

MEMORANDUM

To: Kent City Board of Education, Mike Weiler Superintendent

From: Jason Vogel, Assistant Principal/Athletic Director/Title IX Coordinator -- Kent City Community Schools

Subject: Five Year Comprehensive Title IX Report

Date: June 17, 2019

The Title IX Education Amendment passed in 1972 requires school districts to maintain policies, practices, and programs that do not discriminate against anyone based on gender. The Kent Intermediate School District has been a leader in Michigan in advancing opportunities for both male and female athletics. To that end, each district in Kent County has participated in a five year comprehensive audit of their high school athletic programs based on the 2018-2019 school year. This audit surveys the following areas:

- High School Students
- Equipment, Supplies, and Uniforms
- Coaching
- Scheduling
- Facilities
- Publicity
- Medical/Athletic Training
- Travel

Students at Kent City High School were surveyed regarding their opinions on offerings, equity, and opportunities. All varsity head coaches at Kent City Community Schools from the 2018-2019 school year were asked to complete a survey as it pertains to their athletic programs and the Kent City Athletic Department. Jason Vogel, Assistant Principal, Athletic Director, and Title IX Coordinator compiled the results from the surveys and developed the following report. Finally, a committee ten individuals will review the comprehensive audit. The committee was comprised of the following people:

- Jason Vogel Assistant Principal/Athletic Director/Title IX Coordinator *on mt*
- Bill Crane Middle & High School Principal/Varsity Football Coach *Bill Crane*
- Chad Kik Male Coach *Chad Kik*
- Jill Evers Female Coach *Jill Evers*
- Gina Denhof Parent of a Female Athlete *Gina Denhof*
- Chad Dailey Parent of a Male Athlete
- Zach Gropp Faculty Representation *Zach Gropp*
- Roxanne Bliss Athletic Trainer *Roxanne Bliss*
- Max Hudson Male Student-Athlete *max Hudson*
- Jenna Harrison Female Student-Athlete *Jenna Harrison*

This report will be presented to the Kent City Board of Education at the Monday, June 17, 2019 meeting and submitted to the Kent Intermediate School District as required. What follows is a summary of each area as reviewed by all committee members.

A. Student Survey

Students at Kent City High School were surveyed in the spring of 2019. After reviewing the survey there is no clear pattern of inequity based on the responses.

- **Sports Participation**

86.7% of the students who completed the survey, reported that they were able to participate in the sports they are interested in. Of the 13.3% of students who reported they were not able to participate in the sports they were interested in, the following two reasons made up 50% of the answers: conflicting after school responsibilities and two sports offered at the same time.

There is little that can be done to resolve other conflicts after school for student-athletes. Many students choose to participate in other school activities, i.e. band, drama, color-guard, etc. as well as students who have jobs and other outside responsibilities. However, many of our student-athletes who currently participate in athletics at Kent City choose to do both, balancing their after school responsibilities and their athletic commitments.

Not participating because of two sports being offered at the same time was the highest reason offered in 2014-2015 as well, and since that time, many student-athletes have chosen to dual-sport. This practice is not for everyone though, as it is a demanding task to play on two teams simultaneously. Other reasons given were being cut from the team, cost, and conflicts with the coach.

- **Fall Sports**

When questioned on our fall sports offerings, students responded in a manner fairly consistent with our current programming with the exception of girls swimming and diving. We have explored the idea of starting a swim team at Kent City since we have had pool since the early 1970's. Several factors have prevented us from starting a swim team, including start-up cost, pool size, and the strain another sport for females would place on our current fall offerings. During the past year, we have started a junior swim team for students in elementary and middle school to gauge the feasibility of a swim team down the road. Since the last time we conducted the comprehensive survey in 2014-2015, we have successfully added a varsity girls' golf team based on the interest expressed. We have also increased the number of student-athletes in our football and sideline cheer programs, while cross country and volleyball numbers have remained steady. One disappointing return was the low number for boys' soccer. A program that has struggled over the years, we have looked for ways to increase the interest including moving games to Ward Memorial Field and bringing in a coach with a very successful resume that includes several successful seasons at the collegiate level and three high school state championships.

