# 2019-2020 Equity Report Santa Rosa Attachments

Part I.A – No changes to School Board Policies

Part I.B 1. – Links to school sites for vocational programs

Part I.C – ADA Statement

Links to updated websites (Vocational programs)

The following school websites have been updated to include the list of vocational offerings and the nondiscrimination statement:

Central School <a href="https://centralschool1.wixsite.com/centralschool/parent-info">https://centralschool1.wixsite.com/centralschool/parent-info</a>

Jay High <a href="https://jayhigh.weebly.com/career--technical-education.html">https://jayhigh.weebly.com/career--technical-education.html</a>

Gulf Breeze High <a href="http://www.gulfbreezehighschool.com/career-academies.html">http://www.gulfbreezehighschool.com/career-academies.html</a>

Milton High <a href="https://mhspanthers1.weebly.com/guidance-department.html">https://mhspanthers1.weebly.com/guidance-department.html</a>

Navarre High <a href="https://www.santarosacareerpathways.com/">https://www.santarosacareerpathways.com/</a>

Pace High https://www.pacehighschool.net/workforce-education-academies

Locklin Tech <a href="http://www.locklintech.com/index.html">http://www.locklintech.com/programs.htm</a>

### **Americans with Disabilities Act**

The Americans with Disabilities Act (ADA) prohibits discrimination against individuals with disabilities solely because of their disabilities. The Santa Rosa County School District ensures that individuals with disabilities who are employed by the District, as well as persons seeking employment with the District, are treated fairly and given opportunities equal to those provided to similar non-disabled persons. This policy protects the rights of individuals to privacy and confidentiality to the extent possible. The ADA prohibits discrimination against people with disabilities in every aspect of employment:

- Recruitment, advertising, and job application procedures;
- Hiring, upgrading, promotions, demotions, transfers, layoffs, termination, right of return from layoff, and rehiring;
- Rates of pay or any other form of compensation and changes in compensation; Job assignment, job classifications, organizational structures, position descriptions, line of progression, and seniority lists;
- · Leaves of absence, sick leave, or any other leave;
- Fringe benefits;
- Selection and staff development, including professional meetings, conferences and other related activities, and selection for leave of absence to pursue training;
- Activities sponsored by Santa Rosa County School Board including social and recreational programs; and
- Any other item, condition, or privilege of employment.

The ADA requires that the District: 1) not exclude or isolate persons with disabilities; 2) be willing to modify the format of applications (such as putting them in large print, on audio tape, or in Braille) or to offer assistance in completing them; 3) hold interviewing in physically accessible locations; 4) provide accurate information about the abilities and skills to individuals with disabilities when conducting interviews; 5) provide reasonable accommodations so that a qualified individual with a disability can perform the essential functions of his or her job; and 6) engage in other actions that will enable people with disabilities to participate in employment with the Santa Rosa County School Board. The ADA does not require that preferential treatment be given to individuals with disabilities or that qualifications be lessened. The ADA does require that reasonable modifications be made for qualified individuals with disabilities in certain circumstances. Santa Rosa County School District is committed to complying with the ADA requirements. If special equipment or personnel with special skills are needed, the Exceptional Student Education Department will be contacted to help locate the appropriate equipment or personnel.

For questions, concerns, or compliance with the Americans with Disabilities Act, contact the Santa Rosa County School Board, Human Resource Department, 6032 Highway 90, Milton, Florida 32570, (850) 983-5030.

## Part IV. Gender Equity in Athletics

- A. Compliance Verification Form
- B. & C. Participation Monitoring Forms and Corrective Action Plans if applicable
  - 1. Central (No Corrective Action Plan)
  - 2. Gulf Breeze
  - 3. Jay
  - 4. Milton
  - 5. Navarre
  - 6. Pace

