




Kentucky High School Athletic Association

2280 Executive Drive ° Lexington, KY 40505 ° www.khsaa.org ° (859)299-5472 (859)293-5999 (fax)

MEMORANDUM

To: Superintendent, Principal, and Athletic Director
Adair County High School

From: Brigid L. DeVries, Commissioner
Larry Boucher, Assistant Commissioner 

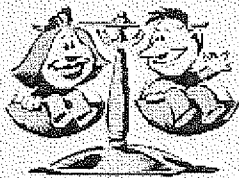
Date: June 6, 2005

Subject: 2004-2005 Title IX Annual Report Forms Submission

Enclosed please find a copy of Form T-65, the 2004-2005 KHSAA Title IX Annual Report Submission Status Report. In addition, you may find an attachment with corrected copies of the forms submitted by your school personnel. Please review this information so the forms can be completed accurately in the future.

Also, KHSAA Audit Team Members may have requested resubmission of some of the 2004-2005 Annual Report Forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable. Copies and all KHSAA Title IX documents must be kept current and included in your permanent Title IX File at the school. All documents are subject to Open Records Requests.

Should you need any further information, please do not hesitate to call anytime.



**KHSAA TITLE IX
ANNUAL REPORT SUBMISSION
STATUS REPORT
2004-2005**

KHSAA
Form T65
Revised 4/05

TO: KHSAA Member School Superintendents, Principals, and Athletic Directors

FROM: Brigid L. DeVries, Commissioner
Larry Boucher, Assistant Commissioner

DATE: June 6, 2005

School	Adair County High School	Reviewed by	Gary Lawson
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The following is a status report regarding the required 2004 - 2005 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2005. Appropriate KHSAA Audit Team personnel have reviewed these forms and the following is a summary of this review.

I. Checklist of Forms properly submitted in a satisfactory manner:

✓	GE 19 (Annual Verification)	✓	T-35 (Budget Chart)
✓	T-1 (Summary Program Chart 1)	✓	T-36 (Budget Chart)
✓	T-2 (Summary Program Chart 2)	✓	T-41 (Checklist – Overall Interscholastic Program)
✓	T-3 (Summary Program Chart 3)	✓	T-60 (Corrective Action Plan)
✓	T-4 (Summary Program Chart 4)		

II. Status

A.	✓	2004 – 2005 Forms are satisfactory and no further information or action is necessary at this time.
B.		Errors have been noted with respect to the following forms:
C.		The following forms were omitted and must be submitted by school representatives:
D.	✓	<p>Other Recommendation and Comments:</p> <ul style="list-style-type: none"> ▪ All calculations appear to be correct. ▪ According to the calculations and data submitted by school personnel, Adair County High School is <u>not</u> currently meeting the standards established in any of the three tests for provision of Athletic Participation Opportunities for females. ▪ Submitted data also indicates that the school is spending approximately 70% of its athletic funds on boys' teams (which comprise 55% of their total participation) and 30% of its athletic funds on female teams (which comprise 45% of the total participation). When broken down, these figures show that the school is currently spending approximately \$663 per male athlete and approximately \$346 per female athlete. ▪ This data, combined with the fact that the school was designated as deficient in the area of support services both in the November, 2001 original audit report as well as the January, 2005 re-visit audit report, would indicate that school officials are not seriously addressing issues related to equity as designated by the KHSAA. ▪ It will be recommended that Adair County High School be re-visited again in 2005-06 and further attempts be made to address "deficient" areas. These areas appear to include, but not necessarily be limited to, "1) <u>Accommodations of Interests and Abilities</u>, 2) <u>Locker Rooms, Practice and Competitive Facilities</u> and 3) <u>Support Services</u>".



