and sports that offer post-secondary scholarships.</p> <p>** Action steps outlined for this objective address D.C. ACT 21-141 Section 8 part three and part six.</p>	Ongoing	<ul style="list-style-type: none"> Coordinate events to promote sports to high school girls. Work with LEAs to trouble shoot and identify challenges with recruitment of female athletes and limited opportunities due to resources. Work with LEAs to develop school specific strategies to overcome these challenges. Conduct an in depth survey of high school athletic programs in order to determine needs, challenges, and best practices. Interview and research athletic programs in other states in order to make a list of best practices that the District may be able to emulate. 	<ul style="list-style-type: none"> Success will be measured each year by analyzing participation and proportionality data. <p>Goal: Improve participation by at least 3% each year or until proportionality is reached.</p> <p>Goal: Improve proportionality each year by at least 1% difference each year or until proportionality is reached.</p> <ul style="list-style-type: none"> Events and coaching relationships will be evaluated with effectiveness surveys given to participants and schools receiving coaching. Surveys of local and national programs will be completed at the end of year one, no later than September 1, 2017. 	<ul style="list-style-type: none"> Year one will be used as the baseline. Results from year two will be compared to baseline data in order to assess progress. DCSAA has conducted training sessions and individual coaching sessions with applicable high schools. Satisfaction surveys show at least 86% approval. Surveys of other high school Title IX programs show that the Kentucky State Athletic Association currently conducts Title IX monitoring most similar to what is required by the Title IX Athletic Equity Act. The District act however, requires more detailed data than any other state.
<p>4) Increase the knowledge base of member schools regarding Title IX compliance and identifying inequities as to avoid grievances and litigation.</p>	1 and 2/ Ongoing	<ul style="list-style-type: none"> Conduct a survey of available online and in-person Title IX training opportunities. Provide training to all LEA Title IX coordinators and liaisons. Continuously provide coaching and support to LEA administrators, coordinators, and liaisons. 	<ul style="list-style-type: none"> The metric of assessment will be the percentage of LEA representatives trained at the end of each year. <p>Goal: <i>Year 1:</i> At least 33% of LEA representatives trained. <i>Year 2:</i> At least 66% of LEA representatives trained. <i>Year 3:</i> At least 99% of LEA representatives trained (assuming representatives continue service throughout the three years)</p>	<p>Year one performance goals have been exceeded.</p> <ul style="list-style-type: none"> 94% of applicable LEA and School representatives have been trained.
<p>5) Increase the availability of additional academic supports, including tutors, designed</p>	2	<ul style="list-style-type: none"> Design an easy to adopt academic support plan for LEAs in need of assistance with providing specialized academic support for student athletes. 	<ul style="list-style-type: none"> The metric for success will be the percentage of schools within each LEA that implement and maintain a viable academic support system for all student athletes. This metric will 	<p>This performance goal will be assessed at the end of year two.</p>

Objective	Target Year	Strategy/Action Steps	Performance Indicators/Goals	Year One Progress
exclusively for student athletes.		<ul style="list-style-type: none"> Coach LEAs and individual schools in need through the process of implementing and maintaining an academic support program. 	<p>be included within the proposed data and reporting strategy outlined in Objective #1. The following goals will be assessed at the end of year two.</p> <p>Goal: <i>Year 2:</i> At least 20% of high schools document a viable academic support program. <i>Year 3:</i> At least 40% of high schools document a viable academic support program. <i>Year 4:</i> At least 60% of high schools document a viable academic support program. <i>Year 5:</i> At least 80% of high schools document a viable academic support program.</p>	<ul style="list-style-type: none"> Baseline data has been collected for year one and is documented in Appendix 12.
6) Phase in middle schools as part of data collection goals.	2 and 3	<ul style="list-style-type: none"> Gradually add middle schools to reporting standards and requirements. Encourage reporting now. Put an emphasis on educating middle school LEAs and schools on the reporting process. Coach middle school administrators and athletic directors through reporting process. 	<p>Success will be measured by the percentage of schools submitting data in the correct standardized format at the end of each school year beginning at the end of year two.</p> <p>Goal: <i>Year 2:</i> At least 20% of middle school LEAs reporting properly. <i>Year 3:</i> At least 40% of middle school LEAs reporting properly. <i>Year 4:</i> At least 60% of middle school LEAs reporting properly. <i>Year 5:</i> At least 80% of middle school LEAs reporting properly.</p>	This performance goal will be assessed at the end of year two.
7) Increase targeted outreach for middle schools to increase participation in sanctioned sports.	2 and 3	<ul style="list-style-type: none"> Conduct an in depth survey of middle school athletic programs in order to determine needs, challenges, and best practices. Emphasize coach recruitment for middle school sports. 	Success will be measured by assessing growth percentage from year to year starting at the end of year two no later than September 1, 2018.	<p>This performance goal will be assessed at the end of year two.</p> <p>Progress toward action steps:</p> <ul style="list-style-type: none"> The DCSAA has created an annual event to promote participation in athletics for young women and girls.