## PART IV: GENDER EQUITY IN ATHLETICS

## **Athletic Compliance Verification Form**

District: Santa Rosa County

 Sports and levels of competition effectively accommodate the interests and abilities of members of both sexes. [Section 1000.05(3)(d)(1), F.S.; Rule 6A: 19.004(2), FAC: Title IX: 106.41(c)(1)]

		nembers of both sexes FAC; Title IX: 106.41(c		000.05(3)(d)(1), F.S.; Rule 6A-
	X	IN COMPLIANCE		NOT IN COMPLIANCE
2.	Equipment a [Section 100	and supplies are provid 00.05(3)(d)(2), F.S.; Ru	ded equitabl ule 6A-19.00	y to female and male teams. 94(4), FAC; Title IX: 106.41(c)(2)]
		IN COMPLIANCE		NOT IN COMPLIANCE
3.				de equal opportunities. [Section C; Title IX: 106.41(c)(3)]
		IN COMPLIANCE		NOT IN COMPLIANCE
4.				for athletes in an equitable 6A-19.004(6), FAC; Title IX:
	X	IN COMPLIANCE		NOT IN COMPLIANCE
5.	Opportunitie [Section 100	es to receive coaching 00.05(3)(d)(5), F.S.; Ru	are provideo ule 6A-19.00	d in an equitable manner. 94(7), FAC; Title IX: 106.41(c)(5)]
	X	IN COMPLIANCE		NOT IN COMPLIANCE
6.	quality for m		. [Section 1	ve facilities are of comparable 000.05(3)(d)(7), F.S.; Rule 6A-
	X	IN COMPLIANCE		NOT IN COMPLIANCE
7.	Medical and an equitable Title IX: 106	manner. [Section 10	services, inc 00.05(3)(d)(	eluding insurance, are provided in 8), F.S.; Rule 6A-19.004(9), FAC;
	X	IN COMPLIANCE		NOT IN COMPLIANCE

	.05(3)(d)(10), F.S.; R		oms support equal opportunity.  O4(10), FAC; Title IX:
	IN COMPLIANCE		NOT IN COMPLIANCE
<ol><li>Support service FAC; Title IX:</li></ol>		male and fei	male teams. [Rule 6A-19.004(11),
	IN COMPLIANCE		NOT IN COMPLIANCE
I hereby verify that the distr program, as required by Tif			ed components of our athletics uity Act.
131	2		5/28/20
Signature, Supe	erintendent	******	Date

Component 1: NOTE: OCR defines a participant as anyone who (1) participated in competition or (2) participated with the team and was eligible for competition but did not play. Participation is determined as of the date of the first competitive event for the sport. For varsity teams, enter the number of athletes. For junior varsity, freshmen and B-teams, enter the number of athletes and, if there is more than one team, enter the number of teams.

School: Central	chool: Central Number of Participants			N	Number of Participants					
Varsity Teams	Males	Females	Total	Non-Varsity Teams	#	Males	#	Females	Total	
Baseball	12	0	12	Baseball		13		0	13	
Basketball	12	13	25	Basketball	2	22		16	38	
Cross Country	4	5	9	Cross Country		0		0	0	
Flag Football/ Football	0	0	0	Flag Football/ Football		0		0	0	
Golf	4	0	4	Golf		0		0	0	
Soccer	0	0	0	Soccer		0		0	0	
Softball	0	15	15	Softball		0		13	13	
Swimming/Diving	0	0	0	Swimming/Diving		0		0	0	
Tennis	0	0	0	Tennis		0		0	0	
Track and Field	34	26	60	Track and Field		0		0	0	
Volleyball	0	12	12	Volleyball		0		18	18	
Wrestling	0	0	0	Wrestling		0		0	0	
Weightlifting	0	0	0	Weightlifting		0		0	0	
Total Varsity Participants	66	71	137	Total JV Participants		35		47	82	
% of Varsity Participants	48%	52%	100%	% of JV Participants		43%		57%	100%	
Total Student Enrollment by Gender 2019-20	204	191	395	Total Student Enrollment by Gender 2019-20		204		191	395	
% Student Enrollment by Gender 2019-20	52 %	48 %	100%	% Student Enrollment by Gender 2019-20		52 %		48 %	100%	

This form must be submitted for each school. Be sure to fill in the enrollment data. The total percentage of male and female student enrollment should equal 100%.