**2004-2005 KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
ANNUAL VERIFICATION OF TITLE IX PROCEDURES**
(To be submitted by April 15, 2005 along with other required forms)

APR 18 2005 The Adair County High School, Columbia, Kentucky
(Name of High School) (City)

certifies to the Kentucky High School Athletic Association that the following is an accurate and true representation of the facts surrounding compliance with 20 U.S.C. Sections 1681-1688, et. Seq. (also known as Title IX)

I certify the following provisions in accordance with records at the school contained in the permanent Title IX file, and to the best of my knowledge have completed the following tasks (All boxes must be checked).

- Established a gender equity committee at the high school. (list committee personnel and provide attachment if necessary)

Name	Address	Phone	Title
Sammy Taylor	1204 Greensburg St	270-384-2476	Dist. Title IX Coord.
Mike Akin	526 Indian Dr.	270-384-2751	Principal
Cathy Brockman	526 Indian Drive	270-384-3323	Parent
Marsha Walker	1204 Greensburg Rd.	270-384-2242	School Board Member
Shelia Willis	526 Indian Dr.	270-384-2751	Teacher
Vanessa Burton	526 Indian Dr.	606-678-3070	Teacher
Sudan Peck	526 INDIAN Dr.	270-384-2751	Teacher
Matt Jackson	395 Frankum Rd.	270-384-5070	Student

- Scheduled a minimum of three meetings during the 2004-2005 school year on the following dates:

9-13-04
12-14-04
2-25-05

- Designated the following person(s) as the Title IX coordinator for the school:

Jim Moss Athletic Dir. 526 Indian Drive 270-384-2751
Name Title Address Phone

- Designated the following person(s) as the Title IX coordinator for the district:

Sammy Taylor Title IX Coord. 1204 Greensburg Rd. 270-384-2476
Name Title Address Phone

School personnel are continuing to make periodic reviews of the boys' and girls' athletics program reflected in the Corrective Action Plan.

In addition to the above information, the above referenced school maintains a complete permanent file relative to Title IX records including copies of the self-assessment audit, all corrective action plans, and other related materials.

Michael D. Akin
Principal's Signature

4-12 2005
Date

Donnell Inose
Superintendent Signature

[Signature]
School Board Chairpersons' Signature

(Send original copy to KHSAA - Maintain duplicate in Title IX school folder)

Gender Equity Committee (Continued)

Jim Moss	526	Indian Dr.	270-384-2751	Athletic Director
Brent Campbell	526	Indian Dr.	270-384-2751	Teacher
James Turner	526	Indian Dr.	270-384-2751	Girls" Basketball Coach
Mark Fudge	526	Indian Dr.	270-384-2751	Boys" Basketball Coach

2004-2005
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 1

KHSAA
 Form T1
 Rev. 10/04

Participation Opportunities Test One

		(Column 1)	(Column 2)	(Column 3)	(Column 4)
	Program	Enrollment	Percentage of Total Enrollment	Number of Interscholastic Participants (double and triple count)	Percentage of Total Participation
Row 1	GIRLS	379	51.6%	123	45%
Row 2	BOYS	355	48.4%	150	55%
Row 3	Totals	734	100%	273	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations if applicable: 14