- Volleyball 25.5%
- Football 17.8%
- Girls Swimming & Diving 15.3%
- Cross Country 12.1%

- Sideline Cheer 10.8%
- Girls Golf 7.6%
- Boys Soccer 7.6%
- Boys Tennis 5.7%
- Boys' Water Polo 1.9%

- **Winter Sports**

When asked about our winter sports offerings, students responded consistent with our offerings at the top (Basketball), but then cited sports that Kent City does not have including skiing, girls gymnastics, competitive cheer, and hockey. Kent City has offered a ski club over the years, but did not in 2018-2019. This is not a competitive team, just an opportunity for students to ski at a local ski resort. Other than this survey, no one has ever verbally expressed interest in skiing outside of ski club. Like skiing, gymnastics has never been proposed by our student body. Kent City currently does not have the resources to offer said sport. Competitive cheer and hockey were the next two sports in terms of interest. We started our basketball cheer team last winter and the team cheered for all of our boys and girls basketball games. We have toyed with the idea of starting a competitive cheer team, but do not feel we are ready for such an undertaking. Finally, we have been approached by Rockford High School to co-op with them for hockey for next season. We are awaiting further details. The results of wrestling participation demonstrates the unreliability of some of these numbers as our program is strong with many more participants than responded to this survey. We also failed to include boys and girls bowling on the survey, which we have offered for several males and females each winter over the past five years.

- Basketball 21%
- Skiing 14.7%
- Girls Gymnastics 12.1%
- Competitive Cheer 8.9%
- Boys Hockey 7%
- Wrestling 6.4%
- Boys Swimming and Diving 5.7%

- **Spring Sports**

When asked about our spring sports offerings, track and field (like 2014-2015) had the most interest, which is consistent with our participation numbers. In a surprising second, was girls' tennis. We have never offered tennis at Kent City Community Schools, nor do we have tennis courts. The remainder of the sports surveyed finished consistent with our current offerings, with the exception of girls water polo which we do not offer, nor do we have the means to offer it.

- Track and Field 35.6%
- Girls Tennis 19.7%
- Girls Soccer 14%
- Softball 14%
- Baseball 8.9%
- Girls Water Polo 8.3%
- Boys Golf 6.4%

- **Resources and Promotions**

Our student-athletes were then surveyed regarding their opinion of equality between the resources and promotion that exists between the boys and girls athletic teams. The results showed that Kent City does offer equal amounts of resources and promotion between our male and female athletic teams, by a 3 to 1 margin!

○ Support Groups (Pep Bands, Cheerleaders, etc.)	78% Equal	22% Not Equal
○ Access to Video Equipment	78% Equal	22% Not Equal
○ Publications (Flyers, Posters, Programs)	81% Equal	19% Not Equal
○ Local Newspaper Articles	78% Equal	22% Not Equal
○ Dailey Announcements	90% Equal	10% Not Equal
○ Equal Promotion	81% Equal	19% Not Equal

Support Groups (Pep Bands, Cheerleaders, etc.)

The last time we conducted this survey 49% of students reported that the support groups for athletic events were equal. In the latest survey the number of students reporting equality for such things as pep bands and cheer leaders increased by 29%. We offer bands at all home football games and boys and girls basketball games (Fridays). We also brought back our basketball cheer team in the winter for both the boys and girls basketball teams for the first time in quite some years.

Access to Video Equipment

A point of emphasis among our coaches, students reported that equal access to video equipment in 2014-2015 was 38%. In the latest survey, 78% of our student-athletes reported equal access to video equipment. This can be attributed to the purchase of HUDL for all programs at Kent City along with the purchase and distribution of Ipads for every team. Coaches have the ability to capture, edit, and share video with student-athletes at any time. Not every coach is using this technology provided as much as they could, which may explain those who still believe it is not equal, but we will continue to require coaches to implement this valuable teaching tool with their teams.

Publications (Flyers, Posters, Programs)

The biggest increase in equality according to our student-athletes since the last survey (39% increase), 81% of students surveyed in 2018-2019 reported equality in publications. We provide extensive programs at all home varsity football, volleyball, basketball, wrestling, track invites, and baseball/softball tournaments. We also include a detailed roster for varsity soccer games as well as a simple roster for any sub-varsity games.

Local Newspaper Articles

The area we have the least control over, 78% of Kent City student-athletes reported that they were covered equally by local newspapers. This was also a 38% increase from the 2014-2015 survey. One explanation for this uptick in coverage can be attributed to the success of Kent City Athletics over that time. A second reason for the increased media coverage can be attributed to the success of our athletic web page. We have several media outlets who pick up information and stories based on what they read on www.kentcityathletics.com. Finally, our coaches are expected to promote their teams by calling in results and posting timely articles on the athletic website, which they have done a great job of.