Component 1: NOTE: OCR defines a participant as anyone who (1) participated in competition or (2) participated with the team and was eligible for competition but did not play. Participation is determined as of the date of the first competitive event for the sport. For varsity teams, enter the number of athletes. For junior varsity, freshmen and B-teams, enter the number of athletes and, if there is more than one team, enter the number of teams.

School: Gulf Breeze Number of Participants				Number of Participants					
Varsity Teams	Males	Females	Total	Non-Varsity Teams	#	Males	#	Females	Total
Baseball	18	0	18	Baseball	2	34		0	34
Basketball	13	13	26	Basketball	2	22	2	17	39
Cross Country	21	29	50	Cross Country		0		0	0
Flag Football/ Football	45	22	67	Flag Football/ Football	2	40		9	49
Golf	10	11	21	Golf		0		0	0
Soccer	21	19	40	Soccer	2	37		21	58
Softball	0	14	14	Softball		0		16	16
Swimming/Diving	24	23	47	Swimming/Diving		0		0	0
Tennis	8	9	17	Tennis		13		14	27
Track and Field	61	56	117	Track and Field		0		0	0
Volleyball	0	11	11	Volleyball		0	2	27	27
Wrestling	36	1	37	Wrestling		0		0	0
Weightlifting	28	19	47	Weightlifting		0		0	0
Lacrosse	26	24	50	Lacrosse		23		21	44
Total Varsity Participants	311	251	562	Total JV Participants		169		125	294
% of Varsity Participants	55%	45%	100%	% of JV Participants		57%	43%		100%
Total Student Enrollment by Gender 2019-20	915	913	1828	Total Student Enrollment by Gender 2019-20		915 913		182	
% Student Enrollment by Gender 2019-20	50%	50%	100%	% Student Enrollment by Gender 2019-20		50%		50%	100%

This form must be submitted for each school. Be sure to fill in the enrollment data. The total percentage of male and female student enrollment should equal 100%.

## PART IV GENDER EQUITY IN ATHLETICS

### **Corrective Action Plan**

District: Santa Rosa County

School Name: Gulf Breeze High School

(1) Gender Equity in Athletics Component	(2) Planned Actions To Address Deficiencies Found in Athletics	(3) Responsible Person(s) and Contact Information	(4) Timelines
Varsity Teams 55% Male 45% Female	1. Continue "No Cut" Policy in Girls Swim & Dive, Cross Country, Weightlifting, Track & Field, and Flag	Matthew S. Alt     Athletic Director	2020-2021
Non-Varsity 57% Male 43% Female	Football.  2. Advertise to communicate current programs available to students.	Matthew S. Alt     Athletic Director	2020-2021
*	3. During annual incoming freshman orientation, show case athletic opportunities.	Matthew S. Alt     Athletic Director	2020-2021
	4. Look into adding more levels of non-varsity teams to our programs.	4. Matthew S. Alt Athletic Director	2020-2021

We hereby verify that the above corrective action plan will be implemented to bring the institution into compliance within the time frame indicated in the Plan.

Signature, Principal

Signature, Superintendent

Date

School: Jay High	gh Number of Participants				N	umber	of F	Participan	ts
Varsity Teams	Males	Females	Total	Non-Varsity Teams	#	Males	#	Females	Total
Baseball	16	0	16	Baseball	2	26		0	26
Basketball	14	9	23	Basketball	2	30	2	17	47
Cross Country	8	4	12	Cross Country		0		0	0
Flag Football/ Football	33	0	33	Flag Football/ Football		25		0	25
Golf	7	0	7	Golf		0		0	0
Soccer	0	0	0	Soccer		0		0	0
Softball	0	12	12	Softball		0		13	13
Swimming/Diving	0	0	0	Swimming/Diving		0		0	0
Tennis	7	17	24	Tennis		0		0	0
Track and Field	34	30	64	Track and Field		0		0	0
Volleyball	0	12	12	Volleyball		0		10	10
Wrestling	0	0	0	Wrestling		0		0	0
Weightlifting	13	35	48	Weightlifting		0		0	0
¥									
Total Varsity Participants	132	119	251	Total JV Participants	8		40	)	121
% of Varsity Participants	53%	47%	100%	% of JV Participants	67	7%	33	3%	100%
Total Student Enrollment by Gender 2019-20	239	220	459	Total Student Enrollment by Gender 2019-20	23	239 220		459	
% Student Enrollment by Gender 2019-20	52%	48%	100%	% Student Enrollment by Gender 2019-20	52	2%	48	3%	100%

This form must be submitted for each school. Be sure to fill in the enrollment data. The total percentage of male and female student enrollment should equal 100%.