- 1) Determine the total number of girls enrolled, (place in Row 1, Column 1). Determine the total number of boys enrolled, (place in Row 2, Column 1).
- 2) Add the total number of girls and boys enrolled to determine total enrollment, (place in Row 3, Column 1).
- 3) Calculate the percentage of total enrollment that is female. (Divide Row 1, Column 1 by row 3, Column 1 and place in Row 1, Column 2.) Calculate the percentage of total enrollment that is male. (Divide Row 2, Column 1 by Row 3, Column 1 and place in Row 2, Column 2.) Note: Row 1, Column 2 plus Row 2, Column 2 should total 100%.
- 4) Ask the head coaches to review the most updated eligibility or squad lists for their teams. Ask coaches to confirm the names of those individuals who are on the team as of the first **date of competition**, and cross out the names of those who were cut from the team or quit the team prior to the first competitive event. Determine the total number of interscholastic athletics participants that are girls, (and place in Row 1, Column 3). In order to determine the total number of athletics participants, an individual should be counted each time he or she participates on a team. For example, if Jane Doe competes on the varsity volleyball team, the junior varsity volleyball team, the junior varsity basketball team, and the varsity softball team, she should be counted as four participants (**do not include club or intramural sports participants, cheerleaders, dance teams, or pom squads**). Calculate the same way for boys and girls. * In addition, should 8th grade students and below play on a Freshman, Junior Varsity, or Varsity team, they should also be counted for each team and sport on which they participate. If applicable, please asterisk the above notation as to how many 8th grade students & below are included in the totals. Using the same procedure, determine the total number of interscholastic athletic participants that are boys, (and place in Row 2, Column 3). Add Row 1, Column 3 plus Row 2, Column 3 to get total participants and place in Row 3, Column 3.
- 5) Calculate the percentage of female participation. (Row 1, Column 3 divided by Row 3, Column 3 and place in Row 1, Column 4.) Calculate the percentage of male participation. (Row 2, Column 3 divided by Row 3, Column 3 and place in Row 2, Column 4.) Note: Row 1, Column 4 plus Row 2, Column 4 should total 100%.

Note: While being within three percent is not a formal compliance standard; if the percent listed in Row 1, Column 4 is within 3% of Row 1, Column 2, then it provides a good target within which compliance is likely.

Principal's Signature: Michael D. Allen Date: 4/12/05

ACCOMMODATION OF INTERESTS AND ABILITIES

SUMMARY PROGRAM CHART 2

Participation Opportunities Test Two

		Column 1	Column 2	Column 3	Column 4	Column 5
Program		Number of Teams Currently Offered	Number of Participants	Number of Teams Added in Last Five Years	Number of Participants Added in Last Five Years	Percent of Total Participation By Sex Added in Last 5 Years
GIRLS	Row 1	varsity:	7	67	1	11
	Row 2	j.v.:	4	42	1	8
	Row 3	frosh:	1	14	0	0
	Row 4	total:	13	123	2	18
BOYS	Row 5	varsity:	8	82	0	0
	Row 6	j.v.:	4	60	0	0
	Row 7	frosh:	1	8	0	0
	Row 8	total:	13	150	0	0

- 1) For Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level (varsity, junior varsity, and freshman). For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 2) For Column 2, list the number of participants at each level. For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8. **Note:** The totals in Row 4 for girls and in Row 8 for boys must be the same as the totals in Form T-1, Column 3, Rows 1 and 2 respectively.
- 3) For Column 3, list the number of interscholastic teams that have been added in the last five years at each competitive level. Count each team added during the 5 year period only one time. e.g. Girl's junior varsity soccer was added 3 years ago, count the team only once, not 3 times. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 4) For Column 4, list the number of participants that are currently on each level of the teams that were added in the last five years. If a team was added previously but no longer exists, there are no current participants to be added for that team. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 5) For Column 5, calculate the percentage of participants that have been added in the last five years. For girls, take the number in Column 4, Row 4 and divide by the number in Column 2, Row 4. For boys, take the number in Column 4, Row 8 and divide it by the number in Column 2, Row 8.

Note: If the percentage of current participants added in the last five years is 25% or greater, compliance with test two may be possible. If less than 25%, then compliance with test three should be analyzed. **CAUTION:** 25% is not a formal compliance standard.

Principal's Signature: Michael D. Open Date: 4/12/05

2004-2005
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 3

Participation Opportunities Test Three

FOR ANY QUESTION ANSWERED "YES" IDENTIFY THE RESPECTIVE SPORT(S).