Daily Announcements

The category that received the highest amount of student-athletes reporting equal amounts of resources and promotion was daily announcements. At 90% percent, our student-athletes are extremely satisfied with the coverage they receive at school. This includes the announcements on each day over the public address system along with timely articles on our website detailing the results of all contests in grades 6-12.

Equal Promotion

Overall, 81% of our student-athletes report equal promotion between boys and girls sports, a 28% increase from 2014-2015. We are very pleased with the outcome of the survey pointing to the many changes that have been made in the Kent City Athletic Department over the past five years.

Co-Curricular Activities – Student-Interest Survey

The final portion was an interest survey regarding co-curricular activities at Kent City Community Schools. Students were asked to indicate if they would really like to participate, if they might like to participate, or would not want to participate.

	Really Like to Participate	Might Like to Participate	Not Want to Participate
• Band	23%	11%	66%
• Cheerleading	8%	21%	71%
• Chess Club	6%	13%	81%
• Computer Club	9%	19%	72%
• Debate/Forensics	10%	16%	74%
• Drama	16%	25%	59%
• Foreign Language Club	8%	23%	69%
• Journalism/Newspaper	14%	26%	60%
• Key Club	4%	8%	88%
• National Honor Society	47%	22%	31%
• Pep Club	8%	19%	73%
• Pep Band	21%	9%	70%
• Vocal Music	12%	18%	70%
• Yearbook	33%	38%	29%
• Other	20%	27%	53%

B. Coaches' Survey

Equipment, Supplies, and Uniforms

In December of 2018, we were hit with a spending freeze which affected the outcome of this survey in terms of equipment, supplies, and uniforms. This changed all of the spending habits our athletic program had practiced for quite some time, but it was both necessary and appropriate. The budget crunch forced our coaching staff to use money raised through fundraising to purchase equipment as the school was only purchasing absolute essentials. Our winter and spring programs took this in stride, so much so, that I highly doubt our student-athletes noticed a difference. We are hopeful to create a limited budget for our teams for the 2019-2020 season, but this will depend on the financial well-being of the district.

Kent City's Athletic Department continued to cover a majority of the costs associated with running a successful athletic program: paying coaches' salaries and officials, maintaining and preparing facilities for play; paying tournament fees, transporting teams to away contests, and continuing the uniform rotation that was started in 2014-2015 which allowed us to purchase three sets of uniforms for varsity teams in 2018-2019.

We will continue to replace uniforms on a rotation basis, trying to give our varsity squads new uniforms every four years if possible. Coaches must ask to be placed on the upcoming rotation. Each year we try to purchase new uniforms for three different programs in our athletic department, pending the current state of the budget.

We have continued with our athletic fee for both high school and middle school student-athletes at Kent City Community Schools. At the high school level, student-athletes pay \$120 for an entire year; \$60 if they receive a reduced price for lunch, and \$0 if they receive free lunch. Our student-athletes who pay this fee receive free admission to all home, non-MHSAA contests at Kent City, plus free sports physicals in August of each year. We also offer parents and student-athletes an opportunity to work off their athletic fee by helping out at contests.

There is disparity in the budget between sports, but it is not based on sex. Instead, the number of student-athletes on the team along with the nature of the sport dictate the varying budgets both in the past and in the future. The cost and amount of equipment will vary from sport to sport making it impossible to give each team an equal amount. What we have tried to do at Kent City over the past five years is make sure each team is equipped with the equipment, supplies, and uniforms necessary to be successful.

Coaching

In 2018-2019 Kent City had 20 paid boys coaches, compared to 17 paid girls' coaches, along with four volunteer coaches for the girls teams and three volunteer coaches for the boys. The difference in the total number of coaches between the boys and girls comes because of football. Football has more coaches to begin with, in addition to the fact that the coaching staff took a smaller percentage than is awarded to other varsity head coaches and assistant coaches to allow for more coaches on staff.

There is no noticeable difference in the training, experience, and professional qualifications of our coaches between the girls programs and the boys programs.

There is a difference in coaches' pay which is a result of the steps in our Schedule B in the KCEA contract which calls for coaches getting paid based on years of service. This discrepancy is not between boys and girls coaches, rather coaches at different steps in their career. We also have more MHSAA sports for boys than girls which explains the overall discrepancy.