# PART IV GENDER EQUITY IN ATHLETICS

### **Corrective Action Plan**

District: _	_Santa Rosa County	
School N	Name:Jay High School	

(1)	(2)	(3)	(4)
Gender Equity in Athletics	Planned Actions To Address	Responsible	Timelines
TOTAL PROPERTY AND A SECOND SE	Deficiencies Found in Athletics	Person(s) and Contact	
Component	T. A(I.I.): D:	Information	
The Athletic Director will meet with coaches to promote available opportunities for both male and female students.	The Athletic Director will meet with the community youth league officials to promote participation in all sports for our students.	The Athletic Director will meet and promote with feeder schools the opportunities to promote sports to students.	The Athletic Director will monitor throughout the year the process of all sport participatio n.

We hereby verify that the above corrective action plan will be implemented to bring the institution into compliance within the time frame indicated in the Plan.

Signature, Principal

Signature, Superintendent

Date

School: Milton High Number of Participants			N	Number of Participants					
Varsity Teams	Males	Females	Total	Non-Varsity Teams	#	Males	#	Females	Total
Baseball	17	0	17	Baseball		15		0	15
Basketball	13	9	22	Basketball	2	31	1 100 - 100	12	43
Cross Country	18	12	30	Cross Country		0		0	0
Flag Football/ Football	38	0	38	Flag Football/ Football	2	90		0	90
Golf	5	5	10	Golf		0		0	0
Soccer	24	14	38	Soccer		24		12	36
Softball	0	11	11	Softball		0		14	14
Swimming/Diving	10	12	22	Swimming/Diving		0		0	0
Tennis	7	8	15	Tennis		0		0	0
Track and Field	66	45	111	Track and Field		0		0	0
Volleyball	0	15	15	Volleyball		0	2	32	32
Wrestling	11	3	14	Wrestling		0		0	0
Weightlifting	22	36	58	Weightlifting		0		0	0
Lacrosse	29	17	46	Lacrosse		16		0	16
		t.							
Total Varsity Participants	260	187	447	Total JV Participants		176		70	246
% of Varsity Participants	58%	42%	100%	% of JV Participants		72% 28%		28%	100%
Total Student Enrollment by Gender 2019-20	1014	853	1867	Total Student Enrollment by Gender 2019-20	10			53	1867
% Student Enrollment by Gender 2019-20	54%	46%	100%	% Student Enrollment by Gender 2019-20	54	1%	46	5%	100%

### **PART IV** GENDER EQUITY IN ATHLETICS **CORRECTIVE ACTION PLAN**

District:	Santa Rosa	
School Nan	ne: <u>Milton High School</u>	

(	Gender Equity in Athletics Corrective Action Plan								
(1) Gender Equity in Athletics Component	(2) Planned Actions To Address Deficiencies Found in Athletics	(3) Responsible Person(s) and Contact Information	(4) Timelines						
To Increase Female Participation	Continue to recruit female athletes in the development/addition of the following teams:  • 9 <sup>th</sup> Grade Softball • 9 <sup>th</sup> Grade Girls Basketball • JV Girls Lacrosse  To expand on the numbers in Girls Weightlifting.	Mr. Tim Short  Principal  shortt@santaros.k12.fl.u  s  (850) 983-5600	2020-2021 School Year						
Limiting the number of male participants, no cutting currently.	To add the sport of Girls Flag Football to our current Sport Offerings.  Holding official try-outs to make the roster in the sports of:  Boys Soccer Boys Lacrosse	Mr. Brad Marcilliat  Athletic Director  marcilliatb@santarosa.k 12.fl.us  (850) 983-5600							

We hereby verify that the above corrective action plan will be implemented to bring the institution into compliance within the time frame indicated in the Plan.

