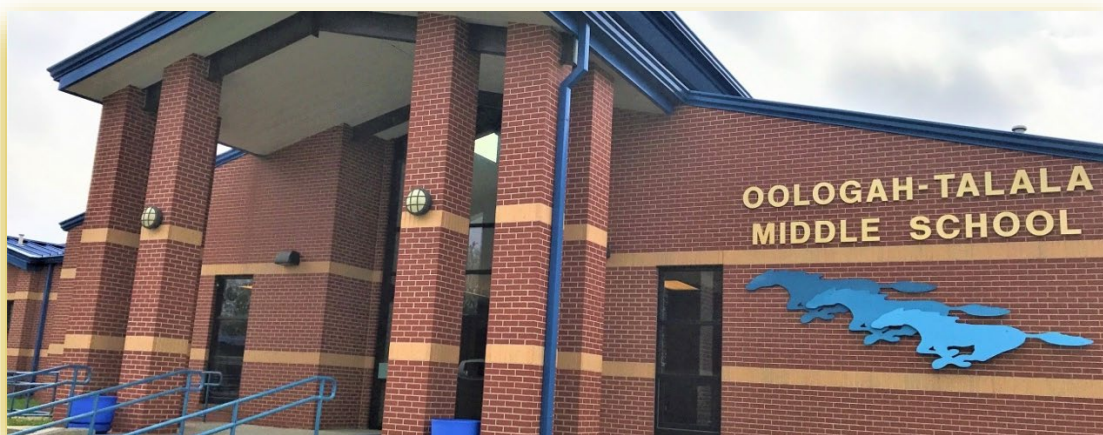


# OOLOGAH-TALALA PUBLIC SCHOOLS

## *Title IX Strategic Plan*

2021-2022



Title IX states no person in the United States shall on the basis of sex be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal Financial assistance.

The U.S. Department of Education's [Office for Civil Rights](#) (OCR) enforces, among other statutes, Title IX of the Education Amendments of 1972. Title IX protects people from discrimination based on sex in education programs or activities that receive federal financial assistance.

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## **Mission Statement**

Oologah-Talala Public Schools is committed to providing a safe and supportive school environment, free of discrimination, for all students.



# Beliefs

## Student training and education

- We believe that teaching students of their rights and responsibilities related to Title IX will create and maintain a culture of respect and safety for all students.

## Staff training and education

- We believe that staff training and education in Title IX will help deter inappropriate behaviors and will promote a learning environment that is inclusive, respectful, and safe for all students and staff.

## Culture of equity

- We believe that all students deserve access to a safe, positive, and productive learning environment that is free of discrimination.

## Respond promptly and appropriately to Title IX complaints

- We believe that effective and efficient Title IX procedures, along with training on these procedures, will ensure that Title IX complaints are responded to in a prompt and appropriate manner.



# Student Training and Education



- All students in 3<sup>rd</sup> through 5<sup>th</sup> grade will be presented Title IX information each school year. This information will be presented in a developmentally appropriate manner that is tailored to the age of the students.
- All students in 6<sup>th</sup> through 12<sup>th</sup> grade will be presented with Title IX training each year.
  - Please refer to the training link: [Title IX Student Presentation](#)
- Periodic updates will be sent to all students in 6<sup>th</sup>-12<sup>th</sup> grade.
  - Please refer to the direct link for memo examples: [Example of Title IX student Memo sent to all 6th-12th grade students](#)



- The following link directs you to the Title IX information specifically designed for elementary and middle school students and their families: [\*Elementary and Middle School Parent Guide to recognition and reporting-Title IX\*](#)
  - This information is posted at the entrance of each school building and is on our school website. It is also on a brochure in each school office. The brochure will be given to all students and parents at schedule pick up or at Meet the Teacher each school year.
  
- The following link directs you to the Title IX information specifically designed for high school students and their families: [\*HS Students recognition and reporting Title IX Information\*](#)
  - This information is posted at the entrance of each school building and is on our school website. It is also on a brochure in each school office. The brochure will be given to all students and parents at schedule pick up each school year.
  
- Title IX information is placed in the student handbooks.
  
- Students will be trained to use STOPit to make anonymous reports of bullying, harassment, discrimination or other concerns.
  
- Parents will be provided with information about the STOPit anonymous reporting tool at schedule pickup. The following link directs to this information and additional guidance is available on the school website: [\*Anonymous reporting with the STOPit app-Parent Letter\*](#)



## Staff Training and Education

- The link to our staff training is on the school district website. This training is required each school year for all staff and will be provided by the Title IX Coordinator or designee.
  - Please refer to the following link: [Staff Title IX Training](#)
- All Certified Administrators will participate in a Title IX investigators training each school year. The Title IX Coordinator or designee will provide this training.
- All new employees will participate in the Title IX On-Boarding training once hired.
  - Please refer to the following link: [New Teacher On-Boarding Training- Title IX](#)

Staff, will be trained to use STOPit to make anonymous reports of bullying, harassment, discrimination or other concerns.

- A periodic Title IX update will be sent to all staff.
  - Please refer to the following link: [Title IX monthly memo for staff- Example](#)
- Monthly Title IX update will be given to the Board of Education
- Coaches and activity sponsors will attend an annual meeting on appropriate relationships and communication with students.
- The Title IX Coordinator and Deputy Title IX Coordinator will stay current with Title IX laws by periodically attending conferences and communicating with other Title IX experts at the state and federal level.
- District administrators will utilize the New Hire Screening and Training Checklist for each newly hired employee.