Objective	Target Year	Strategy/Action Steps	Performance Indicators/Goals	Year One Progress
		<ul style="list-style-type: none"> Seek partnerships with local and national organizations that promote/provide volunteer coaching in urban cities in need of resources. Host and find funding for events for middle school athletes and parents. 	<p>Goal: Increase participation in sanctioned sports by at least 10% each year for five years.</p>	<p>The first National Girls and Women in Sports Day Expo was held in February of 2017 in partnership with the Department of Parks and Recreation.</p> <ul style="list-style-type: none"> The DCSAA annually partners with the DC Interscholastic Athletic Association to participate in their annual National Girls and Women in Sports Day Banquet.
<p>8) Standardize grievance procedures, response timeline and protocol, and complaint appeals process.</p>	<p>2</p>	<ul style="list-style-type: none"> Work with LEA liaisons, working groups, and community stakeholders to develop standard procedures for grievance and appeals. Create an easy to use template for complainants and a digital method for submission. 	<p>Success will be measured by completion of the action steps outlined for this objective.</p> <p>Comprehensive procedures for submission and appeals should be complete by the end of year two, no later than September 1, 2018.</p>	<p>Progress toward this goal will be assessed at the end of year two.</p>
<p>9) Collect and analyze data based on race and ethnicity in order to further ensure fair programming.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> Include an optional section to address race and ethnicity within data reporting platform/system. Analyze data for trends and take results into consideration during outreach efforts. 	<p>Success will be measured by completion of the action steps for this objective. Components addressing race and ethnicity will be included in the initial data collection platform.</p>	<p>Progress toward this goal will be assessed at the end of year two.</p> <p>Data collection for year one did not include race and ethnicity data due to lack of access to a more sophisticated data collection tool.</p> <p>The DCSAA has received approval to procure and design a web based data collection platform with this ability.</p>

Appendix 6: School Action Plans

The following tables represent action plans that were submitted by schools. Schools were advised to self-assess their athletic program data using the compliance rubric referenced in Appendix 2. Based on the self-assessment, schools were able to determine if an action plan was necessary. If so they completed the action plan template included in the Title IX Data Tracker described in the beginning of this report. Action plans were based on the six data categories described in the introduction: Student Data, Personnel Compensation, Expenditures, Benefits, Personnel, and Title IX Personnel and Training. Action plans identify the data category that is of concern, the reason for the inequity or disproportion, action steps to move toward equity, and the time period for doing so. It is important to note that the following plans are represented as school's submitted them and not all schools came to the determination that a plan was required.

Ballou High School

<i>Area of Concern</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Action</i>
Student Data	There are limited opportunities for female students to participate in Junior Varsity Sports.	Schedule games outside DCIAA	By March 1, 2018
	Lack of data supporting female interest in athletics	Distribute survey to all females during the skinny period	By October 6, 2018
	Female student athletes participate in multiple sports enhancing their skills/potential will increase their exposure to college programs.	Create programs that work with female athletes to develop their skills and potential. Creating competitive athletic programs that attract a wide variety of female athletes.	By 2018 School Year