Signature, Principal Signature, Superintendent

School: Navarre High	Number of Participants			N	umber d	of F	Participan	ts	
Varsity Teams	Males	Females	Total	Non-Varsity Teams	#	Males	#	Females	Total
Baseball	16	0	16	Baseball	2	28		0	28
Basketball	13	12	25	Basketball	2	25	2	24	49
Cross Country	17	12	29	Cross Country		0		0	0
Flag Football/ Football	48	32	80	Flag Football/ Football	2	96		0	96
Golf	6	6	12	Golf		0		0	0
Soccer	21	17	38	Soccer	2	34	2	33	67
Softball	0	12	12	Softball		0	2	21	21
Swimming/Diving	11	15	26	Swimming/Diving		0		0	0
Tennis	12	12	24	Tennis		0		0	0
Track and Field	110	107	217	Track and Field		0		0	0
Volleyball	12	0	12	Volleyball		0	2	23	23
Wrestling	0	0	0	Wrestling		0		0	0
Weightlifting	47	95	142	Weightlifting		0		0	0
Lacrosse	35	27	62	Lacrosse		0		0	0
Total Varsity Participants	348	347	695	Total JV Participants	18	33	10	01	284
% of Varsity Participants	50%	50%	100%	% of JV Participants	64	64% 36%		100%	
Total Student Enrollment by Gender 2019-20	1176	1159	2335	Total Student Enrollment by Gender 2019-20		176	1	159	2335
% Student Enrollment by Gender 2019-20	50%	50%	100%	% Student Enrollment by Gender 2019-20	50	)%	50	0%	100%

## **Corrective Action Plan**

District:	Santa	Rosa
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School Name: \_\_Navarre HS\_\_\_

F	(1)	(2)					
	Gender Equity in Athletics Component	(2) Planned Actions To Address Deficiencies Found in Athletics	(3) Responsible Person(s) and Contact Information	(4) Timelines			
	Component #1  The percentage of females participating in varsity and junior varsity sports must be equal to our schools population.	The Athletic Director will continue to actively promote available athletic opportunities for female students prior to the fall, winter and spring season in an effort to recruit new participants. We added flag football in 2018-19 school year and girls lacrosse in 2019-20 school year.  The athletic directors will meet next school year to have a JV girls weightlifting team schedule.	Brian Noack – Principal Scott Murphy -Athletic Director 850-936-6080	2020-21			

We hereby verify that the above corrective action plan will be implemented to bring the institution into compliance within the time frame indicated in the Plan.

Signature, Principal Signature, Superintendent

School: Pace High	Numb	er of Parti	cipants		Number of Participants			ts	
Varsity Teams	Males	Females	Total	Non-Varsity Teams	#	Males	#	Females	Total
Baseball	21	0	21	Baseball	2	29		0	29
Basketball	11	10	21	Basketball		24	2	14	38
Cross Country	40	21	61	Cross Country		0		0	0
Flag Football/ Football	51	18	69	Flag Football/ Football	2	77		16	93
Golf	15	6	21	Golf		0		0	0
Soccer	20	18	38	Soccer		21	2	34	55
Softball	0	16	16	Softball		0	2	28	28
Swimming/Diving	16	11	27	Swimming/Diving		0		0	0
Tennis	9	13	22	Tennis		0		0	0
Track and Field	103	65	168	Track and Field		0		0	0
Volleyball	0	12	12	Volleyball		0	2	21	21
Wrestling	20	1	21	Wrestling		0		0	0
Weightlifting	49	35	84	Weightlifting		0		0	0
Lacrosse	0	0	0	Lacrosse		0		0	0
Total Varsity Participants	355	226	581	Total JV Participants	15	151 113		13	264
% of Varsity Participants	61%%	39%	100%	% of JV Participants	57% 43%		100%		
Total Student Enrollment by Gender 2019-20	1012	971	1983	Total Student Enrollment by Gender 2019-20	r 1012 971		1983		
% Student Enrollment by Gender 2019-20	51%	49%	100%	% Student Enrollment by Gender 2019-20			100%		