Scheduling

Our coaches raised very few issues regarding scheduling of games and practices. Coaches were satisfied with the number of contests scheduled for their teams and the times their teams are scheduled to play. All, but one coach, were satisfied with the number of practices and the practice times.

Many of our teams (especially sub-varsity teams) do not play the allotted amount of contests during the season due to scheduling, cancellations, and other issues. We do our very best to get each team as many

contests as that coach wants for his/her team. No coaches raised any concerns about the number of contests in 2018-2019.

Over the past five years we have worked hard to schedule local/surrounding schools, keeping competitiveness in mind. We also take into consideration coaches' input when constructing our schedules. Finally, we have worked with our girls teams to offer them more prime time contests throughout the season, even though the CSAA does not alter game times in basketball. For instance, during the basketball season, we had the girls play two non-league games following a boys contest and we moved our game time back to 6:00 p.m. (Friday night league games) to accommodate more parents. In soccer, we moved game times to later in the evening to allow for more fans.

Facilities

Our coaches were satisfied with the facilities we offer at Kent City Community Schools. The quality and availability of our facilities was ranked highly by nearly all coaches. One coach expressed displeasure with his/her field not being properly equipped for competition, but failed to elaborate. The facility in question hosted the MHSAA Districts in 2019 and the MHSAA Regionals in 2018, with no complaints from any opposing coaches.

Other questions on the survey asked coaches to rate their practice facilities, locker rooms, and coaches' offices. Our coaches all rated our practice facilities as excellent (54.5%) or adequate (46.5%). Not one coach gave their practice facilities a poor rating. One coach complained about sharing practice space with other programs in the school. We often have to be creative to find space indoors, and sometimes, even outside to get all of the teams the practice time they require.

In terms of locker rooms, the teams who choose to use locker rooms are satisfied with the facilities. Not all teams use locker rooms, but they are available to all teams who request them. In the survey, 75% of the coaches reported their locker room facilities as adequate, while 25% reported the locker rooms as excellent.

Publicity

Since the last survey was completed in 2014-2015, the student-athletes at Kent City Community Schools have enjoyed some of the best publicity in the history of the school. For the most part, the coaches agree. Although we are unable to control the local media, we have had more than our fair share of positive publicity over the past five years for both our boys and girls student-athletes. That is not necessarily true for every sport, but those running local newspapers (which are becoming far and few between), local news, and other avenues that cover sports decide what stories will sell for them.

Our athletic website has become one of the best in the state since the last survey was conducted. On average, over 30,000 people visit our site per month. We are generally ranked in the top ten of all of the Varsity News Network websites for traffic each month and in the top 100 in the nation. We (myself, coaches, student-writers, parents) all work extremely hard to make this a place to go for up-to-date information regarding all of sports teams and athletes. Parents share pictures on the site, coaches write articles, we include weekly schedules, and a number of feature articles regarding Kent City Athletics. Our website has even caught the eye of the local media as they will visit our site for story ideas.

Another improvement that has helped with the publicity of our student-athletes has been the programs we create for most home varsity contests. In addition to each team's roster, we have also included logos, team pictures, action pictures, history of the match-up, a game preview, past scores, Eagle of the

Week, feature articles, and other information regarding Kent City Athletics. This past year, amid the budget freeze, we condensed our programs down to one or two sheets of paper using foldable programs. This is another way to help the local reporters as they visit Kent City as they have all the information they might need and then some. It also is a way to increase attendance at contests as it sets the table for the game, creating more interest for future events.

Our daily announcements continue to be a great source of publicity for our student-athletes within in our school. The coaching staff does a great job of putting announcements in to be read each day. In addition to these announcements, coaches have also done a great job of posting articles regarding every contest on www.kentcityathletics.com. This allows us to reach further than just the student body for anyone wanting to know what is happening at any level 6-12 at Kent City Community Schools.

Finally, we still conduct pep assemblies throughout the year to recognize teams for their achievements. We have limited these assemblies to a handful each year to keep our students in the classroom and will try cover several achievements at one ceremony. This past year, we had a pep assembly put on by Fox Sports Detroit in the fall where we recognized, football, cross country, sideline cheer, marching band, and volleyball that was actually broadcast on television, and then in the winter we honored our girls' basketball, bowling, wrestling, drama, and color guard team. Spring is often a season that is difficult to plan for because of the end of the school year fast approaching. It is something we will have to address in the future.

