

# **Pupil Nondiscrimination Self Evaluation Report**

## **November 18, 2011**

### **Requirements:**

1) Evaluate the status of nondiscrimination and equality of educational opportunity in the school district. The evaluation focused on the following three areas:

- Methods, practices, curriculum and materials used in counseling
- Participation trends and patterns and school district support of athletic, extracurricular and recreational activities
- Trends and patterns in awarding scholarships and other forms of recognition and achievement provided or administered by the school district.

2) Provide an opportunity for participation in the evaluation by teachers, administrators, parents and residents of Deerfield Schools.

3) Prepare a written report for the Board to approve and to share with residents of the district.

### **Process:**

- Invited all staff to the Pupil Nondiscrimination Committee meeting held in October.
- Met with and interviewed the school counselors, school psychologist and AODA counselor.
- Solicit input from District Extracurricular Committee.
- Solicit input from DISC Committee
- Reviewed athletic/extracurricular trends over the past three years.
- Reviewed scholarship/award recipients for the past three years.
- Reviewed student extracurricular/athletic surveys.
- Reviewed the following policies/documents:
  - Co/Extracurricular Code
  - K-12 Guidance and Counseling Policy (364)
  - Youth Options Policy (343.42)
  - Athletics Policy (377)
  - Co/Extracurricular Programs Policy (370)
  - Co/Curricular Athletic Participation: Objectives Policy (370.1)
  - Deerfield High School Course Guide
  - Junior Conference Guide
  - Enrollment Data

## **Findings:**

### ***Methods, practices, curriculum and materials used in counseling***

- All students have access to Youth Option and Youth Apprenticeship opportunities.
- Money is available to students for courses requiring fees.
- Certain genders are prevalent in some courses. (Auto, CNA)
- Counselors demonstrate high expectations for all students.
- No forms of bias or stereotyping are present in counseling strategies.
- The High School Course Guide is gender neutral.

### ***Participation trends and patterns and school district support of athletics, extracurricular and recreational activities.***

- Sports programs are equitable in terms of number of offerings for females and males.
- Extracurricular offerings reflect the diversity of the student population. Students of color and students with disabilities are represented in athletics and clubs.
- Eighty percent (80%) of students in grades 9-12 participate in at least one activity. Sixty-five percent (65%) are in athletics.
- Students are surveyed after each season/activity to provide input.
- Schedules and facilities for males and females are equitable.
- Students have a vehicle to add clubs based on interest. (TREE added with financial support in 2009-10).

### ***Trends and Patterns in Awarding Scholarships and Other Forms of Recognition.***

- Scholarship awards are equitable in distribution
- Students of color and students with disabilities are represented in awards and scholarships.
- Awards and scholarships are available to all students.
- The school publicizes scholarship opportunities.
- Top ten for the past two years favors females
- National Honor Society membership over the past three years has favored females. (Average 20% males, 80% females).
- Less than 50% of eligible students apply for National Honor Society

## **Recommendations:**

### ***Methods, practices, curriculum and materials used in counseling***

- Continue to promote non-traditional Youth Apprenticeship opportunities.
- Course guide should include an equity statement
- Review policies for equity statement.
- Course guide should include a statement indicating financial support available for courses offered out of district. (transportation)

### ***Participation trends and patterns and school district support of athletics, extracurricular and recreational activities.***

- Include equity statement on page 1 of the Co/Extracurricular Code Book
- Keep track of enrollment trends in Skyward
- Review policies for equity statements
- Continue to encourage participation in athletics and clubs.

### ***Trends and Patterns in Awarding Scholarships and Other Forms of Recognition.***

- Monitor trends in awards particularly in the top ten.
- Include equity statement on scholarship and award applications.
- Meet with National Honor Society advisors/committee to discuss trends and practices.
- Share National Honor Society criteria and membership process with parents to encourage students to apply.

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