Banneker High School

<i>Area of Concern</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Action</i>
Other Area: Adding Additional Male Sports	Limited number of boys enrolled at the school	Explore new sport options that are coed or geared toward increasing male participation specifically (i.e. swimming, baseball)	By the end of the 2018 Spring Season

Benefits (facilities, lights, etc. Although Banneker is a smaller school, we aim to keep athletic participation numbers high. The benefits granted to the school/athletic program does not seem to match the needs of the student athletes in order for them to compete at a high level.	Banneker has fewer students enrolled and fewer sports	Create more opportunities for student athletes to participate in new sports. Explore other funding options.	By the end of the 2018 Spring Season
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BASIS Public Charter School

<i>Area of Concern</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Action</i>
Personnel Compensation	Thus far, no compensation has been given to coaches, due to budgeting.	We have added compensation as part of the budgets.	Compensation will be given this year to coaches.
Benefits (facilities, lights)	We do not have a large gym, and so we have to budget for practice facilities and home game facilities.	Working with other schools to allow us to practice or host the home game.	By the end of the 2017-18 school year, have a consistent plan on where we go depending on the sport.

Capital City Public Charter School

<i>Area of Concern</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Action</i>
Expenditures	The per student expenditure difference (school funds only) is primarily explained by the cancellation of the GV Basketball season with its attendant spending on travel, referees, equipment, personnel, etc. The	We plan to reinstate the GV basketball program next season, and those will be reflected in the next data survey.	Time period for action on this is by the end of the next Winter Program season- mid March 2018.

	team played half of the season games, but is not represented in this data survey. Without this program, spending tilter more towards the boy programs.		
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Cesar Chavez Public Charter School

<i>Areas of Concern</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Action</i>
Student Data	Football carries more players	We will work to implement another female sport	End of 2017-18 school year
	There is JV boys basketball team	We will work to create a JV team	Dec. 2017
Personnel Compensation	There are more male coaches with more experience	Look for more experienced coaches	End of 2017-18 School Year
		Create another pay chart/schedule.	Jan. 2019

Columbia Heights Education Campus

<i>Areas of Concern</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Action</i>
Student Data	More male participants	Increase roster sizes for female teams	Fall, Winter, and Spring
		Add additional teams	

Dunbar High School

<i>Areas of Concern</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Action</i>
Student Data	More boys participating than girls	Add more female sports, focusing on Cross Country, soccer, basketball	SY 17-18
	More boys participating than girls	We attempted to add girl's soccer in 201, but only 7 girls	SY 17-18

		signed up and we could not field a team.	
	More boys participating than girls	We will double the size of girls basketball and attempt to increase all girls rosters in the spring	SY 17-18

Friendship Collegiate Academy Public Charter School

<i>Areas of Concerns</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Actions</i>
Personnel	Football program has very large staff	Create more volunteer opportunities for female staff members with the athletic department	SY 2017-18
Student Data	Lack of interest in sports by the girls	Work with the school to create more opportunities for females.	SY 2017-18

Friendship Technology Preparatory Academy

<i>Areas of Concerns</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Actions</i>
Student Data	The lack of female participation in sport	School will issue a survey to female scholars to determine additional sport(s) to offer in season	By November 1, 2017
	Wrong sports are being offered that would interest female students	After survey results are compiled school will post top two options and take final survey	By December 1, 2017
		Using survey results school will schedule and plan out the addition of new female sports team	By Beginning of SY 18-19
Personnel Compensation	Friendship lacked a standard stipend pay scale	Friendship has produced a standardized stipend pay scale	Beginning of SY 18-19

		based on job function to ensure equity	
Expenditures	Girls' basketball and volleyball team were new and did not play a full season because of lack of interest. Therefore, team did not generate cost because they did not play in preseason scrimmages or complete a full season.	We have a new Athletic Director that has been working with the girls to encourage more interest and generate excitement amongst the girls in athletics.	Beginning of SY 18-19

HD Woodson High School

<i>Area of Concern</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Action</i>
Student Data	More male participants than female participants	Increase roster sizes for female sports	SY 17-18
	Large Varsity and Junior Varsity Football Teams	Add new female teams for SY 17-18	SY 17-18