Medical and Training

Our training facilities are open to all of our student-athletes, regardless of gender. All of our coaches are expected to use the weight room, and we have worked hard to give our coaches the resources they need to do this successfully. In 2017-2018, we approached the Kent City Sports Boosters and asked them to purchase PLT4M for our student-athletes. PLT4M is an online program for strength and conditioning that our student-athletes can access from their phones. It not only designs and tracks each individual student's workout, but it also offers several other valuable resources for student-athletes and coaches alike that help to answer any questions that might arise and even includes videos of every exercise along with coaching points.

Our coaching staff rated our athletic training facilities (weight room and training room) the following way:

- 70% -- Adequate
- 20% -- Excellent
- 10% -- Poor

The survey also revealed that all teams are able to schedule the training facilities as needed and a majority of the coaching staff (70%) finds the training facilities available for their teams as adequate.

Kent City Community Schools is fortunate to have a partnership with Spectrum Health which allows us to provide top-notch medical care to our student-athletes. There is no disparity between the boys and girls in terms accessibility to our athletic trainer. At the same time, all students (9-12) are allowed equal access to all medical services offered by our athletic trainer. Our athletic trainer is available at all contests at Kent City Community Schools.

There are times when we have multiple events happening simultaneously at Kent City Community Schools. In those instances, our athletic trainer will be present at the sport that presents the highest

chance of serious injury. If the athletic trainer is needed in a different location we can quickly contact her via phone. In some instances (football), we also have the Kent City Fire Department on site.

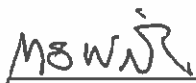
Travel

Over the past two years, we have overhauled our travel practices within Kent City Athletics. Instead of simply bussing every team to and from contests which is extremely costly and inefficient, we have worked with coaches, parents, and the transportation department to find a better solution. Now our student-athletes have several different modes of transportation depending on the size of the team, distance to be traveled, start of the contest, and other factors that the coach and athletic director discuss. In addition to round trip bus, we also will “drop” student-athletes at an event and they need to make arrangements to travel home, or we use our school vans (2) to transport students to and from away events. In some cases, we offer no transportation at all – especially on Saturdays.

The coaching staff has adjusted extremely well to our transportation changes and no concerns were raised regarding our transportation practices. In fact, 100% of our coaches surveyed reported that their team had not been denied any opportunities as a result of a lack of travel funds. The only negative comment regarding travel was brought forward by one coach complaining about the amount of time before competition because it is believed that other teams get to leave earlier – which is not the case. We are limited to when we can leave for the day as we have to wait for KCTC students to return to campus at 2:38 p.m. We work hard to keep our student-athletes in class for as long as possible, although some coaches may not like it.

C. Review of the Five Year Comprehensive Title IX Report – By the Kent City School Board

The Kent City Five Year Comprehensive Title IX Report was presented at the regular board of education meeting on Monday, June 17, 2019.


Michael Weiler – Superintendent

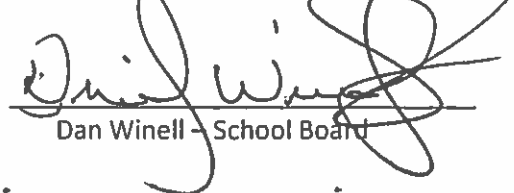

Bob Sarachman – School Board


Bruce Hawley – School Board


Derek Miller – School Board

~~Absent~~
Rick Stockhill – School Board

~~Absent~~
Stacey Alt – School Board


Dan Winell – School Board


Tim Kruithoff – School Board

OK CONFERENCE GENDER EQUITY COMPREHENSIVE AUDIT
 VERIFICATION OF FORMS MAY - JUNE 2019

Kent City (High School) Kent City (City), Michigan certifies to the KISD

that the following audit is an accurate and true representation of the facts and data regarding our district's compliance with Title IX of the Education Amendments of 1972 to the Civil Rights Act of 1964; as it pertains to our district and school's athletic program.