	GIRLS (Yes / No)		BOYS (Yes / No)
1. For a sport not currently played at the interscholastic level (varsity, junior varsity, or freshman) in your school, is there an intramural team offered for that sport?	NO		NO
2. For a sport <u>not</u> currently offered in your interscholastic athletics program, is there sufficient interest to form a viable interscholastic team based on participation on an intramural team or community recreation teams?	GOLF TEAM YES		NO
3. For a sport <u>not</u> currently offered, is there sufficient interest, based on your most recent Student Interest Survey, to form a viable interscholastic team based on student responses from the interscholastic survey? If yes, what sport?	SWIMMING NO POOL IN AREA		SWIMMING NO POOL IN AREA
4. For a sport currently offered at the varsity level only, is there sufficient interest, based on your most recent Student Interest Survey, to form a viable team for a junior varsity or freshman team that is not currently offered?	NO		NO
5. For a sport currently offered at the junior varsity or freshman level is there sufficient interest, based on your most recent Student Interest Survey, to form a varsity team not currently offered?	NO		NO
6. If you answered YES to question (1), (2), (3), (4), or (5), are there enough high schools in your geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?	YES-2 NO--3		NO-3

Principal's Signature: Michael D. Allen Date: 4/12/05

2004-2005
ACCOMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 4

Levels of Competition Test One

		Column 1	Column 2	Column 3
Girls	Team Levels	Number of Teams Currently Offered	Number of Participants	Percentage of Participants at Each Level
Row 1	varsity:	7	67	54.5%
Row 2	j.v.:	4	42	34.1%
Row 3	frosh:	1	14	11.4%
Row 4	total:		123	100%
Boys				
Row 5	varsity:	8	82	54.7%
Row 6	j.v.:	4	60	40.0%
Row 7	frosh:	1	8	5.3%
Row 8	total:		150	100%

- 1) Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level; varsity, junior varsity, and freshman. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 1.)
- 2) For Column 2, list the number of participants at each level. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total the entries in Rows 5, 6, and 7 into Row 8. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 2.)
- 3) For Column 3, calculate the percentage of female and male participants at each level.
For girls' varsity, junior varsity, and frosh, respectively:
 - Divide Column 2, Row 1 by Column 2, Row 4, and place the percentage in Column 3, Row 1.
 - Divide Column 2, Row 2 by Column 2, Row 4, and place the percentage in Column 3, Row 2.
 - Divide Column 2, Row 3 by Column 2, Row 4, and place the percentage in Column 3, Row 3.
 -
 For boys' varsity, junior varsity, and frosh, respectively:
 - Divide Column 2, Row 5 by Column 2, Row 8, and place the percentage in Column 3, Row 5.
 - Divide Column 2, Row 6 by Column 2, Row 8, and place the percentage in Column 3, Row 6.
 - Divide Column 2, Row 7 by Column 2, Row 8, and place the percentage in Column 3, Row 7.

Principal's Signature: Michael D. Allen Date: 4/12/05

**2004-2005
BUDGETED AND ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART
TO INCLUDE BOOSTER CLUB FUNDING**

KHSAA
Form T35
REV. 10/04

	equipment and supplies	travel	awards	coaches' salaries (to include supplemental and extended employment)	facilities improvements	publications (if sport-specific)
	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
G basketball	\$6648.20	\$2382.70	\$1654.86	HEAD-\$6000.00 JV&F-\$5250.00		\$782.61
B basketball	\$14922.62	\$4059.60	\$1778.90	HEAD-\$7000.00 JV&F-\$3000.00		\$600.00
G softball	\$1748.69	\$932.50	\$122.99	HEAD-\$2000.00 JV---\$1000.00		
B baseball	NEW UNIFORMS \$9073.66	DRIVER FREE \$0.00	\$579.19	HEAD-\$2000.00 JV---\$1000.00	(SHED) \$2300.00	
G cross country	\$406.00	\$133.25	\$86.00	HEAD-\$1250.00		
B cross country	\$376.00	\$124.25	\$89.00	HEAD-\$1250.00		
G golf						
B golf	\$1310.00	\$517.50	\$142.00	HEAD-\$1250.00		
G soccer	\$3029.10	DRIVER	\$880.45	HEAD-\$3000.00 JV---\$1500.00		\$100.00
B soccer	COED	FREE \$0.00				
G swimming						
B swimming						

- Total expenditures on T-35 and T-36 on the 2004-2005 year report due by April 15, 2005, should reflect the total monies spent (rounded off to nearest hundred) for the entire year of 2003-2004 ending June 30, 2004.
- Booster Club Funding/Contributions must be included in the expenditures total.