# CULTURE OF EQUITY

## Core Belief

We believe that all students deserve access to a safe, positive, and productive learning environment that is free of discrimination.

## Equity Commitment

- We will provide students with resources that meet their circumstances.
- We will remove barriers that impede a student's ability to learn and participate in the school environment.
- We will embrace our differences and respect our diversity.

The Title IX committee will meet periodically and may review the following:

- Discipline and instructional data based on demographics
- Equitable access to athletics, activities & clubs
- Staffing
- Student pregnancy or students as parents
- Student input on school related topics
- Title IX procedures and policies

Annually, the Title IX coordinator or designee will train staff on creating and maintaining equity in school.



## Respond Promptly and Appropriately to Title IX Complaints

- Oologah-Talala Public Schools will follow the process for filing a formal Title IX complaint as outlined below:
  1. The district is given “actual notice” of a possible Title IX issue. The district is considered to have “actual notice” when any employee has been made aware of a possible violation of Title IX.
  2. Contact Title IX Coordinator or Deputy Coordinator



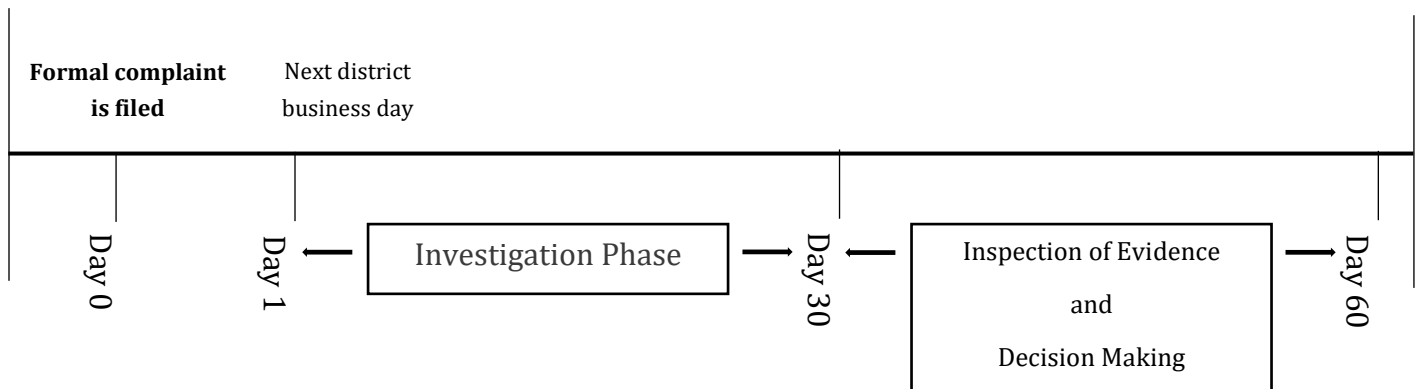
3. Anonymous reports can also be made using the STOPit app. These reports will be reviewed for any possible Title IX related issues.
  - Please refer to the following link:  
<https://appweb.stopitsolutions.com/login>





4. The following document [OTPS Title IX Guidebook](#) is intended to serve as an overview of the entire Title IX grievance process as required by Title IX regulations (34 C.F.R. 106.45) for responding to formal complaints of sexual harassment, as defined by Title IX.
  - These procedures are designed for use in the context of allegations of sexual harassment against a student or employee and should be reviewed in combination with the policies and procedures of Oologah-Talala Public Schools.
    - i. Please see the student handbook and OTPS website for further information and resources on child sexual abuse, including awareness, prevention and appropriate action.
5. Please refer to the following link: [Title IX Investigation Steps](#)
  - This explains the steps that will be taken once a formal Title IX complaint is filed.

## Title IX Complaint Process



## OTPS Title IX Policies

### Links to Title IX Policies:

1. Abuse, Neglect, Exploitation and Trafficking
  - a. <https://56il.co.jknt>
2. Sexual Harassment-Employees
  - a. <https://5il.co/l1ta>
  - b. <https://5il.co.jkn3>
3. Discrimination, Harassment, Retaliation
  - a. <http://5il.co/jkn3>
4. Sexual Harassment of Students
  - a. <https://5il.co/jsk9>
5. Federal Programs Complaint Resolution
  - a. [https://core-docs.s3.amazonaws.com/documents/asset/upload\\_file/989024/Policy\\_2.01.1.pdf](https://core-docs.s3.amazonaws.com/documents/asset/upload_file/989024/Policy_2.01.1.pdf)



# Annual Summary of Activities

## June-July

- Review the school website, student handbooks, and all documents to ensure everything is current
- Utilize the New Hire Screening & Training checklist for all newly hired employees
- Respond promptly and appropriately to all Title IX complaints

## August

- Student Title IX video shared with all students in 3<sup>rd</sup>-12<sup>th</sup> grades
- Student Orientations-Title IX information and STOPit App shared
- Schedule Pick up-Distribute Title IX brochures and information to all students and parents
- All staff trained in Title IX
- All new staff trained in Title IX
- Meeting with all coaches or activity sponsors regarding appropriate relationships and communications with students
- Title IX investigations training for all district administrators
- Respond promptly and appropriately to all Title IX complaints

## September-May

- Periodically send Title IX information to students to educate and inform them of their rights and responsibilities
- Periodically send Title IX information to staff to educate and inform them of their rights and responsibilities
- Periodically report Title IX compliance to the Board of Education
- Periodically update district resources and information regarding Title IX
- Review policies and procedures as needed to ensure they are all current & compliant
- Respond promptly and appropriately to all Title IX complaints