Please identify the following:

School District Title IX Coordinator

Name	Jason Vogel
Professional Title	Assistant Principal / Athletic Director
Phone Number	() (616) 678-4210
Address	351 N. main st. Kent City MI, 49330

School Title IX Coordinator

Name	Jason Vogel
Professional Title	Assistant Principal / Athletic Director
Phone Number	() (616) 678-4210
Address	351 N. main st. Kent City, MI 49330

The following signatures verify the authenticity of the document:

	Signature	Date
Principal	Bill Crane	6/17/19
School Title IX Coordinator	Dr. [Signature]	6/17/19
District Title IX Coordinator	Dr. [Signature]	6/17/19
Superintendent	MS [Signature]	6/17/19
School Board President	Bruce [Signature]	

Kent City High School's Gender Review Committee was composed of the following members. Verification of their membership is noted by their signature below.

Member Name	Title	Signature	Date	()*
Bill Crane	Principal	Bill Crane	6/17/19	✓
Jason Vogel	AD/AP	Jason Vogel	6/17/19	✓
Gina Denhof	Parent Female Athlete	Gina Denhof	6-21-19	✓
Jill Evers	Female Coach	Jill Evers	6-21-19	✓
Max Hudson	Male Athlete	Max Hudson	6/25/19	✓
Roxanne Bliss	Athletic Trainer	Roxanne Bliss	6/25/19	✓
Zach Gropp	Faculty Representation	Zach Gropp	6/25/19	✓
Jenna Harrison	Female Athlete	Jenna Harrison	6/27/19	✓
Chad Kirk	Wrestling Coach	Chad Kirk	7/16/19	✓
Chad Dailey	Male Parent	Chad Dailey	7/16/19	✓

*Check mark indicates committee member has reviewed the final document.

OK Conference Gender Equity Comprehensive Audit Equipment, Supplies and Uniforms Certification Form

This form is to be used by a school district to report to KISD the results of its self-evaluation of its provision and maintenance of its athletic equipment, supplies and uniforms. This form should be completed by a representative group of individuals designated for that purpose by the superintendent. The completed forms should be signed by the superintendent and submitted with the accompanying certification worksheets for each of the other program components to:

Ron Koehler
Assistant Superintendent
Kent ISD
2930 Knapp Street, NE
Grand Rapids, MI 49525

- | | YES | NO |
|--|-------------------------------------|-------------------------------------|
| 1. Have you evaluated whether the girls' and boys' athletic programs are provided with equipment, supplies and uniforms on an equivalent basis? | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 2. Did the evaluation include a survey of the equipment, supplies and uniforms regularly provided to each girls' and boys' team? | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 3. Did you compare the equipment, supplies and uniforms provided to the girls' and boys' teams based upon the following factors: | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| a. Quality | | |
| b. Quantity | | |
| c. Suitability for sport | | |
| d. Maintenance and replacement | | |
| 4. Have you identified a disparity between the equipment, supplies and uniforms for the girls' and boys' programs for any of the factors listed above? | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| 5. If there are disparities, do they favor, overall: | <input type="checkbox"/> | <input type="checkbox"/> |
| a. Girls' team? | | |
| b. Boys' teams? | | |

Action steps taken to address disparities in equipment, supplies and uniforms:

Kent City Community Schools
School District

Bruce Hawley
Board of Education Representative

[Signature]
Title IX Coordinator

6/17/19
Date

MSWD
Superintendent

OK Conference Gender Equity Comprehensive Audit Coaching Certification Form

This form is to be used by a school district to report to KISD the results of its self-evaluation of practices related to equal opportunities to receive coaching. This form should be completed by a representative group of individuals designated for that purpose by the superintendent. The completed forms should be signed by the superintendent and submitted with the accompanying certification worksheets for each of the other program components to:

Ron Koehler
Assistant Superintendent
Kent ISD
2930 Knapp Street, NE
Grand Rapids, MI 49525

- | | Yes | No |
|--|-------------------------------------|--------------------------|
| 1. Have you gathered information on the amount of coaching provided to the boys' and girls' teams? | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 2. Have you evaluated the training, experience and professional qualifications of your coaching staff? | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 3. Have you evaluated the compensation received by coaches? | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 4. Does the information gathered and analyzed regarding coaching indicate that there is an overall disparity between coaching services afforded to boys and girls? Explain | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 5. If there is a disparity, are there nondiscriminatory factors that explain the disparity? If yes, please explain. | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

Action steps taken to address coaching concerns:

We currently employ more boys coaches at the high school level than girls coaches. The major reason for this discrepancy is football where the coaches have taken less pay to offer more checks. Football also employs more coaches due to the number of players and nature of the sport.