Principal's Signature: Michael A. Allen

Date: 4/12/05

**2004-2005
BUDGETED AND ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2
TO INCLUDE BOOSTER CLUB FUNDING**

KHSAA
Form 136
REV. 10/04

Teams	equipment and supplies	travel	awards	coaches' salaries (to include supplemental and extended employment)	facilities improvements	publications (if sport-specific)
	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
G track	\$125.50	\$240.00	\$80.00	HEAD-\$1250.00		
B track	\$148.50	\$200.00	\$80.00	HEAD-\$1250.00		
G tennis	\$229.55	COACH	\$80.00	HEAD-\$2500.00		
B tennis	\$237.55	DRIVES	\$80.00	HEAD-\$2500.00		
G volleyball	\$360.00	\$627.50	\$71.50	HEAD-\$2000.00		
B wrestling						
G (list sport)						
B (football)	\$23773.47	\$1670.57	\$776.14	HEAD-\$6000.00 AST-\$7000.00		\$544.76
G (list sport)						
B (list sport)						

- Total expenditures on T-35 and T-36 on the 2004-2005 year report due by April 15, 2005, should reflect the total monies spent (rounded off to nearest hundred) for the entire year of 2003-2004 ending June 30, 2004.
- Booster Club Funding/Contributions must be included in the expenditures total.
- Indicate percentage of total expenditures for each gender: Total Expenditures \$ 142,100.00 % for boys 70% % for girls 30%

Principal's Signature: Michael A. Owen Date: 4/12/05

2004-2005 KHSAA TITLE IX ATHLETICS AUDIT

KHSAA
Form T41
Rev. 10/04

Checklist - Overall Interscholastic Athletics Program

DIRECTIONS:

For the Areas of Compliance (Opportunities and Benefits) listed on the left hand side of the page, place a checkmark under the appropriate column identifying whether your school provided an advantage to the Girls' Program, or to the Boys' Program or to Neither Program.

Areas of Compliance:	ADVANTAGE TO:		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
OPPORTUNITIES			
Accommodation of Interest and Abilities			X
BENEFITS			
Equipment and Supplies		X	
Scheduling of Games and Practice Time			X
Travel and Per Diem Allowances			X
Coaching			X
Locker Rooms, Practice and Competitive Facilities		X	
Medical and Training Facilities and Services			X
Publicity			X
Support Services		X	
Athletic Scholarships			
Tutoring			
Housing and Dining Facilities and Services			
Recruitment of Student Athletes			

Principal's Signature: Michael D. Allen Date: 4/12/05

SCHOOL NAME

Adair County High School

2004-2005

TITLE IX

CORRECTIVE ACTION PLAN

KHSAA
Form 160
Rev. 10/04

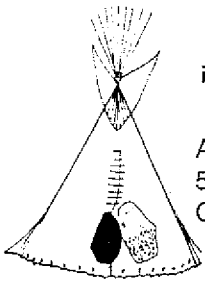
DIRECTIONS:

1. For Column 1, indicate the intended area which needs corrective action in order to achieve gender equity. For Column 2, write the suggested change or activities that will correct the area in need of alteration. For Column 3, include the estimated completion date for the changes or activities.
2. It is possible to attain compliance with Title IX and no longer need "corrective" action. However, the KHSAA strongly encourages compliant schools to identify items for improvement (Column 1), activities to accomplish the improvement (Column 2) and a timetable for completion (Column 3) that will strengthen the athletic program.
3. You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2005.