# PART IV GENDER EQUITY IN ATHLETICS

District: Santa Rosa

School Name: Pace High School

Gender Equity in Athletics Corrective Action Plan

Gender Equity in Athletics Corrective Action Plan							
(1) Gender Equity in Athletics Component	(2) Planned Actions To Address Deficiencies Found in Athletics	(3) Responsible Person(s) and Contact Information	(4) Timelines				
Prong-1 Participation opportunities  Prong 2- Representation of Male vs Female numbers in sports	Prong-1 Pace High School provides opportunity for 10 Male sports teams and 11-Female sports teams no action needed is this area.  Prong-2 We do have deficiencies in Males vs Females that are playing sports.  Plan to bridge the gap 1) Continue to advertise and promote girls' sports through school media. 2) Visit feeder middle schools to recruit girls' sports. 3) Have summer programs in girls' sports to encourage involvement. 4) Have a no cut policy for selected girls' sports. 5) Continue to search and hire female, qualified girls sport coaches for female role models.	Stephen Shell  Principle Pace High School, 850-995-3600  shells@santarosa.k12.fl. us	1) Ongoing 2) March 9 3) On going 4) On going 5) On going				
		<u></u>					

We hereby verify that the above corrective action plan will be implemented to bring the institution into compliance within the time frame indicated in the Plan.

Signature, Principal

Signature, Superintendent

5-6-20 Date

Date

5/2/20

Date

within the time frame indicated in the rian.

Attachment Part VII – Pregnant and Parenting Students

TAPP Brochure

# Revised 5/2019

# What Is TAPP?

comprehensive and ancillary services to facilitate the parents' completion of high school. TAPP is an acronym for Teenage Parent Program. The TAPP program is designed to provide

# Who Is Eligible?

enrolled in a Santa Rosa County Santa Rosa County School's to access services through the A teen parent, who meets the compulsory school attendance age range, who is a resident Teenage Parent Program. of Santa Rosa County and District School, is eligible



Education - the building blocks for the future.

# Services Offered

- pregnancy health, child growth and Curriculum/Counseling in parenting, development, etc.)
- Child Care
- Access to Health Care
- Social Service Agency Access
- Assistance with make-up work assigned due to pregnancyrelated absences
- ▶ Graduation Planning



# For Information Contact:

- Your school guidance counselor
- Your school nurse
- Student Services Department (850) 983-5052)

# TAPP

# Program **Teenage** Parent



# Santa Rosa County District Schools

850-983-5052

Milton, Florida

# What is The Santa Rosa

# County Schools' Teenage Parent Program?

The Santa Rosa County School
Districts' Teenage Parent Program
(TAPP) is accessed at each
student's home school site. TAPP
provides assistance to meet the
needs of school-age students living
in Santa Rosa County who are
pregnant or who are teen mothers
or fathers. Children of teen parents
receiving TAPP services are also
eligible for services through TAPP.

This program is designed to help the students who are pregnant or parenting students remain in school to earn a high school diploma.

Classes in child care, child growth and development, nutrition and parenting classes are offered. The program offers auxiliary services that include childcare, health care and transportation.

# Goals of the TAPP Program

- Teen Parents will complete course work and receive a high school diploma.
- Teen Parents' literacy skills will improve.
- Teen Parents will have reduced dependence on public assistance as educational levels increase.



From the Beginning to the End ...
TAPP can be there!



# Your Rights ...

# Continued Education

Earn a high school diploma.

# **Health Services**

Early education and health care services for you and your child is provided during the hours when you are earning credit towards a high school diploma.

# Social Services

Social Services may include: Referral Services; counseling and coordination with appropriate social service agencies (food stamps, AFDC, Medicaid) for you and your child.

# **Transportation**

Transportation for you and your child will be provided from your home to your school and to the child's early care program regardless of the distance involved.