We also have 1 more sport for boys (9) than we do for girls (8). We do offer sideline cheer in the fall and basketball cheer in the winter, but since these are not sanctioned by the MHSAA, they do not count towards our total.

Action steps

1. Explore the interest and feasibility of competitive cheer at Kent City.

District Employment Information:

1. Have you reviewed district hiring practices to ensure that they do not discriminate on the basis of sex?

Yes

2. Have you provided advancement opportunities in coaching to males and females?

Yes

Number of female coaches (including volunteers) 23

Number of male coaches (including volunteers) 24

Kent City Community Schools
School District

[Signature]
Title IX Coordinator

[Signature]
Superintendent

[Signature]
Board of Education Representative

6/17/19
Date

OK Conference Gender Equity Comprehensive Audit Scheduling Certification Form

This form is to be used by a school district to report to KISD the results of its self-evaluation of its scheduling of games and practice times. This form should be completed by a representative group of individuals designated for that purpose by the superintendent. The completed forms should be signed by the superintendent and submitted with the accompanying certification worksheets for each of the other program components to:

Ron Kochler
Assistant Superintendent
Kent ISD
2930 Knapp Street, NE
Grand Rapids, MI 49525

- | | Yes | No |
|--|-------------------------------------|-------------------------------------|
| 1. Did you compare the opportunities given to girls' and boys' teams to compete the maximum number of contests allowed for their sport? | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 2. Have you compared the scheduling of games and practice times for all of your teams? | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 3. Did your comparison include a consideration of the practice and game times that are considered prime times or the most preferable to the teams in question? | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 4. Did the comparison of the scheduling of games and practice times identify any disparities that favor teams made up of players of one sex? If yes, describe:
<i>Boys and Girls Basketball - start times</i>
<i>Girls play 1st followed by Boys in the CSAA</i> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 5. Do the differences overall favor athletes of one sex? | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| 6. Are there any nondiscriminatory justifications for the disparity? If yes, describe:
<i>The CSAA plays girls 1st and boys 2nd in all conference games, unlike other conferences who alternate from year to year.</i>
<i>We have discussed this numerous times with conference schools, but there does not seem to be any interest in changing.</i> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

OK Conference Gender Equity Comprehensive Audit Facilities Certification Form

This form is to be used by a school district to report to KISD the results of its self-evaluation of its athletic facilities (including practice and competitive facilities and locker rooms). This form should be completed by a representative group of individuals designated for that purpose by the superintendent. The completed forms should be signed by the superintendent and submitted with the accompanying certification worksheets for each of the other program components to:

Ron Koehler
Assistant Superintendent
Kent ISD
2930 Knapp Street, NE
Grand Rapids, MI 49525

Note: In this context, "facility" means a playing field, stadium, court, gym, pool, etc. "Competitive events" means games, meets, or matches involving teams from one or more other schools.

- | | Yes | No |
|---|-------------------------------------|-------------------------------------|
| 1. Have you gathered information on the practice and competitive facilities and locker rooms for boys and girls' teams? | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 2. Have you evaluated the availability, preparation, maintenance, and quality of the practice and competitive facilities and locker rooms provided for the boys' and girls' teams? | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 3. Have you identified any disparity for comparable sports or overall between the practice and competitive facilities and locker rooms provided for boys and girls? Please explain. | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4. Are there any nondiscriminatory justifications for the disparity? | <input type="checkbox"/> | <input type="checkbox"/> |

Action steps to address facility concerns:

Kent City Community Schools
School District

Bruce Hawley
Board of Education Representative

[Signature]
Title IX Coordinator

6/17/19
Date

MSWJZ
Superintendent

Action Steps to Address Scheduling of Games and Practice Times

1. Continue to petition the conference to alternate start times.
2. We split non-league games 50/50 when boys and girls play together at Kent City.
3. We start Friday home games at 6:00 p.m. at the request of our girls basketball coach and have asked other league schools to do the same.