IDEA Public Charter School

<i>Areas of Concern</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Action</i>
Student Data	Historically, we have been doing a poor job of tracking the athletic data (i.e. wins and losses)	Invest in scorer and tally books and keep digital records of games/season records. Get with other ADs and learn from them their processes	Immediately starting with the fall sports

Kingsman Academy Public Charter School

<i>Areas of Concern</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Action</i>
Student Data	Male students disproportionately expressed interest in participating in sports during the 2016-2017 school year	We will administer a schoolwide interest survey to ensure that all students are provided an opportunity to pursue their interests	One year
Student Data	We were unable to recruit enough female students to offer girls volleyball and softball, both of which were offered in the previous school year.	We will work with staff members to actively encourage female students to participate in sports	One year
Expenditure	We do not classify all athletics expenses by sport and gender. In addition, some expenses apply for multiple teams (e.g. basketball). Some expenses related to athletics support (e.g. transportation, employee stipends for behavior support) are not coded to athletics and cannot be disaggregated retroactively. Finally, a large expense (\$4K+) was attributed to the boys varsity basketball team that did not directly benefit the student athletes; this was to cover dental work required by a spectator who was injured at a boys' basketball game.	We will improve our expense coding to capture ore athletics expenses by sport and gender.	One year
Personnel Compensation	Because more male teams were available, the overall compensator paid to coaches of male teams were higher.	We will actively recruit coaches for female teams where there is sufficient interest to offer teams	One year
Title IX Personnel	Our understanding is that all coaches must receive concussion training, which we provide through Safe Schools, not NFHS. Our understanding is that our Title IX coordinator must be trained in Title IX, but that the requirement does not extend to each coach.	We will clarify with our attorneys and the appropriate city officials which trainings are required for coaches of individual teams.	One year

KIPP DC Public Charter School

<i>Areas of Concerns</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Actions</i>
Student Data	There is inequity in the amount of roster opportunities for girls.	The school will be adding more girls' teams to compensate for the lack of roster spots. There will be a JV volleyball team, Girls' basketball team, Girls' lacrosse team added for the 2017-2018 school year.	The plan will be fully implemented by March 1, 2018
	The school could not field a girl's lacrosse and JV Basketball program for girls. The school attempted to offer these programs but did not receive enough participation. A second attempt at fielding a team then occurred when the participation numbers were evaluated. The athletic department conducted surveys and also used powerpoint slides to promote the teams during the school announcements.	The athletic department will contract someone to conduct Girl's Lacrosse workshops with prospective student athletes to interest new athletes.	
		The enrollment has increased to 700 students at KIPP, and the school will budget for a girls JV basketball and volleyball program. The school will use promotional posters and flyers to promote the program. In addition, schoolwide surveys will be conducted in the Fall for girls' sports to gauge the amount of participation there will be.	

McKinley Technology High School

<i>Areas of Concerns</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Actions</i>
Student Data	Fewer girls participating in athletic sports than boys	Add/complete seasons, focusing on bowling, swimming, basketball, and soccer.	Fall, Winter 2017/Spring 2018
		Accomplished the start of a JV Soccer team in 16-17 and hoping to fill a varsity roster.	Fall 2017
		Will attempt to increase roster in girls basketball, JV and Varsity swimming	

Paul Public Charter School

<i>Areas of Concerns</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Actions</i>
Expenditures	Transition of Athletic Directors	Better tracking systems and required documentation	ASAP
	Transition of Administration	Better tracking systems and required documentation	ASAP
	Unfamiliarity with Title IX processes	Attend required meetings, continue partnership with OSSE and Natalie	Review Title IX calendar of deadlines
Personnel	Staff Turnover	Be more intentional to build positive relationships with our coaching program	ASAP
	Lack of Tracking System	Executive team will be more intentional to document as we finish the year as opposed to waiting until the end of the year to review previous year's data	
	Oversight	Create tracking systems	
Personnel	No tracking system	Use Title IX Tracker as tool to track our internal data	

	Lack communication to individual coaches of expectations	Communicate OSSE and Title IX expectations during next coach's meeting	October 5
	New AD	Use Title IX Tracker as at to track our internal data.	