COLUMN 1	COLUMN 2	COLUMN 3
ITEM FOR CORRECTION/ IMPROVEMENT	SUGGESTED CHANGE/ ACTIVITIES	TIME TABLE FOR CORRECTIVE ACTION/ COMPLETION
Student Gender Equity on Genera Eaulty Committee	The committee will have a male and female student .	Fall, 2005
Uniform Rotation Policy	SBDM will adopt a Uniform Rotation Policy	April, 2005
Assignment of Locker Rooms	Develop an equitable assignment of Locker Rooms	Fall, 2005
Softball Lights	Softball Lights will be installed.	May-June, 2005
Weight Room Schedule	Weight Room Schedule will be posted.	Immediately
Monitoring of Booster Club Accounts	Board will develop policies.	April, 2005
Followup on student interest survey	Athletic Dir. will followup on surveys	Fall, 2005

Principal's Signature: *Michael A. Allen*

Date: *4-18-05*



A.C.H.S. Athletic Department

Adair County High School
526 Indian Drive
Columbia, KY 42728

Jim Moss, Athletic Director
School: (502) 384-2751
Athletic Office: (502) 384-4031
Home: (502) 384-6720

WEIGHT ROOM SCHEDULE 2004-2005

FALL 2004 (AUGUST 1 - DECEMBER 31)

MONDAY-----FOOTBALL

TUESDAY----GIRLS & BOYS BASKETBALL

WEDNESDAY--VOLLEYBALL & GOLF

THURSDAY---SOFTBALL & BASEBALL
3:00-4:30 4:30-6:00

FRIDAY-----SOCCER-----OPEN WEIGHT ROOM
3:00-4:30 4:30-6:00

WINTER & SPRING 2005 (JANUARY 1 - MAY 31)

MONDAY-----FOOTBALL

TUESDAY----TRACK & TENNIS

WEDNESDAY--GIRLS & BOYS BASKETBALL

THURSDAY---FOOTBALL

FRIDAY-----SOFTBALL & BASEBALL
3:00-4:30 4:30-6:00

SUMMER (WEIGHT ROOM OPEN ALL DAY WHEN SUPERVISED BY A COACH)
(CLOSED DURING DEAD PERIOD)

ACHS UNIFORM ROTATION POLICY

Adopted 3/31/2005

The Uniform Rotation Policy will take effect for the 2005-2006 school year according to the attached schedule. "1 set" means either home or away. This policy does not address uniform replacements that are made on a yearly basis. All costs are estimates and may change pending changes in uniform cost and number of player in each sport.

ACHS New Uniform Rotation Schedule

Year 1	Girls and Boys Basketball 1 Set	4,200
	Football Pants	2,200
	Girls and Boys Track	900
	Girls and Boys Golf	400
	Total Approx. Cost	7,700
Year 2	Softball and Baseball 1 set	6,000
	Girls and Boys Soccer	2,000
	Girls Volleyball	1,600
	Girls and Boys Tennis	700
	Total Approx Cost	8,300
Year 3	Girls and Boys Basketball 1 set	4,200
	Football Jersey 1 set	2,700
	Total Approx. Cost	8,900
Year 4	Softball and Baseball 1 set	3,000
	Football Jersey 1 set	2,700
	Total Approx. Cost	8,700

- Policy takes effect for the 2005-2006 school year
- "1 set" is either home or away
- all costs are estimates and may change pending changes in uniform cost and number of player in each sport.
- the cost does not include replacements

BANNER POLICY

Amended 3/31/05

Any organization wishing to display a banner, sign, picture, etc. in the Adair County High School Gym or other sports facility must obtain approval of the Adair County High School SBDM Council. Organizations must submit a rationale for the item to be displayed to the SBDM Council. Equal opportunity will be given to male and female organizations. An equitable distribution of awards will be given to male and female athletes.