Kent City Community Schools
School District

[Signature]
Title IX Coordinator

MSWD
Superintendent

Bruce Hawley
Board of Education Representative

6-17-19
Date

OK Conference Gender Equity Comprehensive Audit Publicity Certification Form

This form is to be used by a school district to report to KISD the results of its self-evaluation of practices related to equal opportunities in publicity and promotion of girls' and boys' teams. This form should be completed by a representative group of individuals designated for that purpose by the superintendent. The completed forms should be signed by the superintendent and submitted with the accompanying certification worksheets for each of the other program components to:

Ron Koehler
Assistant Superintendent
Kent ISD
2930 Knapp Street, NE
Grand Rapids, MI 49525

- | | Yes | No |
|--|-------------------------------------|-------------------------------------|
| 1. Have you gathered information on the amount of personnel assigned to the publicity and promotion of teams? | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 2. Have you evaluated the training, experience and professional qualifications of those assigned to publicize and promote the teams? | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 3. Does the information gathered and analyzed regarding publicity indicate that there is an overall disparity between publicity and promotion resources afforded to boys and girls? Explain. | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4. If there is a disparity, are there nondiscriminatory factors that explain the disparity? If yes, please explain. | <input type="checkbox"/> | <input type="checkbox"/> |

Action steps taken to address publicity concerns:

Kent City Community Schools
School District

Bruce Hawley
Board of Education Representative

[Signature]
Title IX Coordinator

6/17/19
Date

[Signature]
Superintendent

OK Conference Gender Equity Comprehensive Audit Medical and Training Services Certification Form

This form is to be used by a school district to report to the KISD the results of its self-evaluation of its provision of medical and training services and facilities. This form should be completed by a representative group of individuals designated for that purpose by the superintendent. The completed form should be signed by the superintendent and submitted with the accompanying certification worksheets for each of the other program components to:

Ron Koehler
Assistant Superintendent
Kent ISD
2930 Knapp Street, NE
Grand Rapids, MI 49525

- | | Yes | No |
|---|-------------------------------------|--|
| 1. Have you evaluated whether the girls' and boys' athletic programs are provided with medical and training services on an equivalent basis? | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 2. Did the evaluation include a survey of the medical and training facilities and services regularly provided to each girls' and boys' team? | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 3. Did you compare the availability of medical services at girls' and boys' competitions? | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 4. Did you consider whether girl and boy athletes have equal access to medical and accidental insurance? | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 5. If there are disparities, who do they favor overall? | | |
| a. The boys' teams and a high percentage of boys? | <input type="checkbox"/> | <input checked="" type="checkbox"/> <i>disparity</i> |
| b. The girls' team and a high percentage of girls? | <input type="checkbox"/> | <input checked="" type="checkbox"/> <i>disparity</i> |
| 6. If there is an overall disparity favoring boys or girls, are the medical and training facilities and services nonetheless equally meeting the needs of the athletes taking into account the nature of the athletic activities involved?
(If yes, explain in the space below.) | <input type="checkbox"/> | <input type="checkbox"/> |
| <i>.. - No Disparity Found</i> | | |

7. Action steps to address disparities in medical and training services:

Kent City Community Schools
School District

Don W
Title IX Coordinator

MSWN
Superintendent

Bruce Hawley
Board of Education Representative

6/17/19
Date

**OK Conference Gender Equity Comprehensive Audit
Travel and Per Diem
School/District Worksheet**

This form is to be used by a school district to report to KISD the results of its self-evaluation of practices related to equal opportunities to receive Travel and Per Diem. This form should be completed by a representative group of individuals designated for that purpose by the superintendent. The completed forms should be signed by the superintendent and submitted with the accompanying certification worksheets for each of the other program components to:

Ron Koehler
Assistant Superintendent
Kent ISD
2930 Knapp Street, NE
Grand Rapids, MI 49525

- | | Yes | No |
|---|-------------------------------------|-------------------------------------|
| 1. Have you gathered information on the travel and per diem arrangements provided to the boys' and girls' teams? | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 2. Have you evaluated the modes of transportation, overnight accommodations furnished during travel, length of stay before and after competitive events, per diem allowances and dining arrangements? | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 3. Does the information gathered and analyzed regarding travel and per diem indicate that there is an overall disparity between the travel and per diem afforded to boys' and girls'? Please explain: | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4. If there is a disparity, are there nondiscriminatory factors that explain the disparity? If yes, please explain. | <input type="checkbox"/> | <input type="checkbox"/> |

Action steps taken to address Disparities in Travel and Per Diem:

Kent City Community Schools
School District

Bruce Hawley
Board of Education Representative

[Signature]
Title IX Coordinator

6/17/19
Date

MSWJR
Superintendent