Richard Wright Public Charter School

<i>Areas of Concerns</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Actions</i>
Title IX Personnel	Still learning	Hiring Mr. Bradford to consult and possibly be our Title IX Coordinator	6 months
Benefits	RWPS has a half gym or field	Possible co-usage of gym/fields at schools nearby	School Year 17-18
Personnel	The AD and liaison are one in the same	Hiring Mr. Bradford to consult and possibly be our Title IX Coordinator	Fall 2017
Personnel	The AD and liaison are one in the same	Hiring Mr. Bradford to consult and possibly be our Title IX Coordinator	Fall 2017
	Lack of knowledge by other staff		
	Lack of interest in sports from other staff		

Roosevelt High School

<i>Areas of Concerns</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Actions</i>
Student Data	Higher number of roster sports in football	2017-18 SY: Will add swimming to our list of opportunities for girls.	Advertise during the Fall season. Host interest meeting by November 1 st .
	Larger number of male participants		Submit roster by November 5, 2017

School Without Walls High School

<i>Area of Concern</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Action</i>
Expenditures	We have a 2 year plan for each sport receiving funding for our budget that is received from DCIAAA.		
	These teams received funding this year: Boys Basketball, Field Hockey, Softball, Girls Soccer, Girls Lacrosse, Tennis, Ultimate Frisbee, and Track.		
	These teams receive funding the following year: Girls Basketball, Baseball, Flag Football, Boys Soccer, Track, Volleyball, Tennis, Ultimate Frisbee, and Cheerleading		

SEED Public Charter School

<i>Area of Concern</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Action</i>
Expenditures	We had a boys varsity basketball team and didn't field a girls basketball team because we didn't have enough high school females interested in playing.	Conducted an athletic interest survey.	1 st Semester
	Cost of officials for varsity boys basketball, this expense will be balanced out with girls basketball team	Adding more female sports (basketball, softball)	1 st Semester
		Implementing the use of the Title IX Data Tool to better track expenses to ensure that teams	End of the school year

		are being treated fairly from year to year.	
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Thurgood Marshall Academy

Areas of Concerns	Reasons for Inequity	Action Steps	Time Period for Actions
Expenditures	We have seen an increase in the number of girls participating in athletics, but we have not reached a level of parity with the number of boys interested in participating in sports related to our enrollment.	We will continue to encourage girls to participate in sports and take a survey on what sports our girls would be interested in participating.	By December 22 nd
Title IX Personnel	The requirement for coaches to complete Title IX training was not well known prior to the start of this school year.	We will work with DCSAA to disseminate this information to our coaches.	By the start of the Winter season
Personnel Compensation	We have not seen the same level of interest from our female students to participate in sports that we have from our male students. We have recently added sports that we felt would be of interest to our girls. While we had an increase in the number of female athletes over the years, we still have roster spots to fill.	We will continue to encourage girls to participate in sports and survey our girls on what sports would be of interest.	By December 22 nd
Student Data	Our athletic program offers a variety of athletic opportunities to both female and male students. Our athletic program is also competing with the wide selection of after school programs the school offers.	In addition to surveying our female students about sports they would like to see at the school, we will also inquire about preferred schedules to accommodate other after-school activities.	By December 22 nd

Washington Latin Public Charter School

<i>Area of Concern</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Action</i>
Expenditures	There were two men's basketball teams which required more travel and equipment expense.	The volleyball program is expanding, and we will be spending more on this sport in order to facilitate a JV and Varsity program	End of SY 2017-18

Washington Leadership Academy Public Charter School

<i>Area of Concern</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Action</i>
Student Data	New school, new teams	Add equal number of girls teams as boys	October 2017

Washington Metropolitan High School

<i>Area of Concern</i>	<i>Reasons for Inequity</i>	<i>Action Steps</i>	<i>Time Period for Action</i>
Student Data	There were more male athletes than females. There weren't any students that played for our school. However, we did allow female athletes to play at other schools.	We will still allow female athletes to play for other schools if there aren't enough students to play in house. Additionally, we will concentrate heavily on female athlete participation in the next school year.	School Year 2017-2018